

Goal	Objective	Strategy
<p>Goal 1: Increase student growth and achievement in Literacy, Math, Science and Social Studies by focusing on curriculum, instruction and assessment</p>	<p>Obj. 1.1: <i>Increase the Median Growth Percentile (MGP) for <u>all</u> student growth on State Assessment in Reading, Writing, And Math by 10 percentile over 5 years</i></p> <p>Obj. 1.2: <i>Increase the percentage of students achieving proficient or above in Reading, Writing, Math, And Science by 10 percentage points over five years</i></p> <p>Obj. 1.3: <i>Attain a 90% of 3rd grade students are proficient or advanced in reading by June 2017.</i></p>	<p>Strategy 1.1: Implement with fidelity the Unified Curriculum, Instruction, and Assessment Plan (in response to CADI review; SB163; SB 212)</p> <p>Strategy 1.2: Implement Instructional Expectations and Professional Learning Communities (in response to CADI review; SB 163)</p> <p>Strategy 1.3: Implement the Colorado Reading to Ensure Academic Development Act (in response to HB 1238)</p> <p>Strategy 1.4: Maximize student achievement and success by optimizing the instructional calendar</p> <p>Strategy 1.5: Increase opportunity for choice schools and/or programs for all students (In response to CDE priorities based on reform measures)</p> <p>Strategy 1.6: Develop a vision and implement a plan for a system of personalized learning that allows <u>all</u> students to progress based on standards and demonstrated competencies. (In Response to SB 163; SB 212; HB1238; GT mandates/plan; ELL plan; SPED plans; and At Risk Students)</p>

Goal	Objective	Strategy
		<p>Strategy 1.7: Complete State review of Gifted and Talented program and implement recommendations.</p> <p>Strategy 1.8: Develop and implement a consistent nutritional program across schools that supports students' wellness and preparedness for learning. (Based on just completed Live Well Colorado Assessment of Nutrition Services)</p>
<p>Goal 2: Promote shared responsibility for student learning through students, schools, families, and community members working together</p>	<p>Obj. 2.1: <i>85% of surveyed students will be able to identify at least one supportive adult involved in their education by June 30, 2017</i></p> <p>Obj. 2.2: <i>85% of families are involved in schools as demonstrated by parent participation in conferences, workshops, volunteerism, committees, or Parent Bridge by June 30, 2017</i></p> <p>Obj. 2.3: <i>Increase student attendance rate to 95% within 5 years</i></p>	<p>Strategy 2.1.1: Connect "at risk" students to an adult in their buildings</p> <p>Strategy 2.1.2: Initiate/Connect Community Partnerships and resources to mentor "at risk" students</p> <p>Strategy 2.2.1: Create and expand opportunities for "family" learning and engagement (students and parents) that connects them to the learning process Pre-K through graduation.</p> <p>Strategy 2.3.1: Establish a preventative process to address absenteeism (In response to SB 212 workforce readiness)</p> <p>Strategy 2.3.2: Reduce chronic student absenteeism with a focus on all subgroups (minority, free & reduced, special needs, English Language Learners) (In response to EARS grant; SB 163; SB 212)</p>

Goal	Objective	Strategy
	<p>Obj. 2.4: <i>D51 will continue to maintain and enhance systems that create safe learning environments by working with parents, students and staff, and community organizations based on PBIS data and student and staff surveys.</i></p>	<p>Strategy 2.4.1: Assess the current state of safety and security awareness and preparedness of the district and develop and implement a district-wide safety and security program</p> <p>Strategy 2.4.2: Promote a culture in schools that is inclusive and supportive of the District’s diverse population. (In response to CADI Review)</p>
<p>Goal 3: Ensure effective educators and high quality leaders throughout the District</p>	<p>Obj. 3.1: <i>100% of employees receive at least one evaluation per year using quantitative and qualitative data by June 30, 2017</i></p> <p>Obj. 3.2: <i>Within five (5) years, 100% of leaders, principals, and teachers are participating in the professional development academies, modules, or seminars as defined by their growth plan and performance evaluation</i></p> <p>Obj. 3.3: <i>Within 5 years, the district will have a process for assigning staff based on the district-wide needs of students and schools.</i></p>	<p>Strategy 3.1.1: Fully Implement the Teacher/Principal Effectiveness legislation (In response to SB191; SB163; SB212)</p> <p>Strategy 3.1.2: Develop and implement the annual evaluation process for support staff (classified employees)</p> <p>Strategy 3.2.1: Develop and provide relevant and timely professional development opportunities for leaders, principals, and teachers (In response to SB 191)</p> <p>Strategy 3.2.2: Develop the capability to track/monitor professional development participation for input to staff evaluation (In response to SB 191)</p> <p>Strategy 3.3.1: Collaborate with employee groups to develop and implement a responsive and flexible staff assignment process</p> <p>Strategy 3.3.2: Build a culture in which all employees recognize the shared responsibility for the academic success of all students</p>

Goal	Objective	Strategy
	<p>Obj. 3.4: <i>Within five years the compensation system supports attracting, retaining and rewarding highly effective staff members.</i></p>	<p>Strategy 3.4.1: Redesign the compensation system with aligned financial support</p> <p>Strategy 3.4.2: Implement a plan that supports a redesigned compensation system</p>
<p>Goal 4: Improve organizational efficiency and effectiveness through increased accountability and communication</p>	<p>Obj. 4.1: <i>The District has a system that District staff use to access relevant information by June 30, 2014</i></p> <p>Obj. 4.2: <i>The District has a system of communication feedback mechanisms for ensuring understanding of expectations with opportunity for input by June 30, 2015</i></p> <p>Obj. 4.3: <i>Scorecards with relevant data are commonly used to help leaders track and monitor progress on organizational goals and objectives by June 30, 2016</i></p>	<p>Strategy 4.1.1: Develop and implement a District communications system that pushes relevant information to staff based on their role and responsibilities and provides staff with tools for pulling relevant information based on their interests and needs.</p> <p>Strategy 4.2.1: Design and implement a process that allows employees to provide input and routes that input to the responsible department for action and resolution.</p> <p>Strategy 4.3.1: District, divisions, and departments will create and use scorecards for tracking progress on their goals and objectives, which are aligned with the district’s strategic plan</p> <p>Strategy 4.3.2: Schools will create and use scorecards for tracking progress on their UIP targets (In response to SB163)</p>
<p>Goal 5: Promote public awareness and community support for public education</p>	<p>Obj. 5.1: <i>By June 30, 2014, the District has a system that parents and community members use to access relevant information.</i></p>	<p>Strategy 5.1.1: Develop and implement a District communications system that pushes relevant information to parents and community members, based on their needs, and provides them with tools for pulling relevant information based on their interests and needs.</p>

Goal	Objective	Strategy
	<p>Obj. 5.2: <i>85% of the feedback from community members and parents indicates they are aware of District 51 progress and efforts by June 30, 2017</i></p>	<p>Strategy 5.2.1: Develop and implement a comprehensive marketing and public relations plan that promotes District programs, initiatives, options and successes.</p> <p>Strategy 5.2.2: Design and implement a process that allows parents and community members to provide input and routes that input to the responsible department for action and resolution.</p> <p>Strategy 5.2.3: Plan and implement an "Explore D51" program that develops ambassadors with a better understanding of the district</p>