

ADAMS 14

FIVE YEAR STRATEGIC PLAN

NORTH STAR

All Adams 14 students experience high-quality instructional planning and aligned student support systems

MISSION

Inspire
Educate
Empower

VISION

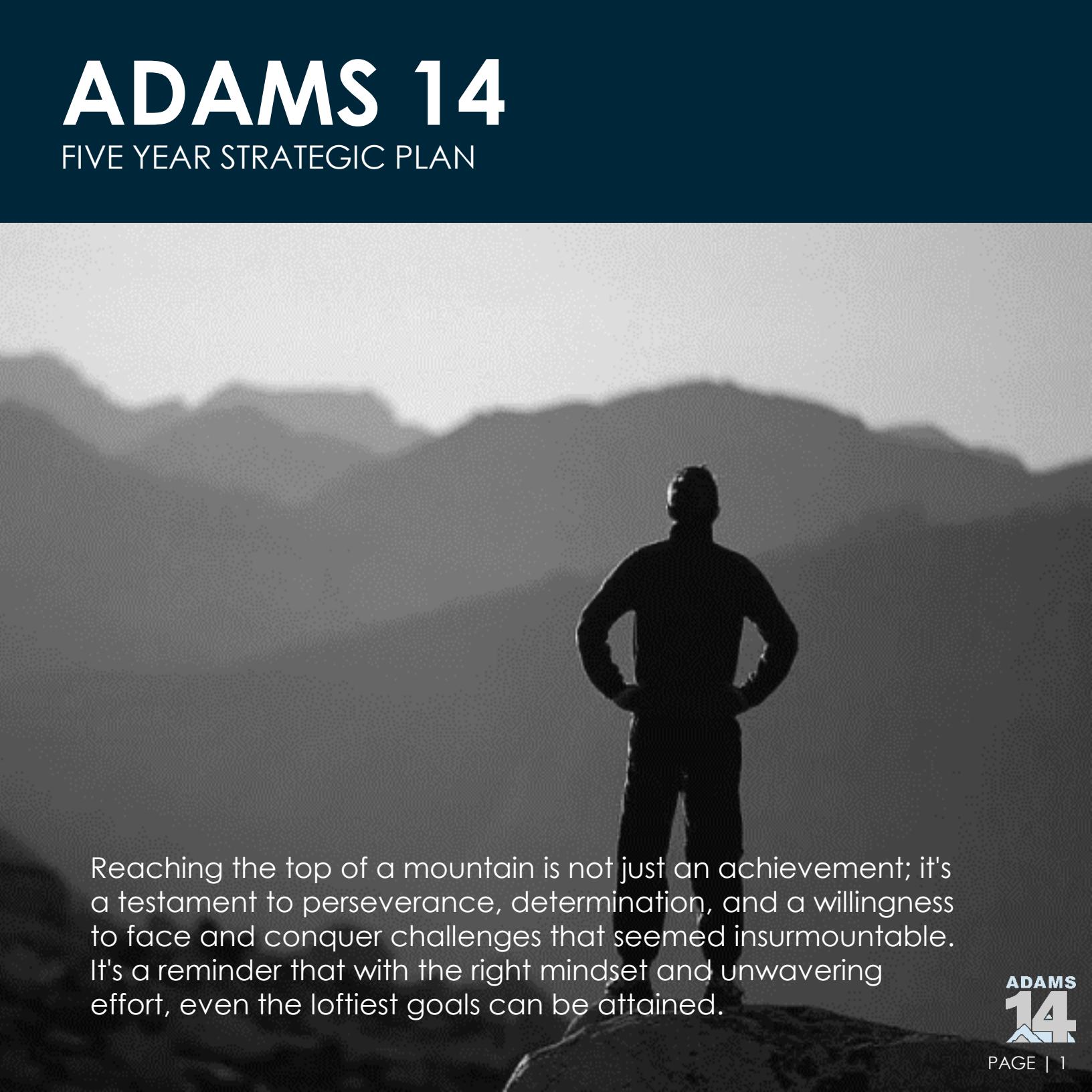
Adams 14 students graduate empowered, inspired, and equipped to be who they want to be



INSIDE COVER
LEFT SIDE
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ADAMS 14

FIVE YEAR STRATEGIC PLAN

A black and white photograph showing the silhouette of a person standing on a mountain peak. The person is facing away from the camera, looking out over a vast, hazy landscape that suggests a valley or a range of mountains in the distance. The foreground is dark and textured.

