



#WeAreD51

The Role of an
Effective District Governance Team
in Driving **Successful Strategic Implementation**

2025 CASB Convention
December 12, 2025





Andrea Haitz
D51 Board Director



Jose Luis Chavez
D51 Board Director



Dr. Brian Hill
Superintendent



Dr. Alex Carter
Vice President, CEI

Agenda:

- The ***So What***: “Don’t Bury the Lead!” History of D51’s successful implementation of their strategic plan 2022-2025

(Intersession: **Strategic Plan & Implementation as Change Management**)

- The **How**: The Role of the District Governance Team
 - a. Create Confidence: Agreement & Commitment
 - b. Increase Awareness: Focus & Attention; Recruitment
 - c. Build Momentum: Communicating WINS (“Public Theater”)
 - d. Lock it in: Authentic Accountability & Continuous Improvement

PREPARED & SUPPORTED STUDENTS

Strategic Plan goal to have 100% of D51 schools at top academic ratings by 2025

Year 1 goal (2022-23) = 80%

Achieved Year 1 goal

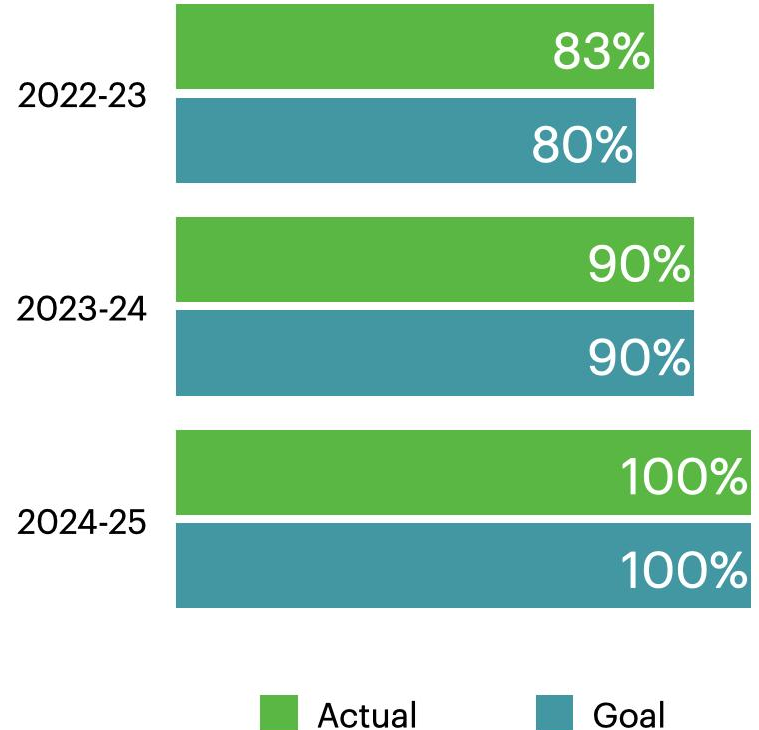
Year 2 goal (2023-24) = 90%

Achieved Year 2 goal

Year 3 goal (2024-25) = 100%

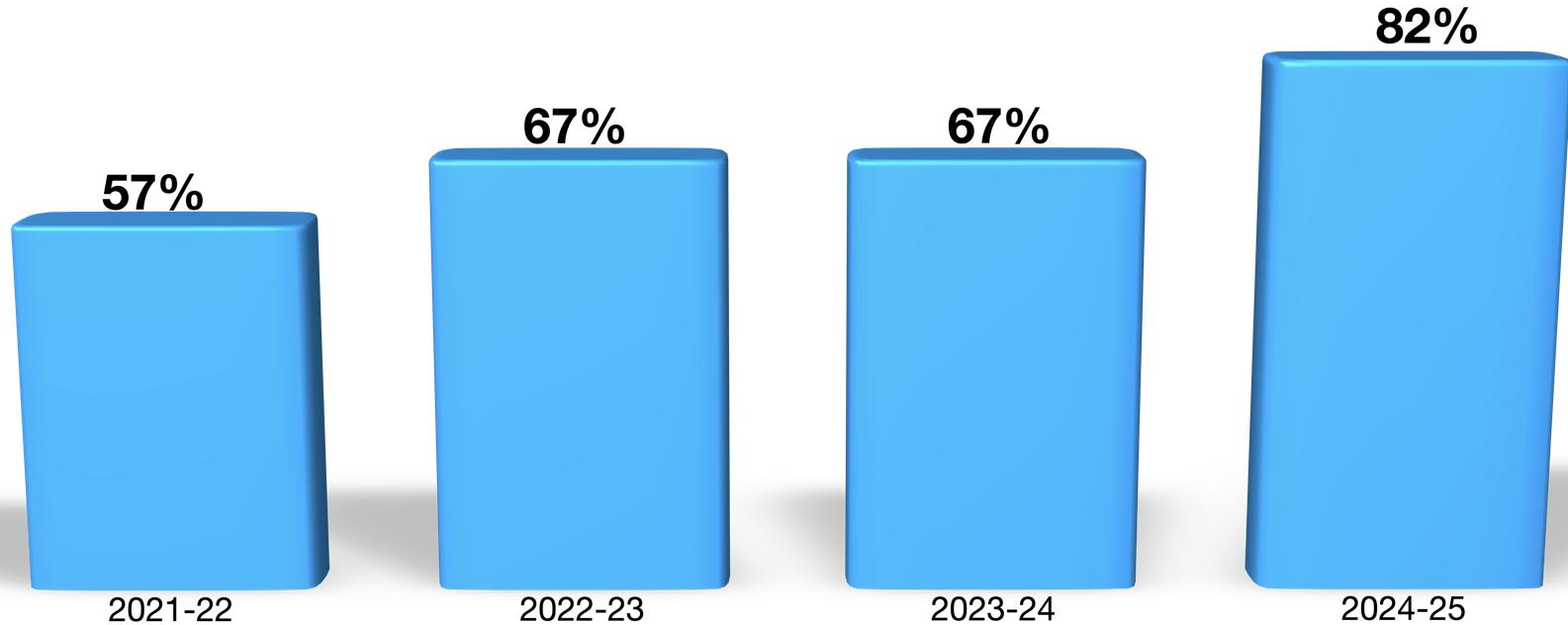
Achieved Year 3 goal

Schools Achieving Top Academic Ratings



PREPARED & SUPPORTED STUDENTS

District 51 achieved an all-time high for the percentage of schools earning the highest academic rating in Colorado as a Performance School.



Percentage of Schools at Performance

PREPARED & SUPPORTED STUDENTS

71% of K-3 students scored at or above the benchmark in reading, continuing our success from the past year with the highest percentage in the history of D51.

