



Denver Public Schools EL-1 Global Executive Constraint Monitoring Report

September 2023

Board policy is indicated in **bold** typeface throughout.

I hereby present my monitoring report on your Executive Limitations policy EL-1, "Global Executive Constraint" according to the schedule set out. I certify that the information contained in this report is true, and represents compliance with all aspects of the policy unless specifically stated otherwise.

Signed *Alex Nunn*, Superintendent

Date 9/29/2023

Policy Statement:

The Superintendent shall take reasonable steps to avoid causing or allowing any practice, activity, decision or organizational circumstance that is either unlawful, unethical, unsafe, knowingly disrespectful, imprudent, or in violation of Board policy, as further defined in these policies.

Definitions:

- **Unlawful** - actions or steps which are in violation of city, county, state or federal law
- **Unethical** - actions or steps which do not conform to the highest ethical standards for leadership
- **Unsafe** - actions or steps which do not conform to the highest standards of safety
- **Knowingly Disrespectful** - actions that are deliberately taken without regard to the impact of such actions on preserving the dignity of employees, students, or community
- **Imprudent** - taking action without showing care for the consequences or impact of the action.

EL.1 Reasonable Interpretation

As the leader of the largest school district in the state of Colorado, I understand that above all other Executive Limitations, this executive limitation requires me to take actions which are first and foremost, lawful and reasonable. As I make decisions and take actions in order to realize the six End statements of Equity; Teaching and Learning; Student and Staff Wellness; Health and Safety; Post Secondary Success and Global Citizenship; and Sustainability, I must do so lawfully. All of my actions need to be in alignment with city, county, state and federal law. In addition, all of my actions need to be aligned to the best practices in ethical standards of leadership and need to be respectful of others to preserve their dignity and respect. I must also be mindful of the impact of my actions on others as I continue to place students first in all of my decision-making.

Standard - RI Must-haves

- The standard of measurement for one or more parts of the policy
- The level of achievement on the standard for one or more parts of the policy
- The rationale for the standard of measurement for one or more parts of the policy
- The rationale for the level of achievement on the standard for one or more parts of the policy

Outcome

Compliance with this Executive Limitation will be achieved for 22/23 when:

1. I have been in compliance with all Federal, State, County and Municipality laws.
2. I am in compliance with the Code of Ethics for the School Superintendents Association (AASA) as captured in the [Code of Ethics | AASA](#) . These 12 standard statements will guide my decision making in all matters.
3. Safety will be a target for all constituents of the district.
4. My actions will preserve the integrity, dignity and respect of others being impacted.

| Measure | Fam. of Schools (FOS) or District Managed (DR) | Report Timing | Justification |
|---|--|---------------|---|
| 1. I have been in compliance with all Federal, State, County and Municipality laws. | Family of Schools (all schools) | September | Demonstrates compliance with Executive Limitation |
| <p>2. I am in compliance with the Code of Ethics for the School Superintendents Association (AASA) as captured in the Code of Ethics AASA . These 12 standards statements will guide my decision making in all matters.</p> <p>The educational leader:</p> <ol style="list-style-type: none"> 1. Makes the education and well-being of students the fundamental value of all decision making. 2. Fulfills all professional duties with honesty and integrity and always acts in a trustworthy and responsible manner. 3. Supports the principle of due process and protects the civil and human rights of all individuals. 4. Implements local, state and national laws. 5. Advises the school board and implements the board's policies and administrative rules and regulations. 6. Pursues appropriate measures to correct those laws, policies, and regulations that are not consistent with sound educational goals or that are not in the best interest of children. 7. Avoids using his/her position for personal gain through political, social, religious, economic or other influences. 8. Accepts academic degrees or professional certification only from accredited institutions. 9. Maintains the standards and seeks to improve the effectiveness of the profession through research and continuing professional development. 10. Honors all contracts until fulfillment, release or dissolution mutually agreed upon by all parties. 11. Accepts responsibility and accountability for one's own actions and behaviors. 12. Commits to serving others above self. | Family of Schools (all schools) | September | Demonstrates compliance with Executive Limitation |
| 3. Evidence that Safety will be a target for all constituents of the district. | Family of Schools (all schools) | September | Demonstrates compliance with |

| | | | |
|--|---------------------------------|-----------|--|
| | schools) | | Executive Limitation |
| 4. My actions will preserve the integrity, dignity and respect of others being impacted. | Family of Schools (all schools) | September | Demonstrates compliance with Executive Limitation. Survey items from CollaboRATE can be used as evidence for this. |

Aggregation Methodology

I will be successful if I meet 75% of the weighted targets above.