Reaching the top of a mountain is not just an achievement; it's a testament to perseverance, determination, and a willingness to face and conquer challenges that seemed insurmountable. It's a reminder that with the right mindset and unwavering effort, even the loftiest goals can be attained.

TRAIL FORWARD

Whenever we embark on an expedition or forge a new path forward, it is critical to have a strategic plan that outlines the path we will follow and help us navigate through changing environments and evolving educational landscapes. The Adams County School District 14 Five Year Strategic Plan was designed as that guide.

In a world shaped by the winds of change and the seismic shifts of progress, this strategic plan stands as a cairn, guiding us towards elevating the K-12 educational experience. With unwavering resolve, we set forth to equip our students with the tools, wisdom, and character to navigate life's peaks and valleys, fostering a community of learners poised to make their mark.

Our vision for educational excellence unfolds across the peaks and valleys of several strategic cairns or ends established by the Board of Education:

Academic Achievement: At the heart of our mission lies the dedication to every student's unique journey. Just as climbers tailor their gear to their ascent, we commit to individualized learning experiences, empowering each student to ascend at their own pace, guided by their interests and strengths.

Innovation: Mirroring the pioneers who blaze trails, our educators and curriculum designers will pioneer innovative approaches to education. By infusing technology, real-world experiences, academies, themed schools and interdisciplinary pathways, we will craft a curriculum that propels our students into the future.



A Community Basecamp: The journey is never solitary; it thrives on collaboration. Like a mountain community that rallies together, we vow to forge partnerships with families, local organizations, and the wider community. Together, we will create a foundation of support that fortifies each student's ascent.

Peak Performance Educators and Financial Wellbeing: Every climb requires skilled guides. We pledge to recruit, develop and retain the highest quality staff in Colorado. We will empower our educators with professional development and support akin to seasoned mountaineers. Nurturing their growth ensures they can navigate the educational terrain with confidence, igniting curiosity in their students' hearts. We will maximize our budget to ensure resources are placed as close to students and teachers as possible and are sustainable.

The Adams County School District Five-Year Strategic Plan is our compass, guiding us through uncharted territories, reminding us of the summits yet to be scaled. It's a testament to our faith in the next generation's potential to stand tall, like mountaineers who conquer peaks and emerge stronger, wiser, and more resilient. Together, we will place cairns along our path as we summit the highest peaks and celebrating by hoisting our flags of determination along this remarkable odyssey.

Like the noble names of the fifty-eight mountains that reach 14,000 feet in Colorado - Mount Massive, Mount Lincoln, Grays and Torreys, Mount Elbert, Longs Peak and Mount Wilson, Adams County School District shares a common symbolization with these biggest and best, '14'. Guided by this strategic plan, Adams 14 will continue the journey of leaving the foothills for peaks and ridges that define the best in Colorado – the fourteeners.

THE TEAM | THE MISSION

The development of a comprehensive strategic plan stands as a pinnacle endeavor. Crafting that plan requires the holistic and inclusive input of all stakeholders. To be effective, we had to harnesses the collective knowledge, experiences, dreams and even the history of all members of our organization. We began by recruiting and assembling a team of individuals comprised of community members, campus and district leaders, teachers, classified employees, and individuals with a vested interest in the success of the district. Each member came to the team with their own histories, backgrounds, and experience.

