



# ELEVATE

BUILDING ON FIVE STAR SUCCESS 

#ELEVATESummit

Adams 12  
Five Star Schools 

# BASECAMP III

Online survey with over  
**3,600** participants to  
prioritize focus areas.





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WELCOME

# Who's in the Room

- **Parents**
- **Students**
- **Community Members**
- **Five Star Staff**
- **Five Star Board of Education**







para descubrir una historia positiva de un momento  
en que el distrito o una escuela hicieron algo bien por un estudiante.

# Our Process

Phase One



Phase Two



Phase Three



**Listening &  
Learning**  
Fall 2017

**Meaning-making - Winter**  
**The Summit - April**

**The plan**  
August 2018



# The Core Team

Staff Representation	Community Representation
<ul style="list-style-type: none"><li>• Teachers (DTEA)</li><li>• Support Staff (CSEA)</li><li>• Principals</li><li>• Board members</li><li>• Superintendent</li><li>• District leaders</li></ul>	<p><b>Parent and community members from the following community groups:</b></p> <ul style="list-style-type: none"><li>• District Accountability Committee</li><li>• Finance and Audit Committee</li><li>• Long Range Planning Advisory Committee</li><li>• Five Star Leadership Academy</li></ul>





# Agenda

## Morning

- Building on Our Strengths
- State of the District  
and Hopes & Dreams
- Understanding the Six Focus Areas

## After Lunch

- Exploring a Focus Area (Part 2)
- Focus Area Presentations
- Closing

## Break

- Exploring a Focus Area (Part I)

Lunch is at 11:30 a.m. Parents with children here will pick them up for lunch.

Post on social media throughout the day using #ELEVATESummit





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# STRENGTHS

# Strengths

**At Adams 12 Five Star Schools, we:**

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



# Interviews

- Pick an “improbable partner”
- Conduct one complete interview and then switch
  - *Question 3 is optional*
- Take brief notes (page 6 of workbook)
- 10 minutes per interview
  - 5 minute break if there's time



25:00

Stop

# Share Stories

- **At your table:**
  - **Select a Discussion Leader and Timekeeper**
  - **Go around the table with each person introducing their partner**
    - **Share their response to question 2**
    - **1 minute each!**



**10:00**

Stop



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HOPES &  
DREAMS

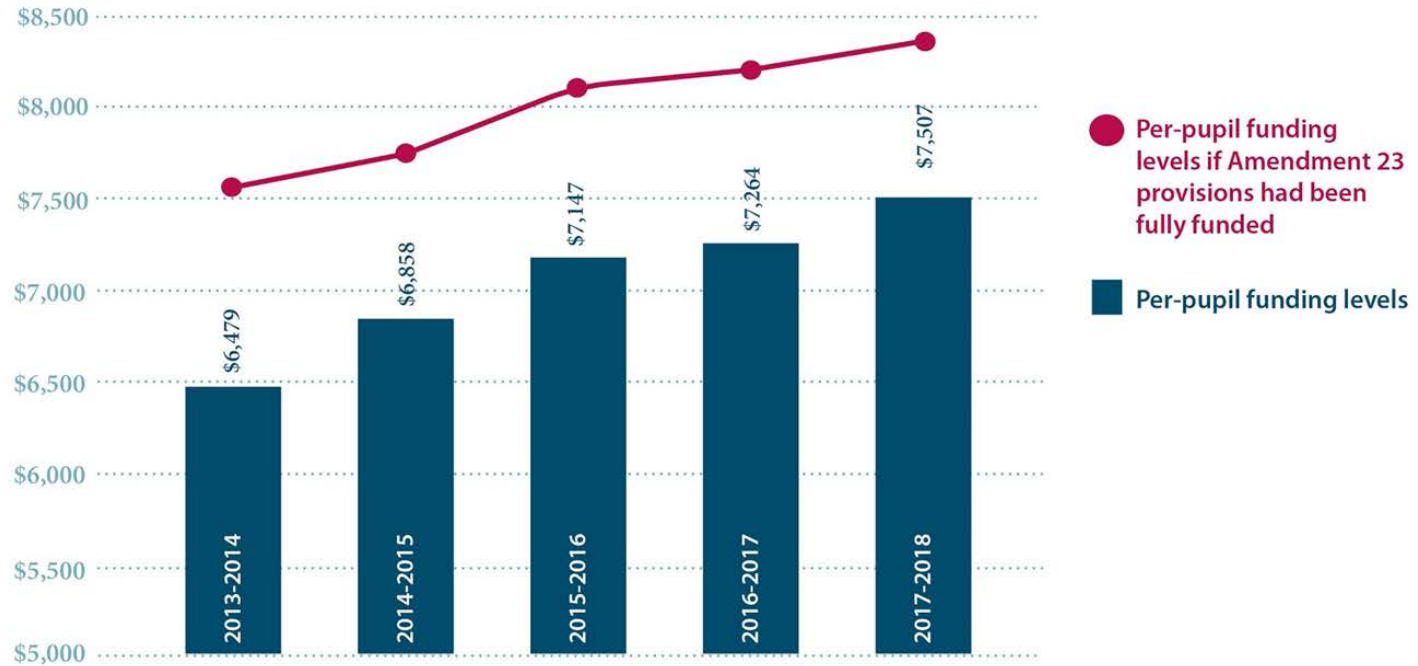
# Then and Now...

