

Board Priority #1

Maximize Learning and achievement for all students.

District/Community Goal:

Engage students in a rigorous academic program with a variety of offerings designed to promote success at the college or vocational level.

Strategies/Actions	Measured By	Person(s) Responsible	Timeline
2012-2013 Work Priorities			
Focal Point Curriculum-training and implementation	Staff participation in trainings; formal and informal observations	Superintendent Principals Teachers	2012-13
Educator Effectiveness System (SB 191) – training and implementation	Staff participation in trainings; formal and informal observations; written evaluation at least 2 weeks before last day of school	Superintendent Principals Teachers	2012-13
Rtl Implementation and training	Increased student achievement at all identified tiers	Superintendent Principals Teachers	Implementation of interventions for each tier – 2012/13 Early Childhood/Title/Rtl Position – Suzanne Teke – 2012/13
Annual review of preschool program	Qualstar rating (bi-annual review)	Elementary Principal Preschool Advisory Council (CPAC)	Review status report – September BOE meeting Four star rating – 2012/13
Curriculum Review and Revision – evaluate alignment of the district’s curriculum in relation to the Colorado Academic Standards	Completion of each academic area by staff Reviewed by SIC; Approved by BOE	Board of Education Superintendent Principals Instructional Staff	Align and adopt writing/grammar and health– 2012/13
Ongoing Tasks			
Curriculum Review and Revision – evaluate alignment of the district’s curriculum in relation to the Colorado Academic Standards	Completion of each academic area by staff Reviewed by SIC; Approved by BOE	Board of Education Superintendent Principals Instructional Staff	District curriculum adoption rotation cycle (Policy IGD)
Professional Development for “Best Practices” and PLC	Staff participation in training	Superintendent Principals Teachers	Continued cycle as in Policy JGD. Reviewed by administrative staff and leadership team, timelines set by adm. based on academic data.
Implementation of “Best Practices” and classroom instruction that is aligned with the Colorado Academic Standards	Evaluations of teachers and principals Informal and formal observations – learning objectives and targets understood staff	Superintendent Principals Instructional Staff	Utilize Colorado Academic Standards as written PLC Implementation Instructional objectives and learning targets communicated

Completion/Submission of the Unified Improvement Plan (UIP)	Completion and submittal to CDE	Superintendent Principals Teachers	August-School Performance Framework released to schools September – BOE determines accreditation status of district October – Accreditation categories submitted to state March – UIP presented to the BOE April – UIP submitted to CDE Summer – CDE publishes final district/school UIP on School View
Completed Tasks			
Professional Development (Best Practices and PLC)	Staff participation in training	Superintendent Principals Teachers	2009/10 and 2010/11
Annual review of preschool program	Qualstar rating (bi-annual review)	Elementary Principal Preschool Advisory Council (CPAC)	Preschool advisory council established – 2009 Qualstar rating – May 2011
Curriculum Review and Revision – evaluate alignment of the district's curriculum in relation to the Colorado Academic Standards	Completion of each academic area by staff Reviewed by SIC; Approved by BOE	Board of Education Superintendent Principals Instructional Staff	Adopt Colorado Academic Standards - Policy AEA Reviewed and revised curriculum for Social Studies and Foreign Language; Instructional materials reviewed and purchased - 2012

Board Priority #2

Effective use of resources

District/Community Goal:

Effectively evaluate and utilize all available resources which include technology, human resources, financial resources and facilities.

Strategies/Actions	Measured By	Person(s) Responsible	Timeline
2012-2013 Work Priorities			
Facilities – Transportation Yard/Garage	Phased completion of transportation facilities	Board of Education Superintendent Transportation Director	2013/14
Develop Owners Rep/Architect RFP for Design Phase – BEST GRANT	Completion of RFP	Superintendent Maintenance Director	November 2012-Contingent on receiving BEST funds
Building Safety and Security Upgrades	Completion of safety and security upgrades	Superintendent Maintenance Director	August 2013
Creation and implementation of Electronic HR files	Task completion	Superintendent Business Manager Principals Staff Members	May, 2013
Athletic Strategic Planning Committee	Completed of the Athletic Strategic Plan Communication to district stakeholders	Board of Education Superintendent Secondary Principal Athletic Director	Report to the BOE – December, 2012
Creation of Coaching Job Descriptions	Task Completion	Superintendent Principals Athletic Strategic Planning Committee	December, 2012
Ongoing Tasks			
District Website	Up-to-date information available on website	Superintendent Technology Director Principals Directors Instructional Staff	Routine Updates – Monthly
Distance Learning	Professional development opportunities for staff Virtual field trips	Superintendent Principals Technology Director Instructional Staff	Ongoing training and instructional implementation 2012/13
Completed Tasks			
Facilities	Completion of Energy & Retrofit Project	Superintendent Maintenance Director McKinstry	New HVAC System – 2010, fully operational. First Yr savings = \$29,577
Human Resources	All files updated	Superintendent Business Manager Administrative Assistant	Personnel Files Completed–2009 Forms completed–2009 Evaluation protocols & Rubrics that match our plan–2009
Rewrite Job Descriptions	Completion of all Policy JD Regulations	Superintendent Principals Directors	Complete – June, 2012

