

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
2017-2018 Work Priorities			
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
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
Reassign District, Elementary, and Secondary Gifted and Talented Coordinators	Positions Filled	Superintendent Principals	September, 2017
Introduce and implement Apple Classroom live monitoring ability	Use in classrooms and feedback by subscribers	Superintendent Principals Technology Director Teachers	January, 2018
Research and Establish corporate and business partnerships in support of the Vocational Education Program	Roster of Partners	Superintendent Program Coordinators	May, 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	May, 2018
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, 2018

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	May, 2018
Ongoing Tasks			
Review and unify delivery platforms for digital instruction	Improved quality and standardization vs. cost	Superintendent Principals MTSS Team SPED Faculty Program Coordinators	August, 2017
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	January, 2018
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 , 2018
Improve implementation support for existing technology	Survey feedback from stakeholders	Principals Technology Director and staff	May, 2018
Evaluate and articulate 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, 2018
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)
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

16-17 Completed Tasks			
Engage students in a rigorous academic program with a variety of offerings designed to promote success at the college level	Increase AP course offerings	Superintendent Secondary Principal AP Coordinator HS Counselor Teachers	August, 2016
MTSS (formerly Rtl) implementation and training	Peer coaching added as a Tier 1 intervention	Secondary Principal MTSS Team	January, 17
READ Act implementation – provide interventions to each K-3 student identified with a significant reading deficiency	Reading deficiency data collection and reporting; READ Plan creation; Implementation of state board approved diagnostic assessment; parental involvement	Elementary Principal Teachers	May, 2017

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
2017-2018 Work Priorities			
Construct an outdoor eating area to improve school cleanliness and serve event spectators	Task completion	Superintendent Maintenance Director	September, 2017
District website update – improve functionality and access	Presentation of design based on input from SIC members	Superintendent Principals Technology Director	October, 2017
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
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
Research and implement a comprehensive inventory system	System in place	Superintendent Business Manager Office Staff	May, 2018
Prioritize the capital needs identified in the facility assessment and master plan to determine essential needs, including transportation facility and Food Service facility	Completion of “Needs List,” along with timeline for implementation Analysis of District vehicle maintenance capability Analysis of necessary upgrades to Food Service facility	Superintendent Maintenance Director Transportation Director Business Manager	May, 2018
Ongoing Tasks			
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, 2018
Explore opportunities to participate in the Colorado BEST grant program for building improvements (Window Replacement)	Task Completion – Successful Grant Funding	Superintendent Maintenance Director	May, 2017

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 2017-18
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 25%.	Board of Education Superintendent Principals AD/Dean	2017/18 – turnover rate of less than 10%
16-17 Completed Tasks			
Explore opportunities to participate in the Colorado BEST grant program for building improvements (Roof and Replacement)	Task Completion – Successful Grant Funding	Superintendent Maintenance Director	May, 2015
Implement RANDA	Task Completion	Superintendent Principals AD/Dean Technology Director Technology TOSA Teachers	May, 2015
Purchase/Construction of a Transportation Facility	Task Completion	Board of Education Superintendent Maintenance Director Transportation Director	December, 2016
Develop and implement a plan to review and revise district policies on a consistent basis	Task Completion	Board of Education Superintendent Business Manager	May, 2016
Restructure Office Staff Handling Revenues & Expenses	Completion of Job Responsibility Audit	Superintendent	Restructured Admin Staffing – 2017

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
2017-2018 Work Priorities			
Reinstate Calhan High School Football Program	Athlete participation	HS Principal AD Coaches	July, 2017
Introduction and monitoring of the Calhan Community Communication Compact	Stakeholder feedback	Board of Education Superintendent Principals District Accountability Committee	August, 2017
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
Increase off-site signage, direct mailing, and business engagement in communicating school information	Task Completion	Superintendent Principals District Committees Staff	May, 2017
Ongoing Tasks			
Review and revise the District Facility Use Expectations and protocols	Task completion	Superintendent AD Maintenance Director Sub committee	December, 2017
Monitor the grading protocols at the elementary school and make recommendations to improve implementation	Parent feedback	Superintendent Elementary Principal Elementary Teachers	May, 2018
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, 2018
Continue to provide test preparation opportunities for students	Student completion	Principals Counselors	May, 2018
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 Channel, Outdoor Message Board, Indoor Message Boards	Number of Apps downloaded; community feedback; Number of “hits” on TV Channel and Video	Superintendent Principals Technology Director	2017-18
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
Character Education	Safety Survey - 50% Reduction in behavior related incidents	Superintendent Principals Instructional Staff	Freshman Seminar curriculum revision – August, 2017 Leadership activities – December, 2017
16-17 Completed Tasks			
Research a High School Service Learning Program for future implementation	Student participation		August, 2016
Indoor Electronic Message Boards	Boards in place and operating consistently	Technology Director	September, 2016
Strengthen and expand communications with all stakeholders in the District	Creation of a Communications Plan (C4)	Superintendent Principals Teacher SIC	March, 2017
Strengthen and expand communications with all stakeholders in the District	Creation of a Communications Plan	Board of Education Superintendent Principals Teachers Counselors SIC	May, 2017