

Strategic Theme C: Positive & Supportive Culture

Strategic Initiative 1A: Define and develop agreed-upon core values, behaviors, and collective commitments for DCSD staff.

ROLES AND RESPONSIBILITIES

INITIATIVE OVERSIGHT

Role	Description
Cabinet Sponsor	Dr. Thomas Tucker Superintendent
Initiative Leaders	Jolee Jones Director, Stone Canyon Outdoor EdVentures Sara Curto Assistant Principal, Mountain Ridge Middle School

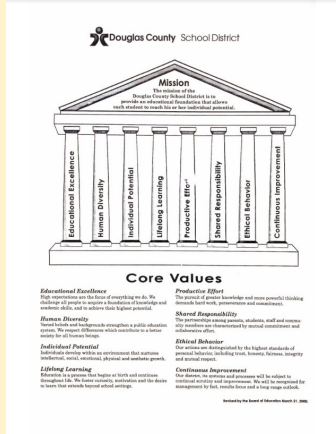
INITIATIVE ACTION TEAM

Responsible for participation in action plan development, execution of initiative tasks according to set deliverables and milestones, and participates in regular initiative reviews and issue resolution.

Role	Description
Action Team Members	Brian Rodda Principal, Fox Creek Elementary Diane Smith Strategist, Curriculum, Instruction & Professional Growth Kim Herman PLS, Clear Sky Elementary Chris Lawson Product Manager, IT Lindsay Bergemann Former Director, Sourcing and Contract Management

INITIATIVE ACTION PLAN

INITIATIVE OVERSIGHT

Current Work: 2019 - 2020 sy		
Action Item	Milestone Deliverable	Possible Artifacts
1	<i>Gather feedback from building principals and district department leaders on draft process. (Staff Level)</i>	<u>Nov. DLT slides</u>
	<ul style="list-style-type: none"> Feedback gathered at November DLT meeting 	
2	<i>Gather feedback about the District Core Values (the pillars) from 2000. (Organizational Level)</i>	
	<ul style="list-style-type: none"> Building principals asked to have a conversation with the staff reflecting on the pillars from 2000 and giving feedback on relevance today, items that may be missing, alignment to strategic plan themes and board end statements. <ul style="list-style-type: none"> Dr. Tucker makes the request at the December DLT meeting Further conversation at January level meetings Gathered feedback “due” at February level meetings Gather feedback from district department staff Adjust “pillars” and descriptions based on the feedback 	
3	<i>Revisit DCSD mission and vision, making adjustments as necessary. (Organizational Level)</i>	
	<ul style="list-style-type: none"> Board of Education action 	
4	<i>Review and approve “pillars” and descriptions, making adjustments as necessary. (Organizational Level)</i>	
	<ul style="list-style-type: none"> Board of Education action 	
5	<i>Adjust staff level process based on Board-approved organizational mission, vision, and core values. (Staff Level)</i>	<u>Draft action plan</u> Revised action plan
	<ul style="list-style-type: none"> Action teamwork for 20-21sy implementation Communication to system 	
6	<i>Collaborate with all stakeholders to continue work around climate and culture as well as the change process.</i>	
	<ul style="list-style-type: none"> Continue work around climate and culture, as well as the change process. 	

Tier 1: 2020 - 2021sy

Action Item	Milestone Deliverable	Possible Artifacts
7	<i>Implement staff level process to define and develop agreed-upon core values, behaviors and collective commitments. (Staff Level)</i>	Revised action plan
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8	<i>Develop and implement a communication plan. (Organizational and Staff Level)</i>	Communication plan
	<ul style="list-style-type: none"> • Communication to systems • Coordination with celebrations initiative 	
9	<i>Provide training for all district and school leadership staff so they model best practice as it pertains to a supportive culture. (Organizational Level)</i>	Training Outline
	<ul style="list-style-type: none"> • Cabinet, Academic Cabinet, Board of Education, DLT, APs, PLS 	

Tier 2: 2021 - 2022sy

Action Item	Milestone Deliverable	Possible Artifacts
10	<i>Monitor progress. (Staff Level)</i>	Progress Monitoring Data
	<ul style="list-style-type: none"> • Determine tool for progress monitoring and progress monitoring checkpoints, employee feedback, review data and determine adjustments 	