



Dr. Michael J. Thomas, Superintendent

Friday Night Notes
October 22, 2021

The Week at a Glance

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In the Media

Print Media (Ashby)

The following articles regarding District 11 were in the newspaper from October 15 – 21, 2021.

Gazette

10/15/2021 - "[Candidates Hope to Make the Grade](#)" - District 20, District 49, and District 11 board election candidates and campaign topics are featured. Regarding D11, it is noted that incumbents Shawn Gullixson, Julie Ott, Chris Wallis, as well as candidates Al Loma, Rebecca Acevedo-Kenderdine, Sandra Bankes, John Gustafson, Lauren Nelson, and Jennifer Williamson are vying for four board seats. Quotes from Nelson, Bankes, and Gustafson are included.

10/16/2021 - "[Equity Cafés' Fail District's Families](#)" - Opinion/Editorial Section article submitted by Joseph Boyle of Colorado Springs regarding the author's thoughts on the Equity Cafes and the Equity program in D11.

10/17/2021 - "[Our Take on Ballot Issues to be Decided by Voters on Nov. 2](#)" - Tom Cronin and Bob Loevy offer their voting suggestions and outcome predictions regarding local and state ballot issues.

Independent

10/20/2021 - "[November 2021 Citizens Project Paid Insert](#)" - Area school districts' Board candidate profiles and answers to Citizens Project's questionnaire.

On the Horizon

Board Calendar

Date/Location/Time	Activity
Wed., October 27, 2021, Boardroom, 4:30 pm 5:30 pm	Executive Session Regular Board Meeting
Wed., November 3, 2021, *Video Conference, 4:00 pm	Work Session
Wed., November 10, 2021, Boardroom, 5:30 pm	Regular Board Meeting
Wed., November 17, 2021, *Video Conference, 4:00 pm	Work Session

*The public may watch the work session via our live stream broadcast at: <https://www.d11.org/TV>

Leadership Levers 10/19/21

Strategic Plan Celebrations: *Celebrating our school sites and departments that are living out the D11 Strategic Plan.*

- **SHOUT-OUT to Principals Kim Gilbert (Taylor ES) and Treg Joslyn (King ES)**, for being the winner of a Raising Cane's Chicken Fingers gift basket, through random drawing of prizes, in honor of National Principals Month.
- **SHOUT-OUT to Principals Nikki Myers (Academy ACL), John Bailey (Achieve/Digital HS), Toby Lefere (Howbert ES), Gabe Hammel (Bristol ES), Ryan Miller (Grant ES), and Ginger Ernst (Henry ES)** for being the winners of Super Summit Passes, through random drawing of prizes, in honor of National Principals Month.
- **SHOUT-OUT to Brenda Hauvermale, Transportation Department Driver Extraordinaire**, who, according to Mrs. Katie Cincoski (Grant ES AP), *"I just wanted to give Ms. Brenda a big shout out for working so hard to connect with our students who ride her bus. Her bus is full of students that require a difficult balance of consistent, firm expectations and someone who will take a moment to smile and connect with them. She has taken on this task and does it with grace and patience. It takes a village and I'm so glad that she's in our village!"*
- **SHOUT-OUT to Melanie Bulick and the PowerSchool Support Team** for their incredible work and endless patience as they support us during the implementation of PowerSchool.

School Leadership Actions – Forward Thinking: *Information prompting you to action!*

- As we approach Parent-Teacher Conferences, we are strongly encouraging that parents are offered both in-person and WebEx opportunities to engage. Offering both options will likely increase family participation. Bring the data on both a classroom and school level to ensure that parents are met with the service they deserve.
 - **Please make sure you have your Impact Aid forms available and completed. Contact Blake Miller for more information.**
 - **Remember to complete the Parent-Teacher Conference Attendance Report, due Nov. 5th.**
- **BetterUp Coaching Opportunity:** Principals, we have only two slots left for any of you that would like to take advantage of Executive Coaching. Read the announcement from Dr. Thomas (at bottom) and email your EDSL if you are interested. First come, first served!

