

Douglas County School District
Learn today. Lead tomorrow.



We want more for our students and our community, so we are transforming education.

We don't want to be the best in the state or even the nation. We want to be the best in the world."

~ Superintendent Dr. Elizabeth Fagen

Reinventing American Education

Driven by a passion for students and informed by the latest research, the Douglas County School District (DCSD) is reinventing American education for the future. We are dedicated to ensuring that families have the opportunity to select the best school and learning environment for their children. All programs teach the 21st century skills students will need – communication, collaboration, critical thinking and creativity – to succeed in whatever college or career they choose.

Learn Today, Lead Tomorrow

Our motto has never been more true than today. We are redefining the way we teach our students to ensure they have the skills they need to not only participate in the global economy – but to lead it.

We expect our students to create new businesses and non-profit organizations, to bring new vitality to existing firms and enterprises, to invent new products and processes, and most importantly, to create new economic opportunities for others, both in America and around the world.

No other school district in America is undertaking the far-reaching 21st century transformation of K-12 education like DCSD.

We are reinventing the system because we know that the century-old system was built for a different time – a time in which most students were being prepared for factory jobs. Our economy and our students have changed. It is only logical that our approach to education must change as well.

Safe and Secure

Safety is our number one priority. Students and staff must feel safe and secure before high-level learning can occur. When we say safety, we mean it in the broadest sense – physical, psychological and online safety. Through our strong partnership with local law enforcement, we launched and continue to refine the DCSD School Marshal Program, where officers and deputies make unannounced visits multiple times a day at our elementary and middle schools. At the high school level, DCSD School Resource Officers provide another layer of security.

Choice – World Class Education – System Performance

Our other priorities focus on **Choice, World Class Education** and **System Performance**.

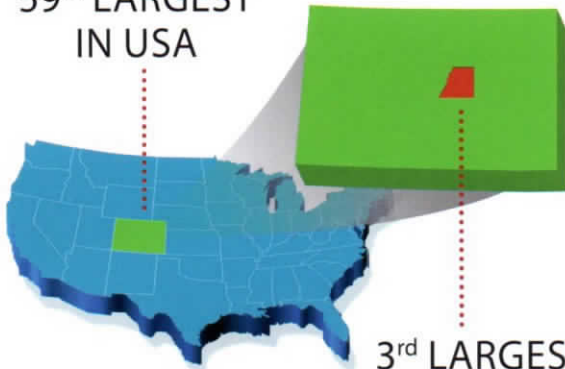
We embrace parent and student Choice by offering a wide variety of pathways to learning – including neighborhood, charter, magnet, online and home school options. Pairing students with the best learning environment for them creates the highest probability of success.

DCSD is committed to providing every student with a World Class Education. We teach students in ways that require higher level thinking and makes learning stick for the long term. Our students will be able to compete against students from around the world for the most sought-after careers.

System Performance assesses the progress of all students as they learn and develop. By reinventing assessment and education accountability, we are able to measure the most important outcomes by using the best strategies for our students and staff. As an employer of choice, DCSD supports the best teachers and leaders with professional pay and keeps them where they need to be – in front of our students.



59th LARGEST
IN USA



3rd LARGEST
IN COLORADO

47 ELEMENTARY SCHOOLS

9 MIDDLE SCHOOLS

9 HIGH SCHOOLS

2 MAGNET SCHOOLS

12 CHARTER SCHOOLS

66 PRESCHOOL LOCATIONS

131 PRESCHOOL SESSIONS

1

ALTERNATIVE
PROGRAMMING
SCHOOL

1

ALTERNATIVE
HIGH SCHOOL

1

NIGHT
HIGH SCHOOL

1

ONLINE
SCHOOL

67,000
STUDENTS



2014-15 BUDGET
\$744,000,000

7,000 EMPLOYEES
3,900+ ARE LICENSED



INNOVATION

CONCURRENT ENROLLMENT

Students and parents saved more than \$3 million (2013-14) in college expenses through DCSD's concurrent enrollment program.

2013-14: MORE THAN
\$3,000,000 SAVED



EXCELLENCE

GRADUATION RATE

DCSD has one of the highest graduation rates in the Denver metro area. Rates have risen steadily from 81.9% in 2009 to 88.8% in 2013.