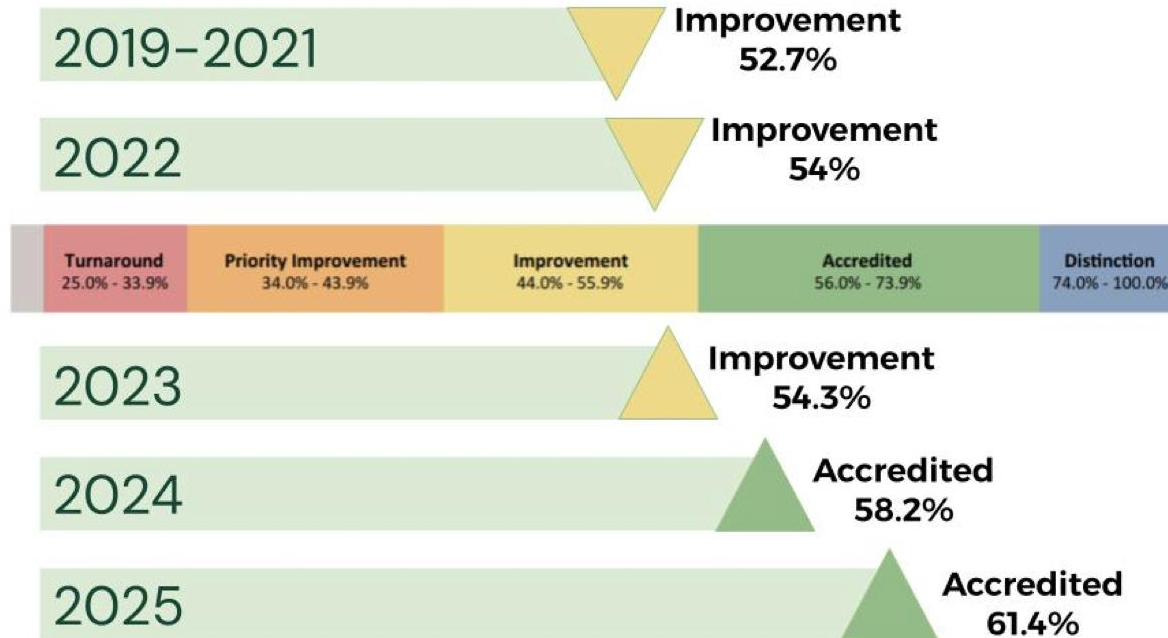
In Math and ELA at the elementary level, D51 is meeting or exceeding the state in 5 of 6 areas for the first time.

District 51 9th and 10th graders surpassed the state in 6 out of 6 categories in ELA and 3 out of 6 in Math for the first time.