Since 2010, our student diversity has grown:

- ↑ 10% special education
- ↑ 25% eligible for reduced priced lunch
- ↑ 24% gifted and talented
- ↑ 18% emerging bilinguals



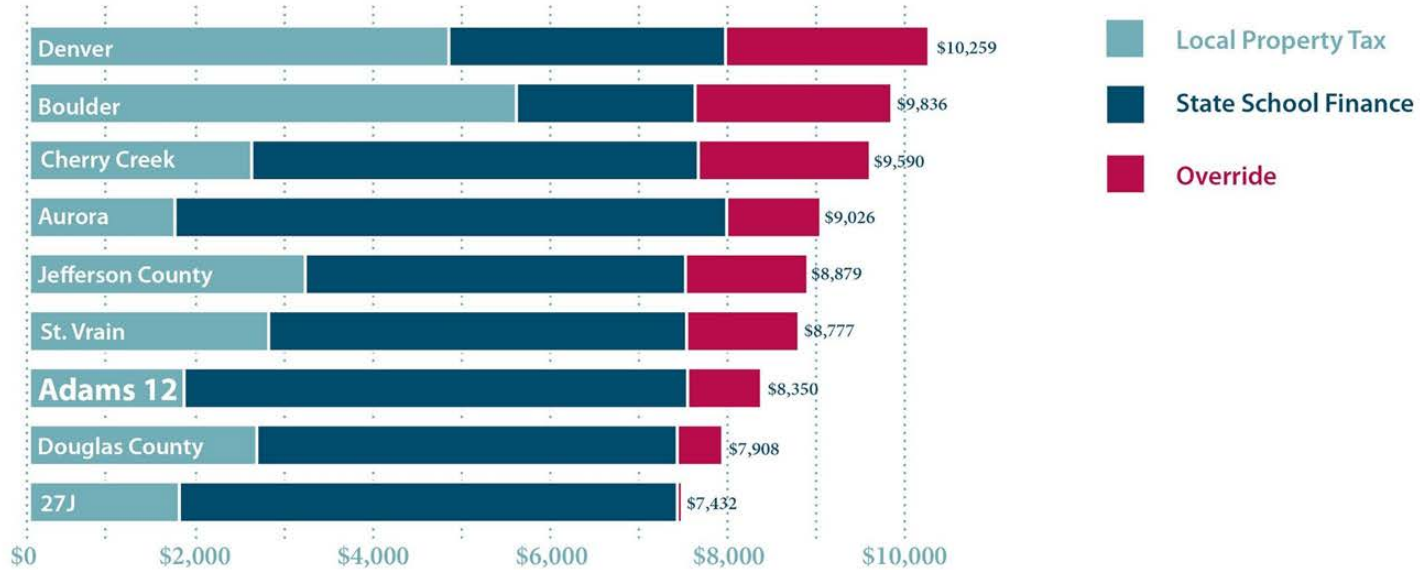
## Total Program Funding Per Pupil Comparison





## Per Pupil Funding - State School Finance & Local Override

Fiscal Year 2017-2018



# Then and Now...

Over this time, our students have grown academically:

- Highest-ever grad rate: 84.4%
- Grad rate up more than 11% since 2010
- Record 80.4% grad rate for Hispanic students - that's up nearly 30 percent since 2010



# Then and Now...

Over this time, our students have grown academically:

- Record 80% of schools earn highest rating of “Performance” from the state
- This compares to only 52% earning “Performance” five years ago



# Why the Success?

- Multiple pathways for student learning
- Balance between empowerment and accountability
- Strong community relationships



# Hopes & Dreams





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# FOCUS AREAS

# Focus Areas: Before the Summit



**Hopes & Dreams  
and Big Ideas  
from our  
community**



**Clustered into  
Focus Areas**



**Top Focus  
Areas Identified  
through online  
survey**



# Focus Areas: Original 9

1. 21st Century Technology Learning Environments
2. Co-Curricular/Outside-the-Classroom Learning
3. Collaborative Staff Supports (Staff Development and Resources)
4. Community Engagement
5. Diverse Learning Opportunities
6. Safety
7. Social/Emotional Learning Supports
8. Transportation Enhancement
9. World-Class Staff





# Focus Areas: Top 6

## All Survey Responses

3,739 responses

- 1 Safety
- 2 21st Century Technology Learning Environments
- 3 Co-Curricular / Outside-the-Classroom Learning Opportunities
- 4 Diverse Learning Opportunities
- 5 Social/Emotional Learning Supports
- 6 World-Class Staff

## Parents/Community/Students

2,575 responses

- 1 Safety
- 2 21st Century Technology Learning Environments
- 3 Co-Curricular / Outside-the-Classroom Learning Opportunities
- 4 Diverse Learning Opportunities
- 5 World-Class Staff
- 6 Social/Emotional Learning Supports

## Staff Only

1,163 responses

- 1 Safety
- 2 Social/Emotional Learning Supports
- 3 21st Century Technology Learning Environments
- 4 World-Class Staff
- 5 Diverse Learning Opportunities
- 6 Co-Curricular / Outside-the-Classroom Learning Opportunities



# Focus Areas: Refined

- Safe Schools
- 21st Century Learners
- Outside-the-Classroom Experiences
- Diverse Learning
- Social/Emotional Learning
- World-Class Staff



# Focus Areas: At the Summit



**Today we will  
prioritize actions  
within Focus Areas**



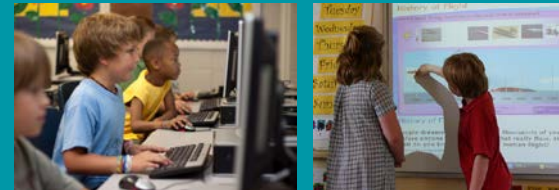
**Prioritized Focus  
Areas and actions  
become foundation  
for strategic plan**



# FA: 21st Century Learners

*Ensure students can collaborate, think critically, and 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 and high quality instructional strategies
- Create computer science pathway for students to explore, K-12
- Boost collaborative, team-based assignments and experiences



# FA: 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



# FA: Diverse Learning

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

- Reduce staff-to-student ratios to provide smaller group learning
- Increase specialized program offerings like STEM and CTE
- 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



# Table Talk

Take a moment to talk with your table about three focus areas you just heard

- What was most interesting?
- What was most surprising?



# FA: 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





# FA: 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 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 and training for staff)
- Increase district crisis team to provide proactive supports, not just crisis response



# FA: 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 compensation to roles with increased responsibility and scope



# Table Talk

Take a moment to talk with your table about three focus areas you just heard

- What was most interesting?
- What was most surprising?



# Kids say the...



# Break

**15:00**

When you come back...

- Select the focus area you want, grab your stuff and sit in that area
- Sit based on your role by finding a seat label
- If all seats are taken in one focus area, please choose a different one



Post on social media throughout the day using #ELEVATESummit

# Focus Areas: End Goal

## Between Now and End of the Day:

1. Determine what success looks like for your Focus Area (your “Future Vision” ideas)
2. Discuss and Prioritize “Ideas from the Fall” and “New Ideas” for your Focus Area
3. Present your visions for success and your priority ideas for action in your Focus Area

<u>Focus Area Table Note-Catcher</u>		
STEP I Future Vision Notes	STEP II Thoughts on “Ideas from the Fall”	STEP III New Ideas



# Focus Area

## SMALL GROUP PROCESS

Column I: Future Visioning (What Success Looks Like)	TIME
<ol style="list-style-type: none"><li>1. Select a Discussion Leader, Timekeeper and Recorder for your table</li><li>1. Share your visions of success with your table<ul style="list-style-type: none"><li>○ 1 minute each</li></ul></li><li>2. The Recorder takes notes in Column I on the Note-Catcher: “Future Vision Notes”</li></ol>	<b>15 minutes</b> <i>(Page 9 in Workbook)</i>