88.8%
GRADUATE

STATE ASSESSMENTS

TCAP

Annually, DCSD's TCAP results outpace the state average in all grades and content areas. In 2014, on average, DCSD scored more than 11 percentage points above the state average.

11%
Points
Above
State
Average

TCAP

ACT

In 2014, DCSD high school students continued to increase the District's average composite ACT score. It is now 22.1.

ACT 22.1

EFFICIENCY

SMALL CENTRAL ADMINISTRATION

Since 2010, the District has cut \$500,000 from central administration.



UTILITY SAVINGS

DCSD has saved more than \$16.5 million over seven years by trimming utilities use. The District is using 30% less energy per square foot than when the program started.





Safety

The number one priority of the Douglas County School District is the safety of our students and staff. We understand that if our students and staff are not safe, nothing else matters. When we say safety, we mean it in the broadest sense. We mean physical, psychological and online safety.

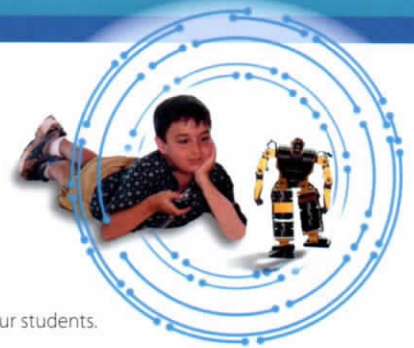
In the spring of 1999, our concept of and our responsibilities regarding school safety changed dramatically with the tragic events at Columbine High School in Littleton, Colorado. In December 2012, our education world, our paradigms, and our leadership responsibilities to our students, staff, and parents were tested once again with the unspeakable events in Newtown, Connecticut. Just as Douglas County did following the tragic events in 1999, the District stepped forward in 2012 with one of the strongest school safety responses and plans in the nation.

Choice

Douglas County School District has a pioneering spirit in the realm of choice. With the first charter school in Colorado in 1993 and the recent, first-in-the-country student scholarship program allowing students to use a portion of their per pupil funding to pay tuition at a menu of quality private schools in 2011, DCSD demonstrates a commitment to doing what is best for students – even when it’s difficult.

DCSD believes that every student is unique – each has different interests, strengths and challenges. DCSD also believes that no one understands the unique qualities of each of our students better than their parents. Therefore, DCSD is committed to partnering with parents to select the very best school and learning environment for every student.

DCSD is committed to choice at every level of our organization. In addition to school-to-school choices, we believe in choices within the classroom, choice pathways within a school and even choices outside our own district, if they are best for our students.



World Class Education

Challenged by authors like Tony Wagner, Yong Zhao and Marc Prensky, Douglas County School District aspires to provide a world class education for all students. This means that we believe our students are the future leaders of this country and perhaps the world. We want to prepare them to compete on the world stage for any college or career of their choice.

What this means in education is that we must reinvent our curriculum – the knowledge and skills we teach our students, and the outcomes. We must reinvent our assessment systems, as well as the assessments themselves. We must reinvent our instructional strategies to make sure that learning sticks, or is sustainable, and engages all students deeply. We also know that in order to reimagine and reinvent teaching, learning and leading for the 21st century, we must align all support systems with this work.

System Performance

Since the inception of the No Child Left Behind Act (NCLB), there has been a bright light on accountability in American education. In the Douglas County School District, we embrace our responsibilities to our staff, students and community, and welcome quality accountability at all levels and for all aspects of our educational organization.

We created the accountability structures, processes and mechanisms we hope to see in American education – accountability systems that measure the most important outcomes from each part of our system. We pushed ourselves to make sure that the accountability systems we envisioned and built were of the highest quality, embraced authenticity, and were focused on rigorous and important outcomes – outcomes expected by our business partners and higher education – and that would serve our students well.

We are also well into the process of creating a balanced assessment system that creates a body of evidence for each of our students on the most important knowledge and skills that they must acquire to be college, career and citizenship ready for the 21st century.

We have developed a professional pay system for all employees that embraces quality assessment of the most important things they do for students as the basis of their pay increases. We moved to a market-based pay system that starts by paying employees using supply and demand of the market place, and then places their future increases in their hands and the hands of their outputs in our system and for our students. We provide pathways for all staff to grow and promote in ways that are unique to their particular strengths and desires.

