

The Summit

APRIL 5, 2018



ELEVATE

BUILDING ON FIVE STAR SUCCESS 

www.adams12.org/ELEVATE



WELCOME!

Welcome to the ELEVATE Summit. We're glad you're here.

We have taken a journey over the past eight months to discover the very best about Adams 12 Five Star Schools as we amplify and elevate how our district and schools serve students. The event you are participating in today is the capstone session in our year-long process that will result in a five-year plan that sets the course for achieving the hopes and dreams of our community by elevating student success.



Since the fall, we have participated in several phases of this ELEVATE process.

- In the fall, we saw over 3,000 students, staff, parents and community members participating in discovery sessions. We listened to and learned from people's stories about a time when the Five Star District and our schools "did right" by a student. From these stories, we asked participants ranging from parents, students and staff to pull out some of the strengths of the district. Building on these strengths, we discovered our collective hopes and dreams for our students and the big ideas that will help achieve them.
- After winter break, our Core Team - a group of staff and community members tasked with leading the ELEVATE process - worked through data from the fall feedback sessions to start identifying collective themes.
- In March, we asked our community to respond to an online survey that began to prioritize multiple areas of interest. Over 3,600 people responded to the survey expressing great interest in where we are heading for the next five years as a district.

The Summit

That leads us to today where we will finalize our priorities for the new strategic plan. Our Core Team will use your input from today to build out the plan. In May we will present an early draft to the Board of Education with the goal of unveiling the final plan in August 2018.

The challenge, after we design our plan, will be to identify how we'll support these new initiatives with staff and financial resources to accomplish what we desire for our students. How we do that is up to us!

Not only is today about our students and the future of our district, it's about you. How will you ELEVATE our district? What will you find compelling today? What will you prioritize as we dream about our future together? And as we leave today, how will you contribute and stay connected as we put our plan into action? We hope you will join us in the work ahead, as we are just getting started!

Again, we're glad you're here and look forward to what comes of today as we ELEVATE student success together.

Chris Gdowski
Superintendent



The Summit

April 5, 2018

8:30 a.m. to 2:15 p.m.

Agenda

8:30	Welcome Exploring our Strengths State of the District & Exploring our Hopes & Dreams Understanding the Six Focus Areas
10:30	BREAK
10:45	Exploring a Focus Area (part I)
11:30	LUNCH
12:15	Exploring a Focus Area (part II) Focus Area Presentations Closing
2:15	Goodbye



NOTES FOR TODAY

A Special thanks to our excellent facilitators:

- Barbara Lewis, *Rocky Mountain Center for Positive Change*
- Amanda Trosten-Bloom, *Rocky Mountain Center for Positive Change*
- Anne Modler, *Taylor Made Connections*

Your Role

- Tell stories about meaningful, important experiences
- Contribute your knowledge, experiences and ideas
- Bring out the best in the people around you by staying focused on the positive and the possible
- Self-manage your time and activities – Take turns as discussion leader, reporter, recorder and timekeeper in table group activities
- Turn off anything that rings or buzzes
- Be curious, ask and listen
- Have fun!!!!

Self-Management Roles

- **Discussion Leader** – Keep the group focused on the activity. Be sure each person has a voice and is heard.
- **Time Keeper** – Track how much time is allowed for an activity, and divide it into smaller chunks. Regularly tell the group how much time remains.
- **Recorder** – Keep track of group conversations and decisions on flip charts or worksheets. Use people's own words, wherever possible.
- **Reporter** – Make presentations on behalf of the table group. Report what the group decides to share, in the time allotted.

Childcare Note

- Your child will be in the Miner's Creek classroom. Please make sure you have checked them in and provided a cell phone for contact in case you are needed.
- At lunch, we ask that you get your child and eat with them, returning them at 12:10.
- If you need to leave prior to 2:15 to pick up your other child at school, we understand.



ELEVATE CORE TEAM

Behind the scenes of the ELEVATE process is our Core Team. Made up of half staff members and half community members, the Core Team has met several times over the course of this school year to plan the fall engagement sessions, work through the data, plan the Summit and lead the process to ensure that all stakeholders have a voice in developing our community-driven plan.