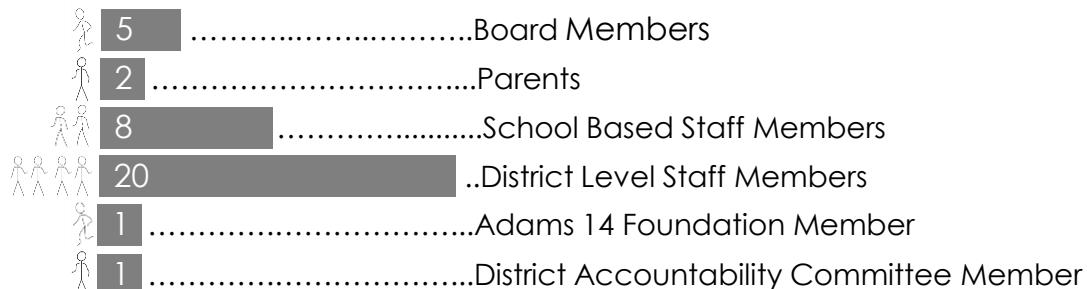
Members of the team served in one of four major roles, a community member, a driver, a helper or an approver. This allowed the team to quickly move forward with the mission.

For a team to function effectively in the development of a strategic plan, it was important for the group to have a unified mission or path. The team worked collaboratively to develop a set of norms which were followed at each meeting, a set of criteria to determine success, a timeline, an understanding of the current district mission, a new district vision that was shared by the community, the teachers, the students, and the parents, and a Northstar.

ALL ADAMS 14 STUDENTS EXPERIENCE HIGH-QUALITY INSTRUCTIONAL PLANNING AND ALIGNED STUDENT SUPPORT SYSTEMS



37 MEMBERS



COMMUNITY

DRIVERS

HELPERS

APPROVERS

THE PROCESS

Over the course of four months, the district collected information that would guide the development of the strategic plan. Using a listening tour format, the district surveyed nearly 500 stakeholders including parents, staff, students, community members, and other interested individuals. More than 100 of those surveyed were students. Using a variety of strategies, information was collected using system audits, focus groups, surveys, analysis of student data to determine equity, and direct observation to determine growth opportunities for students and staff. These data were used to establish a pathway leading to the strategic plan.

LANDSCAPE ANALYSIS | Establishing the baseline

SET THE VISION | Created a common and shared end

CONDUCT AUDITS | Determine what needs to be accomplished

ESTABLISH PRIORITIES | Used to create a multi-year work plan

OUTLINE STRATEGIC INITIATIVES | Determine what is important

REVIEW AND DETERMINE CAPACITY | Aligning the plan with staff capacity

DEVELOP A PLAN TO MONITOR | Creation of a set of measurable outcomes

EQUITY IN LEARNING

Seven year of assessment history

Program evaluation

GROWTH OPPORTUNITY

Student Surveys

Teacher Surveys about students

Direct observations

FOCUS GROUPS AND SURVEYS

Individual student interviews

Staff surveys

SYSTEM AUDITS

Department structures

Communication strategies

THE BOARD ENDS

1

STRATEGIC
PRIORITY

STUDENT ACHIEVEMENT

Every student in Adams 14 School District has access to skills and opportunities that prepare them for success in a post-secondary path of their choosing.

2

STRATEGIC
PRIORITY

ACADEMICS AND INNOVATION

Adams 14 School District will develop and implement strategies targeting rapid-and-significant improvement at the classroom, district, and state level.

3a | 3b
STRATEGIC PRIORITIES

COMMUNITY AND CULTURE

Adams 14 School District will establish and cultivate partnerships to fully engage all members of the community, including its families and students, to create a culture that values trust, respect, and high expectations.

4

STRATEGIC
PRIORITY

FINANCIAL WELL-BEING

Adams 14 School District will responsibly manage and attain the resources needed to meet the unique current and future academic-and-developmental needs of every student, which includes safe facilities.

THE PRIORITIES

1

Students experience high-quality instructional programming and aligned student support systems.

2

Recruits, retains, and supports high-quality professionals.

3a

Staff continuously interrogates and improves upon equity-centered policies and daily practices.