Best Practices from Colleagues:

- **Tony Karr, Darin Arnold and Alisa Snelson (Holmes MS)** have strategically created their MS Schedule to encompass MTSS Blocks. These blocks of time are used for all students to receive daily Tiered Interventions. Students are then reassessed every three weeks and are able to move in and out of tiers as their assessments and work product show. This has also provided teachers with a unique opportunity to spend short (but targeted) time with groups of students to assist students on building their skills. Want more info? Contact any of the three above!

Leadership Levers 10/19/21

- **Sarah Scott (Chipeta ES)** worked with her Staffing Assistant to refine their Interview Questions around [Emergenetics](#). This provided the team the opportunity to ask questions that were deeper and more aligned with the job description, helping them choose a candidate that was a good match and skillset for the role. Want more info? Contact Sarah!
- **Karen Newton and Carolyn Graham (West ES and Midland ES)** have been collaborating with their TLC, Shelley, to create DYNAMO PLC's. The result has been incredible movement of students AND teacher ownership of the process. Want more info? Contact either Karen or Carolyn and ask if you can come see it in action!
- **A 7th grader at Jenkins MS** initiated a student-led cleaning crew as a response to the building maintenance team shortage. She recruited 53 students, scheduling them to help with trash in the classrooms and hallways each day during 7th period. This is a tremendous help to the Jenkins MS community and building maintenance team.

Thank you for your leadership,

Jen, Bryan, Dan and Brandan
Your EDSL Team



Team D11 Principals,

Thank you for your time over the past few weeks, sharing your thoughts, completing the Wellness Survey and helping me better understand areas in which you are needing additional supports, both at the principalship level and the school level.

I have some exciting news to share around supports we will be providing all of our 1st-3rd year principals (new to role) and those principals who are new to D11 (new to the district). In order to continue investing in our employees and empower their growth, we have partnered with [BetterUp](#), the world's leading coaching and development platform, to provide individual on demand leadership supports to these two groups of principals.

BetterUp is trusted by many organizations for their quality of certified International Coaching Federation (ICF) coaches and leading technology that creates an outstanding employee development and coaching experience. BetterUp is unique in that they use research across the behavioral sciences, technology, and coaching to help individuals develop the mindsets, skills, and behaviors necessary to drive real impact at the school level (while maintaining well-being!). D11 is proud to partner with BetterUp and are proud to be identified as the first K-12 District in the nation to engage in this resource for our principals.

We've worked with the BetterUp team to create a tailored program to support the unique needs of principals. BetterUp will support our D11 goals, including:

- Improving leader development
- Coaching growth mindset, delivering feedback, receiving feedback
- Enhancing executive presence in the face of adversity
- Bolstering communication skills
- Enabling connection and support in our increasingly remote world
- Strengthening the bench of successors for our mission critical roles

How will we measure success?

BetterUp's innovative approach has been proven to effectively increase leadership skills. In addition to qualitative feedback and behavior change data from the program, we'll also be measuring stress reduction, resilience and whether participants are experiencing a positive outlook about their personal well-being.

How it works:

Identified D11 Principals will receive an invitation email from BetterUp to start their development journey. Once activated, members are guided through a simple onboarding experience, including a strengths-based assessment, then directed to their personalized coaching experience. This will be launching on October 28th for the identified groups.

To learn more about how it works, check out this [quick video](#).

How do I know if I am one of the selected employees and is this mandatory?

If you are currently in your first, second or third year as a Principal in D11 OR are an experienced principal (but new to D11), you will receive an email invite in the next few days to participate. In addition, we have FOUR additional slots to offer for any principal in D11. If you are interested, please contact your EDSL right away so we can get you signed up for the launch. For the four open slots, it will be on a first come, first served basis. While this is mandatory for these two groups of people, we are hopeful it will not feel like an added burden, but rather a highly sought after support. In fact, we are hopeful it will be one of the supports we continue to provide every "new to the role" and "new to the district" leader in the future.

I am excited D11 has this unique opportunity to partner with BetterUp to provide this supportive resource to all who participate.

In wellness,

Michael