

Executive Director Update

The background features a white upper section with the title text. Below the text, there are two large, overlapping, wavy shapes. The lower-left shape is orange, and the lower-right shape is blue. The blue shape overlaps the orange one, creating a yellowish-orange area at the bottom right.

- Holiday Events and Staff Party were a HUGE success!
- Virtual-Teacher Workday included an LEP Training and SBL Brainstorming Session
- Secondary Course Selection Sheets and the Academic Course Catalogue will be available to view online this week.
- Students will complete Student Fall Survey this week in Access
- Kudos to Chris Damour and his team. The building is looking great and we are seeing less sickness at the ES level!

Enrollment Update

The background features a white upper section and a lower section with wavy, overlapping shapes in orange and blue. The orange shape is on the left and bottom, while the blue shape is on the right and top, creating a dynamic, modern look.

Current Enrollment- 1395

9 students withdrew in December

- 4 moved out of state
- 1 homeschool
- 3 moved outside of DCSD
- 1 unknown

4 students withdrew start of 2nd semester

- 1 moved out of state
- 2 moved outside of DCSD
- 1 unknown

7 new students started 2nd semester

- 6 elementary students
- 1 middle school student

Teacher Care Model

The background features a white upper section and a lower section with abstract, wavy shapes. On the left, there is a large orange shape that curves upwards. A blue shape curves downwards from the top right, meeting the orange shape. Below the blue shape is a lighter yellow-orange shape that also curves upwards, creating a layered, wave-like effect.

Teacher Retention and Attrition Rate

Year	2014-15	2015-16	2016-17	2017-18	2018-2019	2019-20	2020-21	2021-22	2022-203
Teacher Retention Rate	82%	69%	73%	83%	80%	67%	70%	64%	76%
Attrition Rate	18%	31%	27%	17%	20%	33%	30%	36%	24%

- Attrition refers to the loss of employees through a natural process, such as retirement, resignation, elimination of a position, personal health, or other similar reasons. With attrition, an employer will not fill the vacancy left by the former employee.

Breakdown of Numbers

Elementary			Secondary		
Title	Turn Over	# of positions needing to be filled	Title	Turn Over	# of positions needing to be filled
Administrators	0	0	Administrators	1	1
Teachers (K-5)	5	6	Teachers (6-12)	13	17
<p>Explanation:</p> <ul style="list-style-type: none"> • 1 retired • Reduction in force in 1st grade • 1 teacher left for another school • 1 teacher left to teach internationally • 1 teacher had a baby and did not return <p>Increased 4th grade back up to 4 teachers</p>			<p>Explanation:</p> <ul style="list-style-type: none"> • 2 teachers retired • 2 teachers left the profession • 4 teachers moved to another school • 1 teacher moved to teacher support team • 1 teacher moved to DCSD • 1 teacher left for family reasons • 1 teacher not asked back • Added ASL teacher which was online only the previous year • Added a AD position • Added part-time spanish • Dean of students left for another school. 		

Focus and Goals for Teacher Support Team

- Improve School Culture
- Standards Based Learning
- Problem Based Learning
- Using data to drive instruction

Teacher Care Team

Teacher Support

- 3 full-time specialists and 1 part time specialist
- Supports teachers with:
 - Instructional pedagogy
 - PBL development and implementation
 - Standards Based Learning development and implementation
 - PLC support

Teacher Care Team

Additional support:

- Unit planning
- Feedback/observations
- Coverage for teachers to observe others
- Quick breaks
- Co- teaching/Model teaching
- Instructional Technology support
- Curriculum implementation
- Differentiation
- Resource procurement

New Teacher Induction

All teachers who are new to teaching and have an interim license or are new to Colorado, must participate in a New Teacher Induction program.

This is meant to provide supports for new teachers as they learn the requirements of the school, district and state.

Mentor's Role

CONSULTANT: Offering Support and Providing Resources

- Establish early contact
- Orient the new teacher to the school, and its routines and practices
- Ensure that the new teacher understands the students, parents and community served by the school
- Model effective teaching practices

COLLABORATOR: Creating Challenge and Encouraging Growth

- Work with the new teacher to develop an Individual NTIP Strategy
- Assist the new teacher in planning the first day, first week, first month
- Work collaboratively to identify the new teachers' needs and adjust the mentoring process throughout the year

INSTRUCTOR: Facilitating Professional Vision

- Provide support in effective classroom management, parent communication and other critical facets of professional practice
- Provide emotional support and encouragement
- Provide professional feedback

Adapted from: Lipton, L. & Wellman, B.(2003). Mentoring Matters: A Practical Guide to Learning-Focused Relationships, 2nd Ed. Sherman CT. MiraVia, LLC. For additional information go to: www.miravia.com

New Teachers Needing Induction	Mentors
20	13

Roles and Responsibilities:

- 1 monthly observation
- 1 monthly meeting to discuss observation and set goals
- Inductees attend 1 monthly induction meeting to work on their portfolios

Total time for induction is 2 years.

PD Support

Weekly PD Newsletter

- Instructional videos
 - Reminders
 - Upcoming PD announcements
 - Culture Building activities/ideas
 - Classroom instruction ideas
- PLC time every other Monday
 - Release days for teachers to work with their team/department

How Will We Know It's Working?

- Feedback during coaching
- PD surveys
- Semester staff satisfaction surveys.
- Staff retention will be higher.