3b

Cultivates an asset-based culture of trust and high expectations.

4

Adams 14 will manage resources to remain fiscally solvent and emotionally and educationally responsive to our staff and student needs.

1

STUDENTS EXPERIENCE HIGH-QUALITY INSTRUCTIONAL PROGRAMMING AND ALIGNED STUDENT SUPPORT SYSTEMS

OBJECTIVES



100%

One hundred percent of Adams 14 students will engage in social emotional learning and receive the wrap-around supports needed to increase average student attendance, sense of belonging, and ability to identify a trusted adult at school.



90%

Ninety percent of Adams 14 students will show typical or high growth from Spring to Spring for returning students, and Fall to Spring for new students, across ELA, SLA, and Math.



Thirty percent of 3rd-8th grade Adams 14 students will meet or exceed expectations in math, with performance gaps between students with and without IEPs decreasing by 30% from June 2023.



Thirty five percent of 3rd-8th grade Adams 14 students will meet or exceed expectations in literacy, with performance gaps between students with and without IEPs decreasing by 30% from June 2023.

MEASURE

Data on percentage and proportion of students receiving tier 2 or 3 academic or behavioral supports; SEL curriculum participation through online platform, classroom walkthroughs, attendance, and student surveys

STAR Renaissance.

STAR (progress monitoring), CMAS (summative data)

STAR (progress monitoring), CMAS (summative data)

FOCUS EFFORT AND YEARS

EXPECTED OUTCOMES 2027

2024

Focus on developing the Community School model

2026

Continue to expand the Community School model to additional locations

2023

Reorganization placing more resources closer to the classroom

2025

Focus on lesson and unit internalization

2023

Intensive professional development for Tier One interventions and instruction

2025

Restructure Special Populations

2023

Launch early literature initiative in the primary levels

2025

Focus professional development on reading in all subject areas

- Daily attendance rate (92%)

- Annual participation in SEL curriculum (95%)

- Graduation rate (90%)

- Percentage of student behavior referrals (10%)

- Students demonstrating a growth rate exceeding one year in ELA/SLA (90%)

- Students demonstrating a growth rate exceeding one year in math (90%)

- Students in grades 3-8 achieving proficient or higher in math (30%)

- Performance gap between students with and without an Individual Education Plan (IEP) less than (11%)

- Students in grades 3-8 achieving proficient or higher in literacy (30%)

- Performance gap between students with and without an Individual Education Plan (IEP) less than (11%)

2

ADAMS COUNTY SCHOOL DISTRICT 14 RECRUITS, RETAINS, AND SUPPORTS HIGH-QUALITY PROFESSIONALS

OBJECTIVES



95%

Adams 14 will be at least 95% staffed with certified, highly-effective **teachers and principals** on the first day of each semester, with an increase in the proportion of Spanish-speaking educators and leaders

95%

Adams 14 will be at least 95% staffed with certified, highly-effective **Special Education Teachers** on the first day of each semester, 95% staffed with highly-effective Special Education Paras, and 100% staffed with certified, highly-effective Service Providers on the first day of each semester..



Adams 14 will retain 90% of effective and highly-effective teachers, administrators, and classified staff, with less than 5% disparity between staff demographic groups.

MEASURE

Measure: vacancy data at the start of each semester; effectiveness ratings at the end of each year

Measure: vacancy data at the start of each semester; effectiveness ratings at the end of each year

Measure: retention data; effectiveness ratings; staff satisfaction surveys as leading indicator

FOCUS EFFORT AND YEARS

2023

Focus on a comprehensive student teacher, mentorship and induction initiative

2024

Adjusted compensation plan to attract and retain special education staff

2023

Prioritize internal development and community hiring practices

2023

Expand the employee awards and recognition initiative

2024

Develop work-life balance benefits and wellness resources

2023

Expand the leadership academy and opportunities for advanced degrees

EXPECTED OUTCOMES 2027

- Teaching positions staffed with certified teachers on the first day of each semester (95%)
- Number of schools with a vacancy rate less than 20% on the first day of each semester (100%)
- Percentage of teachers achieving a rating of effective or higher at the beginning of each semester (95%)
- Percentage of teachers hired from within the community or who are bilingual (6%)
- Effective and Highly Effective employee retention rate exceeding (90%)
- Consistent retention rate across the district with individual school retention rates and position retention less than +/- 5% of the district turnover rate (100%)

