

Strategic Theme C: Positive & Supportive Culture

Strategic Initiative 2B: Create systems to regularly celebrate individuals and teams in the district.

ROLES AND RESPONSIBILITIES

INITIATIVE OVERSIGHT

Role	Description
Cabinet Sponsor	Gautam Sethi Chief Technology Officer
Initiative Leaders	Stacy Blaylock Communications Coordinator Holly Giron Staff Wellness Coordinator

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	Jolie Pinke Professional Learning Specialist, Wildcat Mountain Elementary Alicia Gerber Program Manager, Stone Canyon Outdoor Edventures Sue Dakovich Administrative Assistant, Director of Athletics Ashley Sommers Director, Foundation for Douglas County Schools Rosa Reynolds Benefits Manager

INITIATIVE ACTION PLAN

INITIATIVE OVERSIGHT

Tier 1: 2020 - 2021sy		
Action Item	Milestone Deliverable	Possible Artifacts
1	Audit existing systems of employee recognition and celebration (Spring and Summer 2020).	A thorough understanding and documentation of how DCSD employees are recognized and celebrated in their schools and departments, who actively spearheads the celebrations, and what resources are used
	<ul style="list-style-type: none"> Gather information from district leadership teams and other stakeholders on their current methods of employee recognition Identify staff at each school and department who actively organize and/or participate in employee recognition and celebration Create a central reference document for the kinds of resources already in use by leaders (e.g., websites, traditions, etc.) 	
2	Encourage stakeholder buy-in through proactive, positive relationship building (Spring and Summer 2020).	A widespread and genuine willingness to engage with employee recognition and celebration on a regular basis
	<ul style="list-style-type: none"> Develop personable and mutually-supportive relationships with key staff members invested in employee recognition and celebration 	
3	Establish internal structures for informing, encouraging, and resourcing employee recognition “from the ground up” (Fall 2020)	Clearly defined roles and responsibilities of the “Chief Celebration Officers”
	<ul style="list-style-type: none"> Invite active staff to liaison between the Strategic Initiative team and their site as “Chief Celebration Officers,” an informal, flexible, and fun role Establish an official Celebration Oversight Committee to facilitate direct feedback and refine district-wide celebration systems 	A clearly defined Celebration Oversight Committee that provides a dedicated and agile framework for feedback and development
4	Provide accessible resources to staff that make employee celebrations intuitive and desirable (Spring 2021)	A complete Google Site that meets the standards set by the Celebration Oversight Committee
	<ul style="list-style-type: none"> Create a Google Site that connects staff liaisons with innovative, proven ideas Create opportunities for staff liaisons to share successes and troubleshoot challenges with each other Strategize gathering of quantitative and qualitative feedback on the Google Site 	Feedback indicates that leaders feel the Google Site is an effective, valuable, relevant, and integrated part of their employee celebrations

		<p>Feedback indicates that the Google Site makes employee celebration easier and faster for leaders to initiate as well as sustain</p> <p>Clear, measurable performance indicators and methods of evaluation are established and integrated within the Strategic Initiative project management flow</p>
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Tier 2: 2021 - 2022sy

Action Item	Milestone Deliverable	Possible Artifacts
5	Connect with community partners to provide low-cost resources to use for employee celebrations (Begin Summer 2021)	A section on the Google Site centralizing community partner resources by end of the calendar year
	<ul style="list-style-type: none"> • Work with Strategic Sourcing to provide helpful discounts on food and vendors for staff and PTO/PTA's to utilize in staff celebrations. 	
6	Organize regular district-wide employee celebrations and recognitions in addition to existing systems	A calendar detailing district-wide celebrations for 2022-23 SY is established by the end of the 2021-22 SY
	<ul style="list-style-type: none"> • Work with school leadership to publicly celebrate one school from each level from each region per school year • Provide active support to school leadership for celebrating and recognizing employees within feeders • Collaborate with Curriculum, Instruction, & Personalized Growth (CIPG) on possible large district-wide events in the future • Collaborate with and support the Foundation for Douglas County Schools for the Apple Awards 	
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Tier 3: 2022 - 2023sy

Action Item	Milestone Deliverable	Possible Artifacts
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Tier 4: 2023 - 2024sy

Action Item	Milestone Deliverable	Possible Artifacts
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Tier 5: 2024 - 2025sy

Action Item	Milestone Deliverable	Possible Artifacts
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