Studer Education

COLORADO

Turning Employee Voice Into a Stronger Culture



OUTCOMES | Fremont RE-2 School District

EMPLOYEE VOICE

596

CONVERSATIONS

Leaders completed 596 conversations, giving employees regular opportunities to share ideas, provide feedback, and connect with leadership.

EMPLOYEE RECOGNITION

763

RECOGNITIONS

Leaders sent 763 recognitions celebrating the contributions of employees across the district.

LEADERSHIP PRACTICE

UNIFIED APPROACH

Leaders established a consistent approach to listening, recognition, and employee feedback across schools and departments.

EMPLOYEE PARTICIPATION

87%

87% of employees participated in at least one leadership conversation, strengthening relationships and providing valuable insight.

AT A GLANCE

STATE	ENROLLMENT	SCHOOLS	FOCUS AREA	STUDER EDUCATION PARTNER SINCE
Colorado	1,300 Students	3 Campuses	Employee Engagement & Culture	2025

CHALLENGE

As a growing rural district, Fremont RE-2 valued strong relationships but needed a consistent way to ensure employees felt heard, recognized, and connected. District leaders wanted to strengthen trust, gather meaningful feedback, and create a more unified culture across schools and departments.

SOLUTION

In partnership with Studer Education, Fremont RE-2 implemented K12 Rounding™ to create a consistent approach to listening and recognition across schools and departments. Leaders can capture feedback, identify trends, recognize employees, and access real-time insight to inform decisions, professional learning, and resource allocation.

> *The Studer Education [K12 Rounding™] software is outstanding, but its impact depends on leaders who genuinely care about listening, building trust, and following through. When employees see that their ideas lead to meaningful action, trust grows, engagement increases, and culture begins to change.*
>
> — Michelle Lesser, Executive Director Educational Services

LEADERSHIP IN ACTION

IMPLEMENTING K12 ROUNDING™

Fremont RE-2 partnered with Studer Education to implement K12 Rounding™, establishing a structured approach to employee conversations across schools and departments. The platform helps leaders document feedback, identify trends, and track follow-up actions, turning individual conversations into insights that support district-wide improvement.

BROAD EMPLOYEE PARTICIPATION

District leaders completed 596 intentional conversations, reaching 87% of employees through at least one leadership conversation. This broad participation provided valuable insight into employee experiences, helping leaders better understand what was working, identify barriers, and recognize opportunities to provide support.

CONSISTENT EMPLOYEE RECOGNITION

Through K12 Rounding™, leaders documented and shared 763 recognitions celebrating employee contributions across the district. By capturing what employees identified as going well, leaders created opportunities to acknowledge the people and practices making a positive difference.

DATA-INFORMED DECISION-MAKING

K12 Rounding™ gives Fremont RE-2 leaders access to ongoing employee feedback rather than relying solely on periodic surveys. By identifying patterns across conversations, leaders can use those insights to inform professional learning, resource allocation, and decisions that respond to employee needs.

SUMMARY

At Fremont RE-2 School District in Colorado, strong relationships have long been a leadership priority. To build on that foundation, the district partnered with Studer Education to implement K12 Rounding™, creating a consistent approach to listening to employees, recognizing their contributions, and identifying opportunities for improvement across schools and departments. Through 596 leadership conversations, 87% employee participation, and 763 recognitions, Fremont gained valuable insights into the employee experience, helping leaders identify trends, make informed decisions, and take meaningful action to support district-wide progress.

LASTING IMPACT

Through its partnership with Studer Education, Fremont RE-2 School District has established a foundation for continuous improvement built on listening, recognition, and meaningful follow-through. By making K12 Rounding™ part of its leadership practices, the district is creating a more intentional connection between what employees experience and how leaders respond.

The value extends beyond individual conversations. Employee feedback provides ongoing insight into challenges, opportunities, and emerging needs, helping district leaders make informed decisions about professional learning, resources, and organizational priorities. This approach strengthens the connection between employee voice and leadership action, making listening an integral part of how the district operates.

Looking ahead, Fremont plans to expand its rounding practices to parents and guardians, extending opportunities for meaningful feedback and engagement beyond employees. With K12 Rounding™ and its continued partnership with Studer Education, the district is building on these practices to support its vision of becoming a “destination district with Intent, Purpose, and Pride.”