3a | 3b

ADAMS 14 STAFF CONTINUOUSLY INTERROGATES AND IMPROVES THE DISTRICT CULTIVATES AN ASSET-BASED CULTURE OF TRUST

OBJECTIVES

100%

One hundred percent of Adams 14 educators will report that they have access to a) the information they need to understand their students' strengths and needs, and b) the resources and training they need to ensure all students experience academic success.



Adams 14 will have proof of efficient data systems and clear communication processes across all departments and levels of the district that make policies and daily practices visible, and ultimately more equitable.



Having engaged a critical mass, at least 80% of all students, families, staff, community and partners will report that A14 is providing a high-quality educational experience.



Having engaged a critical mass, 75% percent of community stakeholder participants will feel that they are engaged and informed transparently throughout major district processes and decisions through predictable structures that sustain a high level of trust and 2-way communication.

MEASURE

Measure: staff surveys - 60 day survey and throughout the year

Measure: deliverables and staff survey

Measure: community survey; town halls and focus groups; direct outreach

Measure: community survey; town halls and focus groups; direct outreach

ES UPON EQUITY-CENTERED POLICIES AND DAILY PRACTICES.
AND HIGH EXPECTATIONS.

FOCUS EFFORT AND YEARS

2023
Data dashboards and deep dives

2023
Communication Tools

2024
Human Resources compensation and job descriptions

2024
Feedback loops and processes

2023
Strategic plan communications

2024
Building SAC and DAC

2025
Focus on using data to drive instruction

2025
Multi-tiered Support Structures (MTSS)

2026
Refine and adjust

2025
Expansion and Enhancement of Community Schools

EXPECTED 2027 OUTCOMES

- Teaching staff are able to use student data to guide instruction (100%)

- Policies, procedures, protocols and handbooks are posted publicly and followed consistently. (100%)

- Students, family members, staff and community members report Adams 14 is providing a quality education to all students (80%)

- Community stakeholders feel engaged with and informed of major decision of the district (75%)

- Parent participation in School and District Advisory Committee (5% of student population)

4

ADAMS 14 WILL MANAGE RESOURCES TO REMAIN FISCALLY SOLVENT AND EMOTIONALLY AND EDUCATIONALLY RESPONSIVE

OBJECTIVES



Adams 14 will have a fund balance that exceeds 10% of the operational budget while being able to meet all fiscal needs of the district.

MEASURE

Measure: annual audited financial report. Passing of a Mill-Levy Override and/or bond issue



All Adams 14 schools will fully implement access control, video recording, and strategies for checking all visitors into the schools.

Measure: Annual School Safety Report.



Adams 14 educational facilities will be at 70% capacity or better with fewer than 1% in disruptions due to core mechanical failures

Measure: Annual Maintenance Report. Full implementation of 5b facilities plan.



The organizational chart and job descriptions will be aligned with building capacity, staffing ratios, and financial budget.

Measure: Organizational Chart, Staffing Plan, and Budget Documents

FOCUS EFFORT AND YEARS

EXPECTED 2027 OUTCOMES

2023
Compensation Analysis

2025
Mill Levey

- Fund balance maintained at 10% of the operating budget. (100%)

2023
Processes and procedures

2024
Video Security

2025
Access Control

2026
Physical plant

- Number of campus locations protected by access control, video monitoring and guest screenings. (100%)

2023
Shift Grade 6

2024
District-wide Physical plants

2025
Theming of elementary schools

2026
Consolidation of middle schools

- Grade 6 moved to Elementary (100%)
- Consolidated Middle Schools aligned with high school academies (100%)
- Classroom disruptions due to mechanical (<1%)