Five Star Schools Community

- Susie Donahue, *Long Range Planning Advisory Committee member*
- Linda Hartman, *Long Range Planning Advisory Committee member*
- Heidi Henkel, *Five Star Leadership Academy alumna*
- Ellen Holt, *Five Star Leadership Academy current member*
- Jeff Jasica, *Long Range Planning Advisory Committee member*
- Becca Kuramoto, *Five Star Leadership Academy alumna*
- Tina Kvitek, *Five Star Leadership Academy alumna*
- Jack Lackey, *District Accountability Committee member*
- Karen Marietta, *Five Star Leadership Academy alumna*
- Neva Martinez, *Finance and Audit Committee member*
- David Massy, *Five Star Leadership Academy alumnus*
- Mark Osler, *District Accountability Committee member*
- Tara Raju, *Five Star Leadership Academy alumna*
- Mirna Ramirez-Castro, *Five Star Leadership Academy alumna*

Five Star Schools Staff

- Molly Brandt, *district staff*
- Suzi DeYoung, *district staff*
- Tracy Dorland, *district staff*
- Julie Evans, *school principal*
- Joe Ferdani, *district staff*
- Julie Foster, *district staff*
- Beau Foubert, *district staff*
- Chris Gdowski, *district superintendent*
- Rob Keeney, *CSEA representative*
- Dave Lockley, *DTEA representative*
- Sara Marx, *school principal*
- Samantha Maldonado, *Family Liaison*
- Kim McLachlan, *DTEA representative*
- Laura Mitchell, *Board of Education member*
- Greg Mortimer, *district staff*
- Kathy Plomer, *Board of Education member*
- Mark Poshak, *district staff*
- Myla Shepherd, *district staff*
- Priscilla Straughn, *district staff*
- Stephanie Taylor, *school principal*
- Tracy Telling, *school principal*
- Chris Wilderman, *district staff*
- Paul Williams, *CSEA representative*



EMERGING STRENGTHS

The fall ELEVATE engagement sessions asked participants to tell a story when the district or a school did right by a student. Storytellers were then asked to name strengths of the district rooted within their stories. The core team synthesized the strengths into five emerging strengths, the language of which was surveyed online in March 2018. The following are the five emerging strengths of the district per fall and spring feedback.

CARE

In Adams 12 Five Star Schools, we care to thrive. From providing students with academic and social direction to partnering with families by providing resources and supports, we are a relationship-driven community that goes above and beyond to ensure students thrive at every level.

COLLABORATE

In Adams 12 Five Star Schools, we collaborate to succeed. From staff working across teams and schools to provide the best solutions and teaching, to parents and community partners working together to provide premier learning opportunities for students, we are an “all hands in” community who works together for the success of students.

EMPOWER

In Adams 12 Five Star Schools, we empower to lead. From providing staff training and resources for educators to become the best practitioners they can be, to valuing student voice and growth in developing as leaders, we empower students and staff to own their learning and proactively lead their unique community.

ENGAGE

In Adams 12 Five Star Schools, we engage to grow. From providing resources and opportunities for educational success by partnering with families and businesses, to embracing the cultural diversity of our district, we intentionally engage with our community to grow academically and socially.

FOCUS ON STUDENTS

In Adams 12 Five Star Schools, we focus to learn. From academic and social needs, to providing innovative programming opportunities with multiple pathways to success, we focus our efforts on the unique learning of each child in every classroom, every day.

Interview Guide Exercise

1. Pick a partner from your table: someone you don't know well.
2. Interview your partner using the interview guide on the next page as your script. Note that in question two you'll pick one strength (see strengths above) to reflect on.
3. Take brief notes. Listen for great stories so you can later share high points.
4. Conduct one complete interview and then switch roles – approx.. 10 minutes per interview
5. As the interviewer, ask follow up questions to learn more detail but refrain from adding your own responses.
6. Take a quick 5 minute break, if time allows.



Opening Interview Guide

1. Tell me about yourself. What is your connection to Adams 12 Five Star Schools?

2. Adams 12 Five Star Schools has a set of core strengths - qualities or characteristics that describe us when we are at our best. According to what we've heard in our interviews and community conversations, there are five emerging core strengths.

At Adams 12 Five Star Schools, we:

- *Focus on Students*
- *Care*
- *Collaborate*
- *Empower*
- *Engage*

Tell me a story that illustrates one or more of these strengths that you've experienced as particularly true in our District and its schools. It should be a positive story, a story of success, a story that reinforces our strengths.

If you are new to the Elevate initiative, your story may build on the stories we just hear – or be an unrelated story from your personal experience. If you have been involved in the initiative before today, it may be a story that you heard in an interview or community conversation or, again, something from your own experience.

- Who was involved? How?
- What was the outcome?
- What were all the conditions that helped make this experience so positive (individual initiative, relationships, services, etc.)

If you have extra time, please also answer question 3.

3. Imagine our District and its schools in the future. All the positive qualities you've heard about and described are even more present than they are today. What do you see?

- How is that future the *same* or *different* from the district we know today?



WHAT WE'RE BUILDING ON

Adams 12 Five Star Schools has a lot to be proud of this year and we look forward to what we will achieve in the years to come.