Evidence of Outcomes Achieved

Goal: Demonstrate Compliance with this Executive Limitation

September Measures

| Measure | Family of Schools/District Run Schools | Compliant? YES/NO |
|---|--|-------------------|
| 1. I have been in compliance with all Federal, State, County and Municipality laws. | Family of Schools (all schools) | Yes |
| 2. I am in compliance with the Code of Ethics for the School Superintendents Association (AASA) as captured in the Code of Ethics AASA . These 12 standards statements will guide my decision making in all matters. The educational leader: <ol style="list-style-type: none"> Makes the education and well-being of students the fundamental value of all decision making. Fulfills all professional duties with honesty and integrity and always acts in a trustworthy and responsible manner. Supports the principle of due process and protects the civil and human rights of all individuals. Implements local, state and national laws. Advises the school board and implements the board's policies and administrative rules and regulations. Pursues appropriate measures to correct those laws, policies, and regulations that are not consistent with sound educational goals or that are not in the best interest of children. Avoids using his/her position for personal gain through political, social, religious, economic or other influences. Accepts academic degrees or professional certification only from accredited institutions. Maintains the standards and seeks to improve the effectiveness of the profession through research and continuing professional development. | Family of Schools (all schools) | Yes |

| | | |
|---|--|------------|
| <p>10. Honors all contracts until fulfillment, release or dissolution mutually agreed upon by all parties.</p> <p>11. Accepts responsibility and accountability for one's own actions and behaviors.</p> <p>12. Commits to serving others above self.</p> | | |
| <p>3. Evidence that Safety will be a focus for all constituents of the district.</p> | <p>Family of Schools (all schools)</p> | <p>Yes</p> |
| <p>4. My actions will preserve the integrity, dignity and respect of others being impacted.</p> | <p>Family of Schools (all schools)</p> | <p>Yes</p> |

Summary

The district is compliant with all aspects of EL-1 within this monitoring report.

1. Compliance with all Federal, State, County and Municipality laws: The District maintains robust policies and procedures designed to ensure the District remains in compliance with all local, state, and federal laws. The District also willfully complies with its reporting obligations to various state and federal agencies and investigates workplace misconduct pursuant to the District's obligations under Title VI, Title VII, Title IX, ADA, and various other controlling statutory frameworks. While no organization this size can be completely free of violations of the law, District employees who are found to have violated are coached, counseled, or given corrective action up to and including termination from employment.

2. Compliance with the Code of Ethics for the School Superintendents Association (AASA) as captured in the [Code of Ethics | AASA](#): As a lifetime educator, I remain committed to ethically support the education development of all students. My actions as the superintendent of Denver Public Schools reflect my compliance with the Code of Ethics for the School Superintendents Association (AASA).

3. Safety Focus: The district is compliant in providing evidence that Safety will be a focus for all constituents of the district. DPS implements comprehensive policies, procedures and protocols that establish, promote, and maintain the physical and psychological safety of our students, staff, families and other members of the Denver community who visit our schools and campuses. In response to recent incidents of violence throughout the Denver metro area, we have spent almost three months learning from our students, families, staff and community about how to improve our safety policies, protocols and practices. We have used that input, along with expertise of our Climate and Safety department, our staff and others around the country to develop this Long-Term Operational Safety Plan. As you will see in the plan, safety is a layered approach that encompasses many different areas including mental health supports, training within the existing work day, technology, buildings and systems.

4. My actions will preserve the integrity, dignity and respect of others being impacted: The CollaboRATE results show an increase in our employees feeling valued by DPS and by their school/department. In 2021-22 CollaboRATE showed 43% of our employees feel valued by DPS and in 2022-23, the CollaboRATE results showed an increase to 55%, a 12% increase in one year. In 2021-2022, 66% of our staff felt valued by their school/department, while in 2022-2023, 74% of our staff felt valued by their school/department, an 8% increase. In addition, the CollaboRATE results showed Black and Latinx employees recommend DPS as a place to work more frequently than their white counterparts.

Additional Resources

[Explanatory notes for preparing a monitoring report](#)

Non-compliance:

N/A