2024
Compensation plan

2023
Reorganization of district level positions

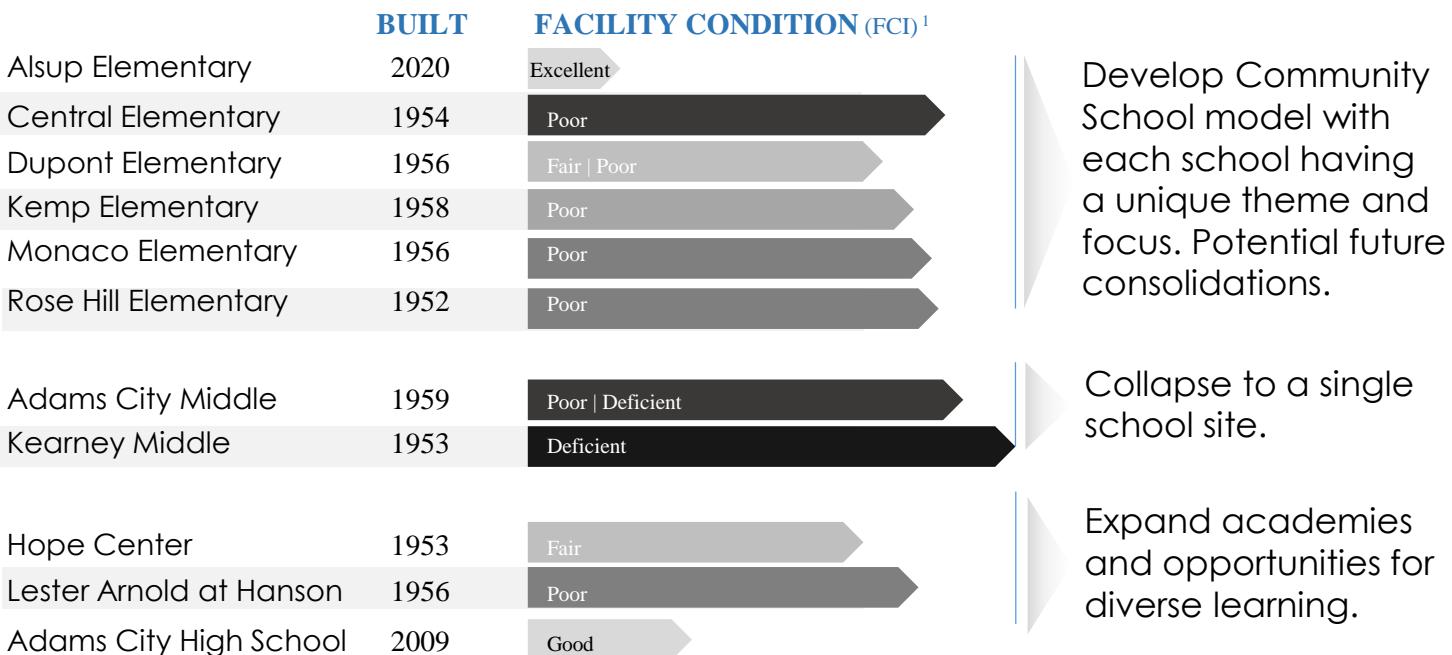
2024
Reorganization of campus level positions

- Staffing within +/- 5% of enrollment at all campus locations (100%)
- Functional Organization chart demonstrating staffing best practices (100%)
- Competitive compensation plan within budget allocation (+/- 5% of Denver Area)

FACILITIES PLAN

Adams County School District 14 continues to see a decline in enrollment. Peaking in 2013-214 at 7,598 students, the district has since seen a decrease of approximately 300 students per year. Coupled with aging buildings, the facilities plan specifically addresses instructional needs, facility capacity and utilization, facility location, system safety, facility condition index (FCI), culture, and future technology requirements.