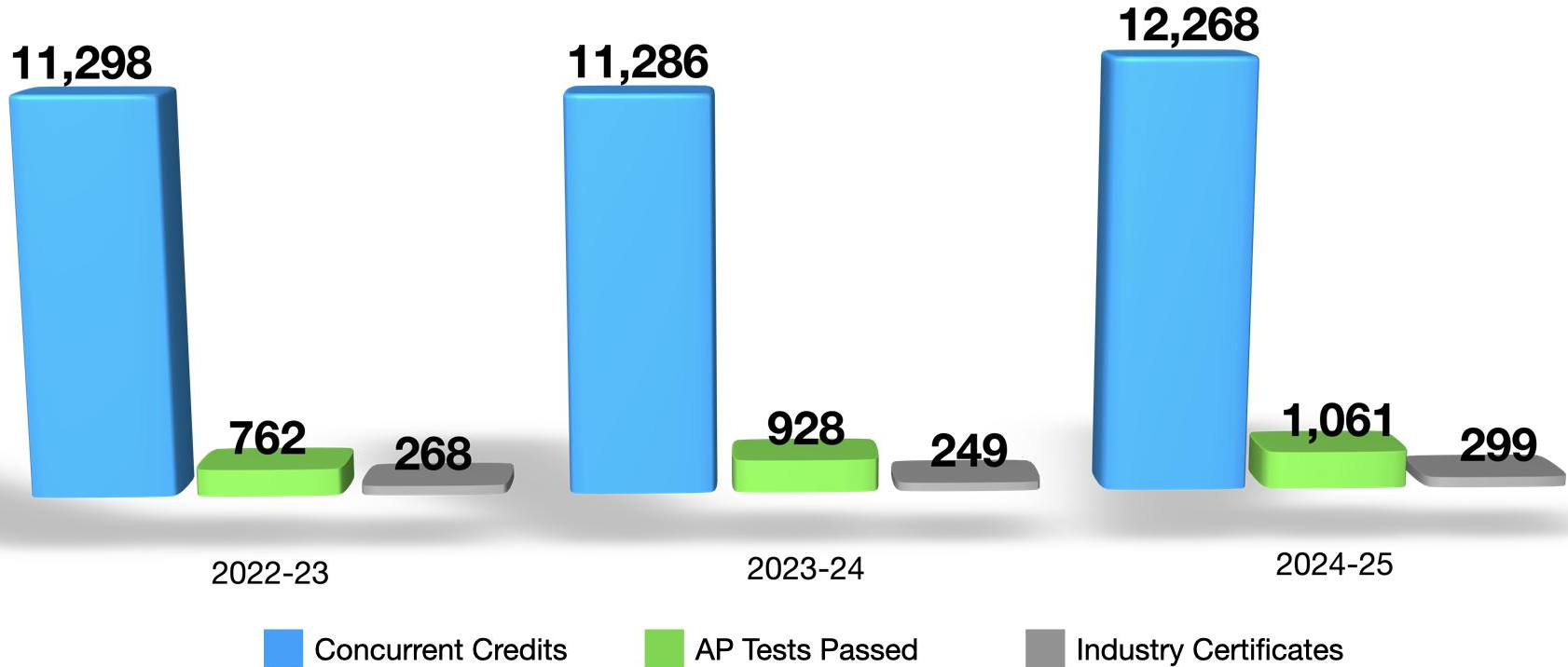


PREPARED & SUPPORTED STUDENTS

DISTRICT PERFORMANCE FRAMEWORK



PREPARED & SUPPORTED STUDENTS



PREPARED & SUPPORTED STUDENTS

**Over 1,200 high school students earned over 12,000
free college credits - all-time high**

4,712 Concurrent Enrollment courses taken

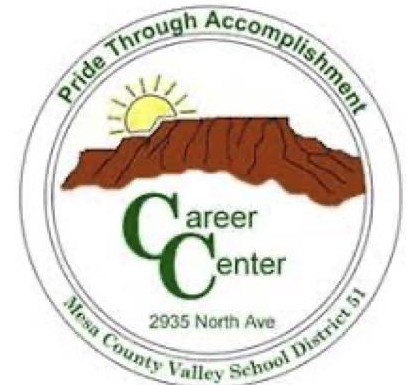
299 Industry Credentials earned - all-time high

