

Strategic Theme A: Health, Safety and Social-Emotional Supports For Student

Strategic Initiative 2A: Ensure consistent implementation of the Multi Tiered System of Supports (MTSS) framework to include implementation of a comprehensive Social Emotional Learning (SEL) Framework, Trauma Informed Practices and Restorative Practices.

ROLES AND RESPONSIBILITIES

INITIATIVE OVERSIGHT

Role	Description
Cabinet Sponsor	Nancy Ingalls
Initiative Leaders	Zac Hess Director Personalized Learning, Health, Wellness and Prevention Lisa Kantor Director Personalized Learning, Health, Wellness and Prevention Stephanie Crawford Director Personalized Learning, Mental Health

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	Jamie Montoya DeSmidt Coordinator of Prevention Ellen Kerkoff Mental Health Team Lead Aaron Ragon School Counselor Team Lead Laurie LaComb Healthy Schools Coordinator Kelly Mahalik CIPG Strategist Annika Barton ECE Coordinator

	<p>Michelle Oslick GT Lead</p> <p>Becky Corr ELD Team Lead</p> <p>Nicole Lechman-Trujillo Special Education Coordinator</p> <p>Jon Smith Behavior Specialist</p>
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INITIATIVE ACTION PLAN

INITIATIVE OVERSIGHT

Tier 1: 2020 - 2021sy		
Action Item	Milestone Deliverable	Possible Artifacts
1	<p><i>(Action Step Summary Statement - must start with an action verb)</i> Review and reorganize Health, Wellness and Prevention teams to meet the needs of the strategic plan.</p>	<ul style="list-style-type: none"> ● Reorganized team structures ● New job descriptions ● Team meeting structures
	<p><i>(Write the specific, detailed steps for the Action Step Summary above.)</i></p> <ul style="list-style-type: none"> ● Evaluate current state for services supporting MTSS, SEL, RP, TI and oversight for universal, targeted, intensive services in schools. ● Align staff roles and responsibilities with the work of the action plan. ● Design regular meeting structures to support this alignment. 	
2	Develop a comprehensive framework that outlines the implementation of social-emotional learning (SEL).	<ul style="list-style-type: none"> ● District SEL Site full of resources ● SEL Implementation Guide ● Assessment tools
	<ul style="list-style-type: none"> ● Adapt CASEL framework to Douglas County; draft the DCSD version of the CASEL framework. ● Compile and organize available resources. ● Implement feedback system with teachers and school leaders. ● Identify and select evidence-based assessment tool(s) to measure fidelity of implementation and impact. ● Purchase evidence-based practices/curriculum resources for schools that need them. 	
3	Create a professional development plan to build staff capacity for successful implementation of MTSS and the additional frameworks of	<ul style="list-style-type: none"> ● PD Courses and Course Catalog

	this initiative.	<ul style="list-style-type: none"> • Workshops
	<ul style="list-style-type: none"> • Catalog and refine current trainings; identify any gaps. • Develop additional trainings based on gap analysis. • Develop differentiated pathways for schools. 	
4	Develop a communication plan for district leadership, schools, and the community outlining available resources.	<ul style="list-style-type: none"> • Presentations • Articles • Online resources
	<ul style="list-style-type: none"> • Staff and Community 	

Tier 2: 2021 - 2022sy

Action Item	Milestone Deliverable	Possible Artifacts
5	Building Leadership Teams in collaboration with available district-level support begin initial implementation of the developed SEL framework (installation - initial implementation phase)	<ul style="list-style-type: none"> • Demonstrated use of artifacts from Tier I
	<ul style="list-style-type: none"> • Coaching model • Establish "look-fors" or "walk through" documents 	
6	Progress monitor implementation of the SEL framework.	
	<ul style="list-style-type: none"> • Implement feedback systems for stakeholders 	

Tier 3: 2022 - 2023sy

Action Item	Milestone Deliverable	Possible Artifacts
7	Continue to progress monitor the implementation of the SEL framework.	
	<ul style="list-style-type: none"> • Facilitate feedback from stakeholders • Review data to adjust PD plan 	
8	Provide continuing education for district-level experts in MTSS, SEL, RP, and TI (courses, conferences, online courses, book studies, etc.).	

Ongoing

Action Item	Milestone Deliverable	Possible Artifacts
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