Average age of building **62**



SAFETY AND SECURITY

Develop and launch both short and long-term plans for upgrading facilities .

LEARNING ENVIRONMENT

Prioritized improvements identified and scheduled to extend the physical and educational life-expectancy of the facility

EDUCATIONAL ADEQUACY

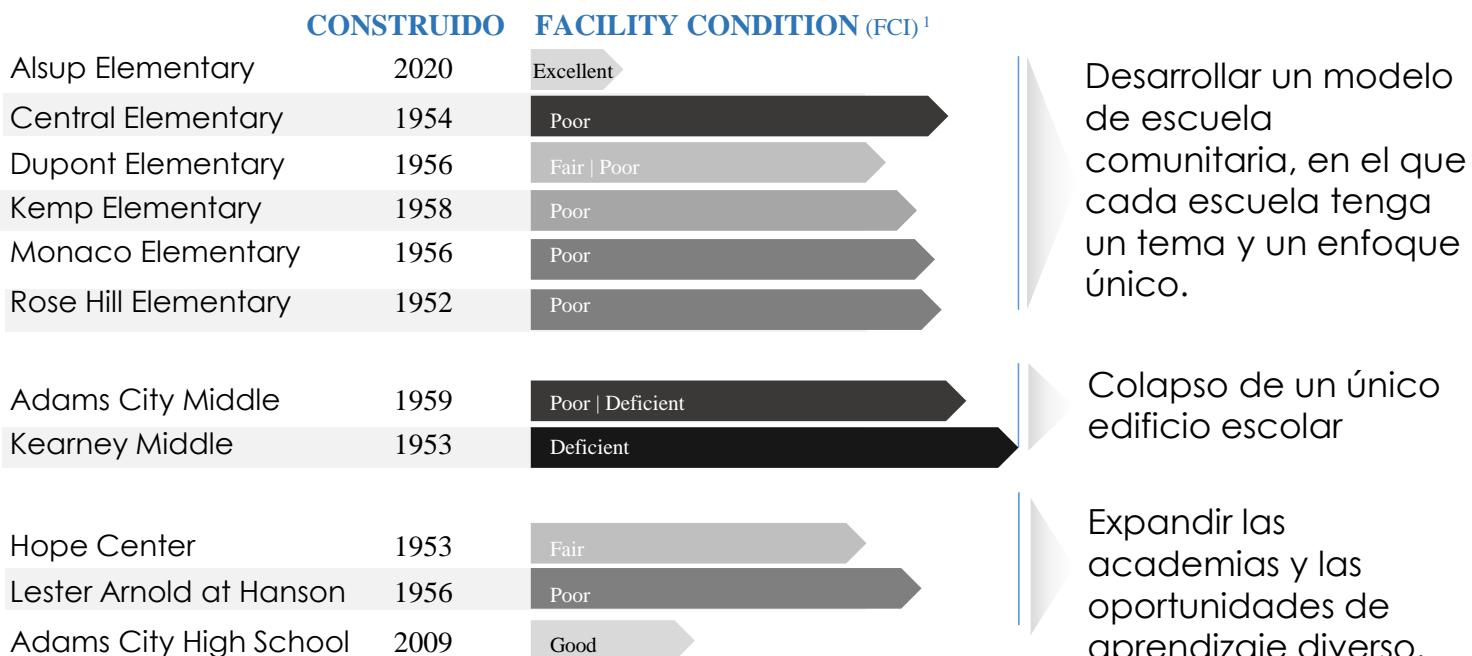
Maximize the physical capacity to existing programming and environmental needs of staff and students. Consider consolidation and replacements.

¹ The Facilities Condition Index is a tool used to gauge the physical condition of a building system or facility. It's represented as the expected cost to bring the facility up to acceptable standards compared to the replacement value. Data are representative of a 2020 audit.

