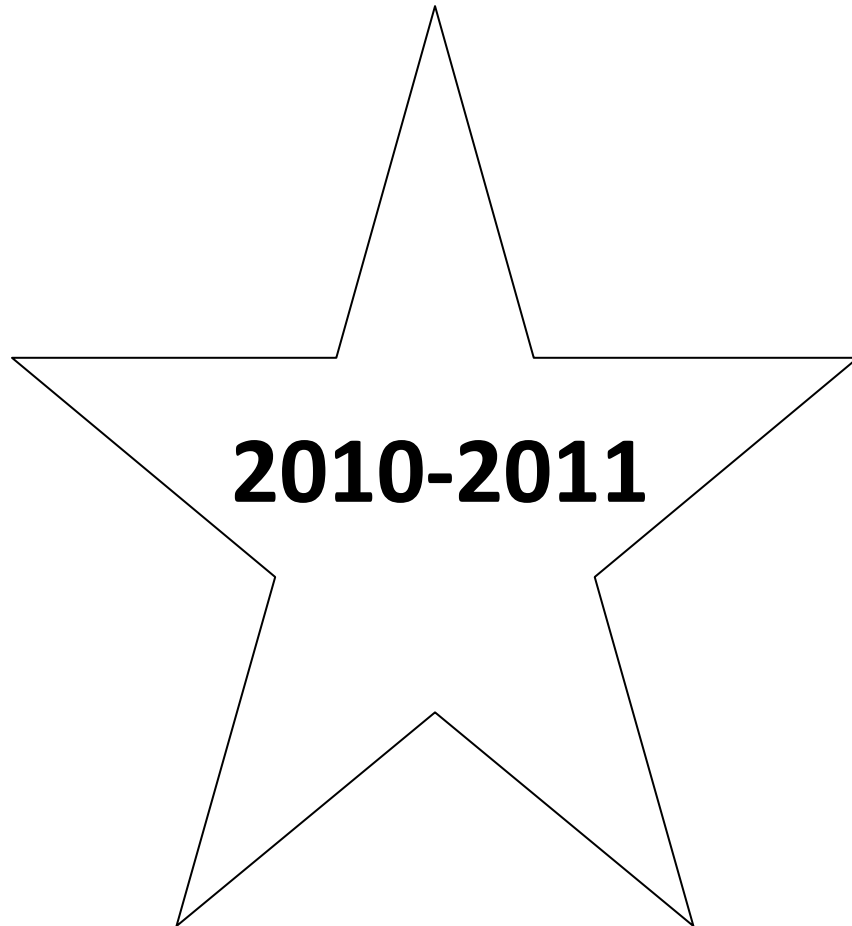


**Archuleta School District 50 Joint  
Strategic Plan**



## **Introduction**

The purpose of this strategic plan is to clarify our direction and streamline our focus while assuring that our students are optimally prepared for their future. This document shares the mission, vision and Board goals of Archuleta School District 50JT, while providing guidance on annual activities and timelines to be utilized. Treated as a living document, it will be visited regularly and assessed and updated annually to provide for the continued growth and improvement of the Archuleta School District 50JT. Goals noted to support Primary Goals will be replaced when completed, and achieved for future reflection to assist in gauging the effectiveness of our district. A section yet to be added is one of measurement to be utilized at end of year, goal completion evaluation. As is the practice with a living document, collaborative development and Board adoption for inclusion of this goal measurement tool will be completed during the 2010-2011 school year.

## **Mission**

**The mission of Archuleta School District 50JT is to empower students to achieve personal and academic successes in a safe and appropriate learning environment while providing them with the tools to effectively navigate the 21<sup>st</sup> century.**

In adopting this strategic plan, we commit to:

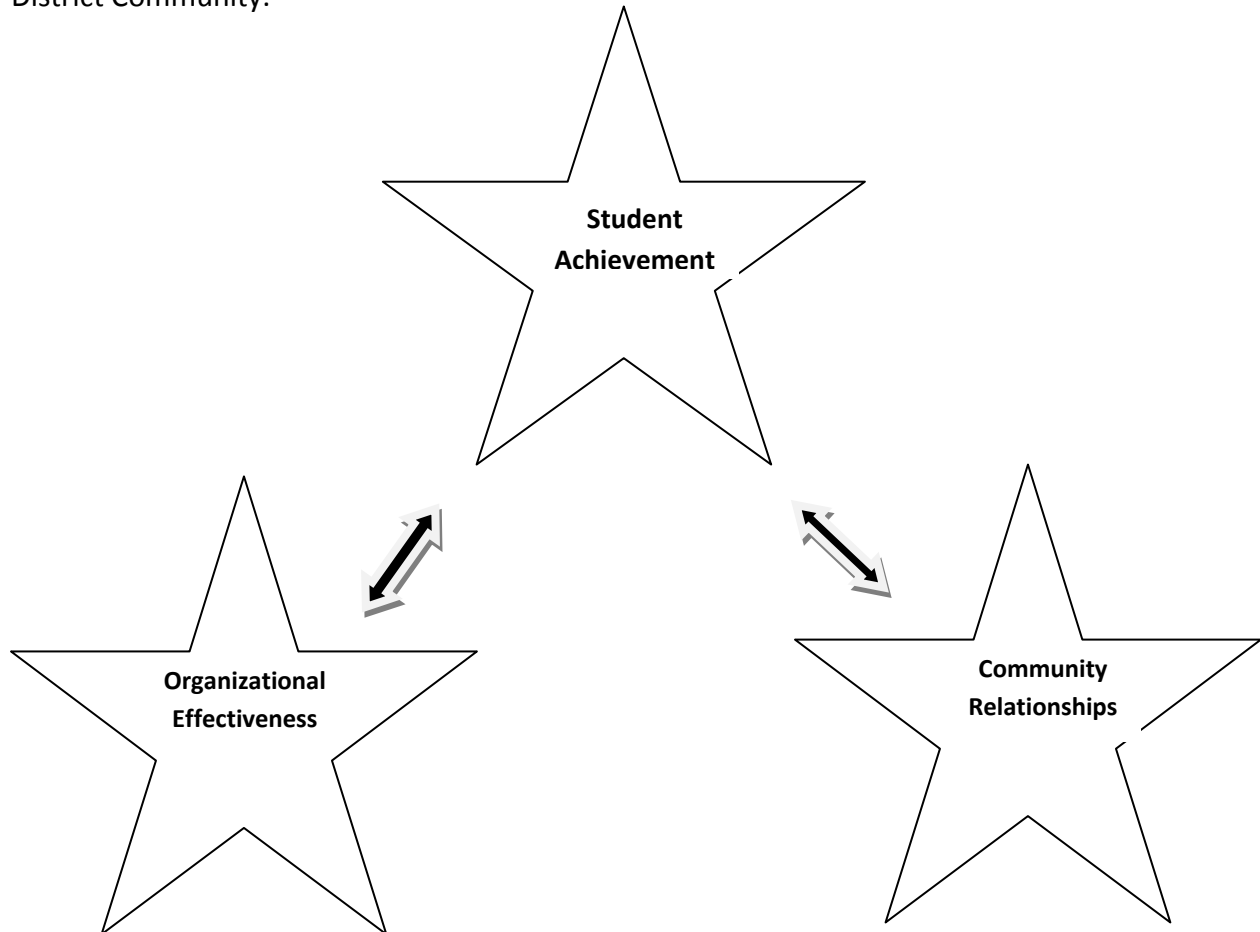
- Improve district's accreditation status to "Accredited with Distinction" by the Colorado Department of Education; and
- Empower all students, teachers, staff, parents and community to set high expectations.

We will hold ourselves to a high level of accountability for this plan and will expect no less of our district community.

Our mantra is "Empowering students to achieve personal and academic success"

## THE CHARGE FROM THE BOARD OF EDUCATION

The Board of Education has established one primary goal and two supporting goals following collaboration with the Colorado Association of School Boards (CASB) and the Archuleta School District Community.



- Accomplishment of these goals is critical to the future of our children, our district and our community
- Until met, these goals will define and focus our work...our highest and only priority.
- We expect "Success, No Excuses."
- All of us, as a district community, must participate to accomplish these goals.

Adopted 9/14/10

## **PRIMARY GOAL — Student Achievement**

**Archuleta School District 50 Joint will foster and promote student growth and achievement through the implementation of best practices utilized in a collaborative culture.**

- By October all instructional staff will develop and present to teams and administration SMART Goals, based upon compiled student data.
- By October building administration will review specific growth model results with district teachers.
- All classroom teachers will utilize and demonstrate district-wide agreed upon best practices during student instruction.
- Teachers will meet regularly in teams to review various student achievement data and plan instruction and assessment.
- Teachers will administer common assessments and will meet to review results and plan instructional practices.
- The District will transition to newly adopted (grade-level specific) Colorado Academic Standards
- The District will develop and adopt curriculum to support implementation of Colorado Academic Standards
- Fostering social emotional growth will be encouraged through “7 Habits of Highly Effective People” training for entire District.

### **Rationale for this Goal:**

- The district strives to become a district “accredited with distinction” by the Colorado Department of Education. Districts accredited with distinction meet or exceed statewide attainment on the performance indicators of: Academic Achievement, Academic Growth, Closing Academic Growth Gaps, and Postsecondary and workforce readiness as evidenced by increased graduation rate, reduced dropout rate, and improved ACT Composite scores.
- The more students own their education the more responsible they will become.
- The more options we offer for students to experience, the more diverse they will become.
- The more we empower students to achieve academic success and to graduate from high school equipped with all the necessary tools, the more they will be competitive in post-secondary education and the workforce.