# Focus Area

## SMALL GROUP PROCESS

Column I: Future Visioning (cont.)	TIME
<p>1. Keep your Discussion Leader and Timekeeper for your table</p> <p>1. Together, create the cover of a newspaper depicting your future vision (what success looks like) for your focus area</p> <ul style="list-style-type: none"><li>○ Add Headlines, Pictures, Art, Quotes</li><li>○ Post on the wall by your group</li></ul>	<p><b>15 minutes</b> <i>(Page 9 in Workbook)</i></p>





# FOCUS AREA

## SMALL GROUP PROCESS

Name of Newspaper

---

Headline

Feature Picture/Art

Quote

Subheadline

---

Subheadline

---

THE DENVER POST

Sunshine State Leads Nation  
in Tourism



*"Visitors love our people and our places."*  
-Governor Futurestate

>>High Speed Train  
Eliminates I-70  
Mountain Traffic

>>Tech Integration  
into Outdoor  
Adventure Tours is  
Brilliant

>>Affordable New  
Resort Rates Attract  
Vacationing Families

>>State Funnels  
Tourism Proceeds into  
Infrastructure and  
Natural Beautification

15:00



# Focus Area

## SMALL GROUP PROCESS

Appreciative Feedback	TIME
<ol style="list-style-type: none"><li>1. Individually, view the newspaper covers from other tables in your focus area</li><li>2. On sticky notes, share appreciative feedback.<ul style="list-style-type: none"><li>• What resonates?</li><li>• What is compelling, inspirational, and encouraging?</li></ul></li></ol>	<b>5 minutes</b> <i>(Page 9 in Workbook)</i>



# Lunch - Yum!

Vegetarian:

- Mac & Cheese
- Potato Salad
- Green Salad

45:00

Gluten Free -

- Potato Salad
- Green Salad  
(w/ oil dressing)

*Don't forget to hang up your "outside the tent" ideas!*



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# Focus Area

## SMALL GROUP PROCESS

Column II & III	TIME
<p>Select a Discussion Leader, Timekeeper and Recorder</p> <p>Using your table's note-catcher:</p> <ul style="list-style-type: none"><li>• Discuss and take notes on "Ideas from the Fall" and list any "New Ideas"</li></ul>	20 minutes
<p>Add your table's thoughts on the "Ideas from the Fall" chart using post-it notes</p> <p>Write in your table's new ideas on the "New Ideas" chart</p>	10 minutes

**30:00**



# Focus Area

## SMALL GROUP PROCESS

PRIORITIZING YOUR WORK	TIME
<b>As a Focus Area Group, discuss with your facilitator</b> <ul style="list-style-type: none"><li>• “Ideas from the Fall” chart and “New Ideas” chart</li></ul>	10 minutes
<b>Dot Voting</b> <ul style="list-style-type: none"><li>• Choose top 3 “Ideas from the Fall” (Green Dots)</li><li>• Choose 1 “New Idea” (Orange Dot)</li></ul>	10 minutes
<b>Facilitator summarizes results of voting and facilitates any necessary discussion</b> <ul style="list-style-type: none"><li>• Choose a representative to share your most “voted” ideas (ideally 3-6 ideas)</li><li>• Write out your priority areas on chart template</li></ul>	10 minutes

**30:00**



# Focus Area WHOLE GROUP SHARE

Presenting your Focus Area - 3 minutes each

1. State your Focus Area and read the definition
2. Share your group's 3-6 prioritized ideas for your Focus Area
3. Share 1-2 most interesting newspaper cover ideas for what success will look like in this Focus Area

As you listen, begin filling in Closing Reflection Worksheet.



# Outside-the-Tent Ideas



# Finishing Up

## Process:

1. Fill out the “closing reflections” sheet
2. Place it in the bucket at your table





# Thank you to our sponsors



**Ramón Montoya**  
Education Advocate  
Westminster, Colorado



# What happens next



**Core Team will  
finalize ideas  
from today and  
begin to put  
together the plan**



**Draft plan  
presented to  
Board of  
Education in May**



**Final Plan  
unveiled  
August 2018**



# Cutting Some Slack



**THANK YOU!**  
**Gracias!**





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