

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
2018-2019 Immediate Priorities			
Install an Information Technology Industry Certificate program for secondary students which is aligned with the Career Pilot Program	Program Enrollment and Student Achievement as measured credential acquisition	Superintendent Principal CTE Director Program Coordinators	May, 2019
Complete the preparation for a Vocational Education partnership with the local Renewable Energy Industry under the Vocational Agriculture pathway	Completed MOU's and program approval	Superintendent Principal CTE Director CTE Teacher(s)	May, 2019
Introduce and implement formative assessments aligned with current state academic requirements.	Use in classrooms and feedback by subscribers	Superintendent Principals Technology Director Teachers	October, 2018
Make recommendations concerning the preparation of the District's Performance, Improvement, Priority Improvement, or Turnaround plan (whichever is applicable), and cooperatively determine other areas and issues to address and make recommendations upon.	Completion of the District Unified Improvement Plan	Superintendent Principals Teachers School Accountability Committee	April, 2019
Provide professional development to address the District's changing demographic focusing on children of poverty as referenced in the UIP	Academic performance of disaggregated F/R students as measured by State and District assessments	Superintendent Principals Teachers School Accountability Committee	May, 2019
Monitor effectiveness of HS Promotion Policy (SS #5a)	Improved academic performance	Principals Teachers	January, 2019
Review and adopt curriculum for PE, Health and Art (SS #1)	Adoption	Principals Teachers SIC	January, 2019

Ongoing Tasks			
Review and unify delivery platforms for digital instruction (SS #2a)	Improved quality and standardization vs. cost	Superintendent Principals MTSS Team SPED Faculty Program Coordinators	May, 2019
Monitor academic programs to provide a variety of offerings designed to promote success at the college level	Reviewing AP offerings to ensure offerings meet need and interest	Principals AP Coordinator Teachers	May, 2019
Make recommendations concerning the preparation of the District's Unified Improvement Plan (UIP) as determined by the State Accreditation	Finalized UIP	Board of Education Superintendent Principals Instructional Staff SIC	April , 2019
Evaluate student learning expectations and performance standards based on State Standards and Curriculum Overviews	Increased student growth and achievement as measured by State and District assessments	Superintendent Principals HS Counselor Teachers	May, 2019
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)
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
17-18 Completed Tasks			
Expand Advanced Placement (AP) Science offerings by including AP Environmental Science	Course offered and students enrolled	Superintendent Principal School Counselor Teacher	August, 2018 Completed
Establish EARSS Grant Funded Alternative and Vocational Education Program	Program Enrollment and Student Achievement as measured by State and District assessments	Board of Education Superintendent Principals Program Coordinators	August, 2017 Completed
Implement Executive Function curriculum in Freshman Seminar and Character Education events in High School	Increased student leadership and participation rate in co-curricular activities	Superintendent Principals Dean/AD Teachers	August, 2017 Completed
Reassign District, Elementary, and Secondary Gifted and Talented	Positions Filled	Superintendent Principals	September, 2017 Completed

Coordinators			
Improve implementation support for existing technology	Survey feedback from stakeholders	Principals Technology Director and staff	May, 2019 Completed
Introduce and implement Apple Classroom live monitoring ability	Use in classrooms and feedback by subscribers	Superintendent Principals Technology Director Teachers	January, 2018 Completed
Research and Establish corporate and business partnerships in support of the Vocational Education Program	Roster of Partners	Superintendent Program Coordinators	May, 2018 Completed

Board Priority #2

Effective use of resources

District/Community Goal:

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

Strategies/Actions	Measured By	Person(s) Responsible	Timeline
2018-2019 Immediate Priorities			
Establish a Career and Technical Education (CTE) Directorate to increase CTE offerings for students (SS #3b)	Task completion	Superintendent CFO CTE Director	March, 2019
District App update – improve functionality to widen access to the enrolled and unenrolled community	Availability of the app via App Store and Google Play	Superintendent Principals Technology Director	October, 2018
Improve bus fleet by replacing 3 end-of life vehicles with newer vehicles	Busses in use	Superintendent Maintenance Director Transportation Director	October, 2018
Apply for the Counselor Core Grant	Surveys (student/parent/staff) Discipline Referrals Attendance Rates Academic Eligibility	Principals AD/Dean Counselors	March, 2019
Provide for Measures of Academic Progress (MAP) Data access by individual secondary classes	Data report availability	Principal Technology Director School Office Staff	November, 2018
Engage an Owner's Representative to guide site planning for future facilities construction	Completed site plan	Board of Education Superintendent CFO	March, 2019
Engage assistance with grant acquisition and management	Increase in grant funding	Superintendent CFO	January, 2019
Install new convection oven in the food service facility	Oven in use	Superintendent Maintenance Director Food Service Director	October, 2018
Replace/repair window in Room #	Project completion	Maintenance Director	October, 2018
Upgrade wireless internet server switches	Project completion	Technology Director	July, 2019
Ongoing Tasks			
Oversee the completion of a Vocational Agriculture facility	Project completion	Superintendent CTE Director VoAg Teacher	Status report due in January 19
Prioritize the capital needs identified in the facility assessment and master	Completion of "Needs List," along with timeline for	Superintendent Maintenance Director Transportation Director	As per site planning mentioned above