Facilities – Master Plan	Completed Master Plan	Board of Education Superintendent Maintenance Director	December 2011 10/2011 – Architects meeting with BOE, Administration, Staff, and Steering Committee
Implementation and utilization of technology to streamline office procedures	Completion of Tasks	Superintendent Business Manager Office Manager Technology Director	Board Policies online – COMPLETE 10/2011 Implement AESOP – COMPLETE 8/2011 Implement electronic time cards – August, 2012 Implement Applitrac Employment Application Program – Complete August, 2011
Restructure Office Staff Handling Revenues & Expenses	Completion of Job Responsibility Audit	Superintendent	Office Mgr / Adm. Asst. – 2008 Review Office Staffing – 2012

Board Priority #3

Proactive, positive, and meaningful relationships to support student success

District/Community Goal:

Recognize and promote active participation by parents and community members that support the District's mission, done in a manner that fosters trust, respect, understanding, accountability, and professionalism.

Strategies/Actions	Measured By	Person(s) Responsible	Timeline
2012-2013 Work Priorities			
Review and revise the mission statement of the District to reflect mandated statute requirements (Policy AD)	Completion of the mission statement review and revision	Board of Education Superintendent Principals District Steering Committee	December, 2012
Development of a District Evaluation Team (1338 Council)	Committee participation Action plan creation	Board of Education Superintendent Principals Instructional Staff District Accountability Committee	May, 2013
Development of protocols and avenues for feedback	Staff Students (STUCO) Community Input	Superintendent Principals District Committees	District Social Networking Board Hi-Lites – Reinstated 10/2011 Foster & Implement Student Forums (Quarterly) Subcommittee Work
Indoor Electronic Message Boards	Student and community input	Superintendent Principals Technology Director	Full implementation- December, 2012
Improved Community Communication	Survey – 50% of the community members will feel the District communication is effective	Board of Education Superintendent Principals Steering Committee	Annual community survey - April Board Forums – As Needed Electronic Message Board – May 2012
Paperless Communication	Staff, student, and community survey feedback	Superintendent Principals Technology Director Teachers Steering Committee	May, 2013
Showcase Project – celebrating the successes of our student body with community	Completion of the showcase project	Superintendent Principals Teachers Students Steering Committee	May, 2013
Ongoing Tasks			
Improved Community Communication	Annual community survey	Board of Education Superintendent Principals Steering Committee	Board Forums Maintenance of District message board and website Back to School Night Community Expo
Develop a culture that centers around customer service	Annual community survey	District Staff SIC and Steering Committees	Steering Committee Meetings – Quarterly SIC Meetings – Monthly

Character Education	Safety Survey - 50% Reduction in behavior related incidents	Superintendent Principals Instructional Staff	Elementary Middle School Rachel's Challenge – 2012/13 Restorative Justice - Full implementation – 2012/13
Completed Tasks			
Employee Assistance Program	Staff utilizing the service	Superintendent	Available to all staff – 2008
Improved Community Communication	Annual community survey	Board of Education Superintendent Principals Steering Committee	Review Chalk Talk Distribution – 2009 Back to School Night Community Expo – August 2010
Develop a culture that centers around customer service	Annual community survey	District Staff SIC and Steering Committees	Developed community volunteer program – 2009 Developed facility use protocol and procedures – August 2011 Survey Completed – May, 2013
Character Education	Safety Survey - 50% Reduction in behavior related incidents	Superintendent Principals Instructional Staff	Rachel's Challenge implemented at Elementary/MS– 2011/12 Restorative Justice research and training (HS) 10/2011