

RSD 17 District Goals for 2020/21
Superintendent – Dr. Holly Hageman
July 2020
Adapt, Advance, Achieve!

Priority:

Elevate the continuous improvement process to the strategic level to enhance pre-K – 12+ student achievement and to graduate students who can fulfill their aspirations and contribute to an ever changing society.

- Re-enforce District Core Values: Children, Curriculum, and Responsibility
- Create and implement a plan to safely return students and staff to our school buildings while monitoring the climate for safety and determining adaptations as necessary
- Determine educational impact, in general and per student, of 2020 March – June Distance Learning implementation
- Implement a robust educational plan (CIP) that recaptures educational efficacy and delivers the planned curriculum for 2020/21 to enhance student achievement
 - Identify critical areas of development by grade and content (i.e. math, K-8) that will be a focus for improvement for 2020/21
 - Includes all in-school, hybrid, and total distance learning models
 - Build district capability and teacher competence in delivering the full curriculum through Distance Learning
 - Identify ways (and communicate) in which parents need to be engaged to understand, support, and adapt to needs of students in 20/21
 - Ensure special education EIPs are adaptive and implemented
 - Because delivery adaptation's and adjustments may be necessary, create "milestones" that will inform parents, students, staff and the Board and help foster supportive expectations

Priority:

Provide professional development, recognition, work environment, and performance accountabilities that enhance teacher excellence.

- Re-enforce District Core Values: Children, Curriculum, Responsibility, Safety, and Communication
- Provide formal PD that will orient staff to proper implementation of safety protocols and delivering the curriculum while adhering to protocols
- Provide formal PD that will build competence in ability to deliver the curriculum through Distance Learning methods
 - Build mentor competence of department heads and principals to encourage teachers through this development
 - Ensure that the teacher review process provides adequate feedback for securing competence

- Build necessary District capability to deliver the full curriculum through Distance Learning (i.e. 1:1 computers for students, wifi bandwidth, classroom cameras, etc.)
- Ensure staff recognition and support is ongoing through major adaptations, milestones and challenging periods and celebrate successes

Priority:

Forster childhood wellness and healthy behavior that enhances student access to education and the student/teacher experience.

- Re-enforce the District's values: Responsibility, Ethics, Safety and Diversity
- Implement program investments that are designed to promote wellness and healthy behavior and enhance access to education
 - Effective School Solutions
 - Youth and Family Services
 - New Special Education staff
- Provide planned district-wide interventions
 - Student interventions and seminars to inform and educate regarding healthy behavior and culture for all students
 - Teacher interventions and planned work regarding healthy classroom culture, and as needed, student coaching and discipline
 - Monitor student and staff sentiments about school culture and impact on learning
- Implement new readings, curriculum adaptations to enhance awareness around bullying in general and racial issues
- Ensure adequate policies, procedures, and practices and use them judiciously to enforce healthy behavior, eradicate bullying and other behavior that interferes with students education

Priority:

Streamline and re-allocate resources to ensure that all priorities are supported and that the community can sustain the operating budget now and over the foreseeable future.

- Manage current operating budget effectively to deliver the curriculum and manage and support the programs mentioned above
 - Identify resources that will have marginal impact in the year of pandemic and can be redeployed to other areas needing temporary additional support (some things won't be worth doing and some things will need extra doing)
 - Evaluate all expenses (projected and encumbered) for accuracy and potential savings
 - Provide support for quarterly updates to the Board on spending vs. budget, needs and transfers, and use, if any, of special covid 19 "fund"
 - Capitalize on regional opportunities
- Create budget process that incorporates Board input early in the process and streamline the Board budget season
 - Create a zero-based budget for 2021/22

- Evaluate major areas in the budget for efficiencies (maintenance, insurance, etc.)
 - Capitalize on regional opportunities
- Implement Blum CO reorganization recommendations
 - System implementation
 - Staff re-alignment and role clarity