plan to determine essential needs, including transportation facility and Food Service facility	implementation Analysis of District vehicle maintenance capability Analysis of necessary upgrades to Food Service facility	Business Manager	
Athletic Strategic Planning Committee (Summit)	Review of the Athletic Strategic Plan Communication to district stakeholders	Board of Education Superintendent Secondary Principal AD/Dean	Report to the BOE – December, 2019
Explore opportunities to participate in the Colorado BEST grant program for facilities improvements	Task Completion – Successful Grant Funding	Board of Education Superintendent Maintenance Director CFO	As per site planning mentioned above
Review and research purchase services related to student assessment with focus on agility and timeliness of data	Task Completion	Superintendent Technology Director Principals Instructional Stagg	May, 2018
District Website	Up-to-date information available on website	Superintendent Technology Director Principals Directors Instructional Staff	Routine Updates – Monthly
Review and refine implementation of a district wide system to monitor staff and student records	Task Completion	Superintendent Principals Technology Director Office Staff	Ongoing training and instructional implementation 2018-19
Continue to ensure all present instructional technologies available are clearly communicated to faculty	Instructional technology utilized in the classrooms; formal and informal classroom observations	Superintendent Principals AD/Dean Technology Director Teachers	2017/18
Continue to implement best practices for monetary and non-monetary incentives designed to attract and retain personnel	A faculty turnover rate of less than 20%.	Board of Education Superintendent Principals AD/Dean	2018/19 – teacher turnover rate 16%
17-18 Completed Tasks			
Construct an outdoor eating area to improve school cleanliness and serve event spectators	Task completion	Superintendent Maintenance Director	September, 2017 Completed
District website update – improve functionality and access	Presentation of design based on input from SIC members	Superintendent Principals Technology Director	October, 2017 Completed
Improve vehicle maintenance facility to shorten turn around on vehicle repairs with respect to staff restructuring	Installation of a vehicle lift	Superintendent Maintenance Director	January, 2018 Completed

Collect data provided by the PK-12 Counseling Program in anticipation of re-applying for the Counselor Core Grant	Surveys (student/parent/staff) Discipline Referrals Attendance Rates Academic Eligibility	Superintendent Principals AD/Dean Counselors	March, 2018 Completed
Research and implement a comprehensive inventory system	System in place	Superintendent Business Manager Office Staff	May, 2018 Completed

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.

Staff	Measured By	Person(s) Responsible	Timeline
2018-2019 Work Priorities			
Design HS Parent Teacher Conferences on the current MS model (SS #6a)	Increased attendance	Principal Teachers	Semester 2, 2019
Upgrade and refit strength and conditioning facilities	Project completion	HS Principal AD S&C Coach	July, 2019
Increase the availability of iPads in the Elementary School (carts)	Increased availability and use of devices	Superintendent Principal Technology Director	January, 2019
Increase parent engagement by hosting a dance, a movie night, and a Pre-K outreach/service program (ES #6a)	Events complete	Principal Counselors ParTnerS	May, 2019
Increase off-site signage, direct mailing, and business engagement in communicating school information	Task Completion	Superintendent Principals District Committees Staff	May, 2019
Ongoing Tasks			
Monitor the grading protocols at the elementary school and make recommendations to improve implementation	Parent feedback	Superintendent Elementary Principal Elementary Teachers	May, 2019
Expand the partnership with community agencies and local law enforcement to provide safety and preventative service training to students, parents, and staff	Review of Emergency Operations Plan Completed training	Superintendent Principals Dean Maintenance Director Technology Director	May, 2019
Development of protocols and avenues for stakeholder feedback	Protocols in place and in use	Board of Education Administration Staff	May, 2018
Implement new technology to improve communication – District App, Web Based TV	Number of Apps downloaded; community	Superintendent Principals Technology Director	2017-18

Channel, Outdoor Message Board, Indoor Message Boards	feedback; Number of "hits" on TV Channel and Video		
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
17-18 Completed Tasks			
Reinstate Calhan High School Football Program	Athlete participation	HS Principal AD Coaches	July, 2017 Completed
Introduction and monitoring of the Calhan Community Communication Compact	Stakeholder feedback	Board of Education Superintendent Principals District Accountability Committee	August, 2017 Introduction Completed Monitoring In Progress and Ongoing
Provide a consistent orientation program for families that enroll after the start of the school year	Completed protocol in use	Superintendent Principals Counselors	October, 2017 Completed
Increase off-site signage, direct mailing, and business engagement in communicating school information	Task Completion	Superintendent Principals District Committees Staff	May, 2017 Completed
Continue to provide test preparation opportunities for students	Student completion	Principals Counselors	May, 2018 Completed
Character Education	Safety Survey - 50% Reduction in behavior related incidents	Superintendent Principals Instructional Staff	Freshman Seminar curriculum revision – August, 2017 Completed Leadership activities – December, 2017 Completed