35 IB diploma graduates

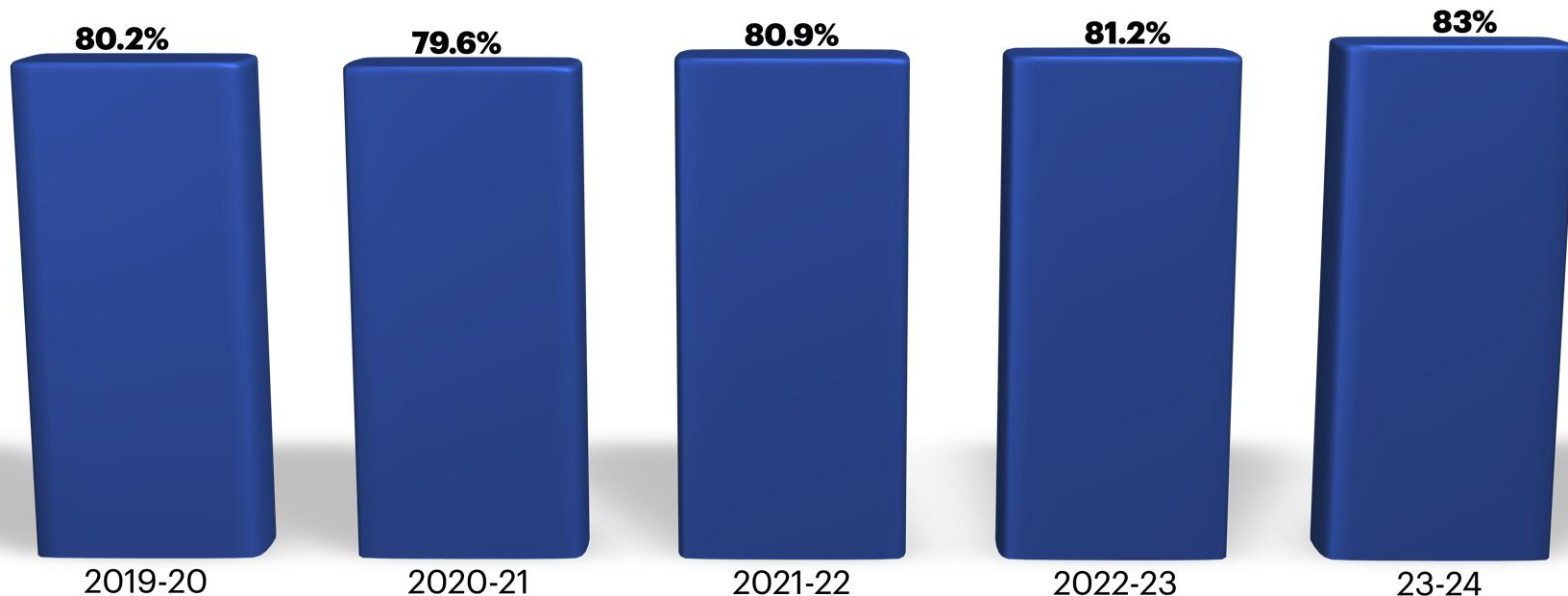
1,081 IB College Credits earned

44 STEM diploma graduates - all-time high

4,032 AP College Credits earned - all-time high



PREPARED & SUPPORTED STUDENTS



4-YEAR GRADUATION RATE - ALL-TIME HIGH FOR D51



D51

MORE
SOCIAL
LESS
MEDIA

D51

MORE
SOCIAL
LESS
MEDIA

D51

MORE
SOCIAL
LESS
MEDIA

Kotter's 8-Step Change Model



Kotter's 8-Step Change Model



Create Confidence:

- **Fight Complacency**: Name the places where the district is under producing. Create appetite for improvement.
- **Co-Creation**: Engage fully in the process of plan creation - & ensure the right people are brought into the process to ensure broad buy-in.
- **Full consensus**: Ensure that all members of the board are fully behind the direction the plan is taking the district.

Increase Awareness:

- **Share the plan**: Board members and district leadership continually circles back to where the plan is going to take us, and how we're trying to get there.
- **Reduce Friction**: Board members work with district leadership to identify barriers, incentivize active participation, and promote a “bias towards action”.
- **Celebrate early success**: Board members use their position to celebrate early successes.



Build Momentum:

- **Keep your eyes on the prize:** Board members and district leadership use the plan and its implementation as the “true North” of their work. They respond to situations/circumstances that arise, but are relentless in keeping “the main thing the main thing.”
- **Celebrate to calibrate:** Board members demand regular, consistent updates on progress and celebrate what they want to see more of, adding “fuel to the fire” to promote the spread and scale of promising and proven practices.



Strategic Plan: Strategic Priority Progress Reports

Prepared & Supported Students	Prepared & Supported Staff	Engaged & Supportive Community Partners
Student Wellness	Professional Learning	Effective Community Partnerships to Advance Strategic Goals
Academic Success	Diverse and Growing Pipelines	Transparent and Effective Resource Allocation
Robust and Aligned Options for Learning Experiences	Staff Wellness	Communication & Connection with Families

- Every month, a different strategic plan priority area presents to the D51 school board, providing progress updates and key data, ensuring that all 9 priority areas have the opportunity to share throughout the school year
- We've created a document that summarizes current goals for each priority area and that links the **most recent board presentation materials** for each—feel free to explore it on your own through this link:

tinyurl.com/d51-sp-board-updates

Lock it in:

- **Welcome accountability**: Board members and district leadership report regularly to the community progress towards outcomes, staying open and honest about where things are going well, and where we need more and increased attention.
- **Set the pace**: Board members put “gentle, relentless pressure” on the team to keep moving forward - staying urgent in making progress.
- **Move from actions to systems**: Board members push the team to create systems so that there is no regression. This is “the way we do business now.”



Q&A

You have

Questions

We have

Answers

CLOSEOUT