Graduation Rate

4-YEAR ON-TIME GRADUATION RATE RISES TO

84.4% } *The highest graduation rate since 2010 for class of 2017*

All district comprehensive high schools

**EXCEED
THE STATE AVERAGE OF 79%**

HISPANIC GRADUATION RATE *jumps from*

50.8% } **80.4%**
in 2010 in 2017

Academic Achievement

RECORD 12 schools Earn Colorado Department of Education awards for academic achievement

of those schools:

6 schools Earn Colorado Governor's Distinguished Improvement Award

5 schools Earn Colorado John Irwin Schools of Excellence Award

3 schools Earn Colorado Centers of Excellence Award

State Rating

Five Star District accredited as a

**PERFORMANCE
DISTRICT**

for second consecutive year

14 schools Increase **SEVEN PERCENTAGE POINTS or more in ACADEMIC PERFORMANCE**



FOCUS AREAS

The six prioritized focus areas are refined from “big ideas” that came from the fall and surveyed in March.

21ST CENTURY LEARNERS: *Ensure students collaborate, think critically, problem solve and are digitally literate so they can thrive in today’s ever changing world.*

- Expand project based learning opportunities within the curriculum
- Increase use of technology for teaching and learning
- Training for teachers in use of technology aligned to curriculum & high quality instructional strategies
- Create computer science pathway for students to explore, K-12
- Boost collaborative, team-based assignments and experiences

OUTSIDE-THE-CLASSROOM LEARNING: *Ensure students have multiple learning opportunities outside of the traditional classroom providing various pathways to success.*

- Create internships with industry partners aligned to CTE pathways
- Expand project-based learning opportunities
- Expand partnerships with outside industry and community partners
- Expand clubs and activities
- Provide middle school sports
- Increase outdoor lab options

DIVERSE LEARNING: *Ensure quality student to staff ratios and varied programming across the district so that students receive engaging learning experiences and the individual focused attention they need.*

- Reduce staff to student ratios to provide smaller group learning experiences
- Increase specialized program offerings like STEM, CTE, language experiences, etc.
- Define pathways at high school with aligned courses and credits
- Increase opportunity for taking college courses while in high school
- Add instructional paraprofessionals who help teachers in classrooms
- Expand alternative high school programming for non-traditional students
- Expand early childhood education opportunities
- Add intervention supports for students who need extra help

SAFE SCHOOLS: *Ensure students and staff are safe and secure at all times.*

- Secured campuses – limited and secured entry points
- Further partnerships with local law enforcement
- Magnify effective discipline practices (bully prevention, restorative justice practices, etc)
- Increase security personnel in schools (elementary, middle and high school)
- Boost programming for suspended and expelled students

SOCIAL/EMOTIONAL LEARNING: *Ensure students have innovative social/emotional programming and practices in place across all schools.*

- Increase staff and leadership to support social/emotional student needs
- Improve social/emotional resources and curriculum
- Invest in staff training in relation to social/emotional supports
- Expand partnership with community organizations that can support students and families
- Strengthen discipline systems and practices across schools (resources, curriculum, training)
- Increase district crisis team to provide proactive supports, not just crisis response

WORLD-CLASS STAFF: *Compensate, support and train all staff to ensure student success and family partnership.*

- Ensure competitive pay
- Increase levels of staff to support more personalized experience for students
- Invest in resources and tools for staff to use with students
- Increase staff training for teachers that is collaborative and job-embedded
- Invest in training programs for all staff regardless of role
- Expand teacher leadership pathways and align pay to roles with increased responsibility and scope



INDIVIDUAL REFLECTION ON FOCUS AREA

What I Imagine

1. Describe what you imagined for this focus area in the future.
 - a. What is different than today?
 - b. What is the same?
2. What actions make the biggest difference in bringing about positive changes in this focus area? Who was involved? How? What had to happen to make this possible?
3. As you reflect on what you imagined for the future and the path to get there, what are you most excited about?
4. What role do you see for yourself in making this happen?

NEWSPAPER COVER EXERCISE

1. Share your future visions for this Focus Area at your table. **1 minute each.**
2. Discuss and record common themes on your table's Note-Catcher.
3. Now, consider what the front-page of a newspaper celebrating the District's success in this area would look like. As a table, create the newspaper cover on your flipchart paper.
4. We invite you to make your cover creative with draw pictures and art.
5. Consider capturing the following
 - a. A Headline
 - b. Photo/Graphic Representation
6. Quotes and Subheadlines
7. When done, post on the wall in front of your group
8. Individually, get up and look at the other table's newspaper cover in your focus area.
 - a. What draws you in?
 - b. What do you find compelling, inspirational and encouraging?
9. Post your Appreciative comments (what you really like) with sticky notes on the chart paper.

Newspaper Cover Template

Name of Newspaper
Headline
Feature Picture/Art
Quote
Subheadline
Subheadline



NOTES

Adams 12 Five Star Schools

Thanks to our sponsors:



Ramón Montoya
Education Advocate
Westminster, Colorado