### **Our Beliefs:**

- We believe that our students deserve, and must receive, educational experiences of the highest quality. We, as a district, are morally responsible for assuring that they do.
- We believe that all students can learn and grow at high levels.
- We believe that high quality education is a stronger determiner of a student’s success than economics or demographics.
- We believe every student must be given an opportunity to experience diversity in learning opportunities, through highly qualified staff presenting relevant, rigorous curriculum while building relationships to support and engage each student.
- We believe every student should have an individual learning plan to help ensure a culture of independent, successful learners.
- We believe students should own their education through staff support and encouragement.
- We believe our district must offer as many opportunities to advance as fiscally possible.

Adopted 9/14/10

## **SUPPORTING GOAL — Organizational Effectiveness**

**Archuleta School District 50 Joint will be an effective organization characterized by a culture of systemic practices and outcomes that produce high student growth by all students in all areas of the state academic standards.**

- Resources will be allocated annually by the Board of Education to support student academic growth.
- During the 2010-2011 school year, the 2009 district-wide evaluation tool for teachers and administrators which recognized best practices will continue to be implemented.
- Students in grades 1-10 will engage in NWEA assessment during the fall, winter and spring seasons.
- Results of seasonal NWEA assessments will be collaboratively discussed and utilized to plan and positively influence instructional materials and practices.
- Administration and staff will continue to develop a culture reflective of the practices inherent in Professional Learning Communities.
- DAAC and SAAC reorganization will be completed to support implementation of the 2010 Unified School and District Plans, which are reflective of the District and School Performance Framework.
- Food Service examination and reorganization of protocols and expenditures will be continued in order to minimize the deficient spending and increase food quality.
- Technology Department will complete the reorganization of district-wide electronic mail and electronic communication system.

### **Rationale for this Goal:**

- Our organization must broadcast high expectations for our students, staff and Board of Education.
- Best practices consistently utilized in our organization will produce consistently successful results.
- Defined organization avoids chaos and optimizes results.
- Increased attention to efficiency will strengthen our district for our students.

### **Our Beliefs:**

- We believe in and commit to excellence in all that we do. To settle for less is a moral infraction against our students and our community.
- We believe in and value the role of teachers as essential to student learning.
- We believe that our organization exists solely to promote student success.
- We believe that Standards shall be a guideline to the end in mind.
- We believe every student should be, and feel, well prepared for their post secondary workforce and study experiences.
- We believe education is a lifelong endeavor and should be encouraged and fostered as such.
- We believe our current generation of students will produce our next generation of global leaders.

Adopted 9/14/10

## **SUPPORTING GOAL — Community Relationships**

**Archuleta School District 50 Joint will promote community relationships through open, transparent communication, unifying the district community through dedication to student growth and achievement.**

- By January of each year, the district will make available to each staff member an electronically delivered, anonymously reported staff survey including building and district indicators.
- The District will continue to employ and refine for effectiveness the following communication tools: Parent-teacher conferences, individual school websites, district website, open houses, building level committees, district level committees: SAAC, DAAC, PIE, press releases, media coverage, Connect-Ed, open meetings, newsletters, online grade and grade book availability, progress reports, and optimized formal and informal interactions.
- The District will utilize staff input through the following committees: District Review Committee, Salary Committee, Grievance Committee, Insurance committee, Calendar committee;
- The Board will meet annually with representatives from the Town, County, and other groups including, but not limited to: Pagosa Area Water and Sanitation, Pagosa Fire Protection District, and the Archuleta County Education Center to discuss possible joint-projects and initiatives to promote education.
- The District will maintain and increase contact with local and state officials and organizations regarding education issues.
- The District will foster collaboration between Town, County, and other educational institutions to support education for all ages.
- The District will utilize resources available through membership in the following organizations: Colorado School Public Relations Association (COSPR), Colorado Association of School Boards, (CASB) and Colorado Association of School Executives (CASE).
- The District will share information through presentations and press releases to the media and various local and state organizations.

### **Rationale for this Goal:**

- Effective communication is crucial to the effectiveness of the school district.
- Effective communication will allow for identification and utilization of community resources.
- Public education improves with public support.
- The more our community knows and is involved, the more active support the District will receive.

### **Our Beliefs:**

- We believe working collaboratively with others improves efficiency and production.
- We believe enhanced community involvement benefits our school district and the community.
- We believe that continued promotion of, and access to, quality education will allow our school and global community to successfully address any challenges.
- We believe that each of us has something to contribute and deserves to be treated with respect and dignity.
- We believe that open communication is critical and that it is essential for us to listen to the voices throughout our district community.
- We believe the success of a school district relies on many partnerships, collaborative efforts and celebration of cultural differences.
- We believe communicating with an engaged community creates an environment of support.

Adopted 9/14/10