

Email to All Staff January 25, 2012

Subject: Updates and Answers

Dear DCSD Employee:

I hope you had a good weekend. I would like to update you on a few current items.

First, a little housekeeping...I have heard from some of you that you would prefer brief, "just the facts ma'am" email messages. I have heard from others that they enjoy the longer, more descriptive notes (even if they have to give up reading personal novels to get them read – LOL Coyote Creek :). In a continued effort to meet everyone's needs, beginning with this note, I will provide a bulleted list of updates and then post a longer explanation on my new blog. This is a pilot, as I am not certain about requiring more clicks to get to the more detailed information, but we will give it a try. I hope it meets your needs. Please [click here](#) to view the blog.

- Budget – The good news is Governor Hickenlooper has changed his budget plan to restore proposed cuts to education. However, given the complexity of the Colorado budget process, DCSD will continue on the current budget development/balancing path with the goal of ultimately minimizing SBB (Student Based Budgeting) reductions. We also continue to work toward eliminating the need for furlough days through negotiations. In short, we will prepare for all scenarios, but we cannot make any formal changes until we have final numbers in March.

On the budget topic, the two most important facts for you to know:

1. We are absolutely committed to putting our students first - doing everything we can to minimize the impact to the classroom.
 2. We value our teachers and our staff– we are absolutely committed to doing everything we can to bring furlough days to zero, to preserve or improve benefits, to provide you with high quality, differentiated professional development as well as opportunities to work with our curriculum and assessment departments for additional compensation.
- Professional Development – There is an impressive amount of wonderful professional development happening in the District right now led by Innovation and Development Officer Pat McGraw and his amazing team. These opportunities include backward planning, world-class education, restorative practices, and more. In addition, I am currently teaching one leadership class, and I am planning to launch another class in February for teachers on world-class education. Please watch for it if you are interested. There will be 30 seats and they will be first-come-first-serve.
 - Teacher Survey – Many of you expressed concerns to me about a survey that was done in November. I responded to your concerns with the factual information I had at the time. A portion of the survey results have been shared with some staff and with the media. We will certainly review this data – we care about what our employees think. The responses to this survey represent one data point, and in DCSD we look at bodies of evidence, so we will continue collecting additional data via various avenues to better inform our recommendations and decision-making.
 - Communication – We are doing everything we can to reach you with accurate and factual information. In addition to school visits, THINK, and other regular communications, there will be telephone town halls every other week for a bit with much better advance notice

and common sign-on/PINs for ease of use. These changes are an effort to better inform, serve and support everyone.

You are invited to participate in a telephone town hall with DCSD parents on Wednesday, January 25 at 6:00 p.m., by calling [877-228-2184](tel:877-228-2184), and entering the passcode **19350**. The town hall discussion will provide more insight into budget issues. [View the schedule for all telephone town halls here.](#)

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