PLAN DE INSTALACIONES

El Distrito Escolar del Condado Adams 14 continúa viendo una disminución en la inscripción de estudiantes. Alcanzando su punto máximo en el 2013-2014 con 7,598 estudiantes, el distrito ha visto desde entonces una disminución de aproximadamente 300 estudiantes por año. Junto con el envejecimiento de los edificios, el plan de instalaciones aborda específicamente la capacidad de las instalaciones, utilización, ubicación de las instalaciones, seguridad del sistema, índice de condición de las instalaciones, cultura y necesidades futuras de aprendizaje.

Promedio de edad de
los edificios **62**



SEGURIDAD Y PROTECCIÓN

Finalizar las necesidades y elaborar planes a corto y largo plazo para mejorar las instalaciones.

ENTORNO DE APRENDIZAJE

Mejoramientos prioritarios identificados y programados para ampliar la esperanza de vida física y educativa de las instalaciones.

ADECUACIÓN EDUCACIONAL

Maximizar la capacidad física para la programación existente y las necesidades de medio ambiente del personal y estudiantes. Considerar la consolidación y los reemplazos.

¹ The Facilities Condition Index is a tool used to gauge the physical condition of a building system or facility. It's represented as the expected cost to bring the facility up to acceptable standards compared to the replacement value. Data are representative of a 2020 audit.

FOCUS EFFORT AND YEARS

EXPECTED 2027 OUTCOMES

2023 Compensation Analysis	2025 Mill Levey				<ul style="list-style-type: none">•Fund balance maintained at 10% of the operating budget. (100%)
2023 Processes and procedures	2024 Video Security	2025 Access Control	2026 Physical plant		<ul style="list-style-type: none">•Number of campus locations protected by access control, video monitoring and guest screenings. (100%)
2023 Shift Grade 6	2024 District-wide Physical plants	2025 Theming of elementary schools	2026 Consolidation of middle schools		<ul style="list-style-type: none">•Grade 6 moved to Elementary (100%)•Consolidated Middle Schools aligned with high school academies (100%)•Classroom disruptions due to mechanical (<1%)
2024 Compensation plan	2023 Reorganization of district level positions	2024 Reorganization of campus level positions			<ul style="list-style-type: none">•Staffing within +/- 5% of enrollment at all campus locations (100%)•Functional Organization chart demonstrating staffing best practices (100%)•Competitive compensation plan within budget allocation (+/- 5% of Denver Area)

4

ADAMS 14 MANEJARÁ LOS RECURSOS PARA PERMANECER FÍSICAMENTE SOLVENTE, EMOCIONAL Y EDUCACIONALMENTE RESPONSABLE

OBJETIVOS



Adams 14 tendrá un saldo de fondos que supere el 10% del presupuesto operacional y, al mismo tiempo, podrá cumplir con todas las necesidades fiscales del distrito.

Medidas: reporte financiero anual auditado. Aprobación de una recaudación de impuestos (Mill-Levy Override) y/o emisión de bonos.



Todas las escuelas de Adams 14 implementarán el control de acceso, video-grabación y estrategias para controlar a todos los visitantes en las escuelas.

Medidas: Reporte Anual de Seguridad Escolar.



Las instalaciones educacionales de Adams 14 tendrán una capacidad del 70% o más con menos del 1% en interrupciones debido a fallas mecánicas principales.

Medidas: Reporte de Mantenimiento Anual. Implementación completa del plan de instalaciones 5b.



La gráfica organizacional y descripción de trabajo estarán alineados con la capacidad del edificio, proporción de personal y presupuesto financiero.

Medidas: Gráfica Organizacional, Plan de Personal y Documentos de Presupuesto

EL DISTRITO CULTIVA UNA CULTURA DE CONFIANZA BASADA EN VALORES Y ALTAS EXPECTATIVAS.

FOCUS EFFORT AND YEARS

2023
Data dashboards and deep dives

2023
Communication Tools

2024
Human Resources compensation and job descriptions

2024
Feedback loops and processes

2023
Strategic plan communications

2024
Building SAC and DAC

2025
Focus on using data to drive instruction

2025
Multi-tiered Support Structures (MTSS)

2026
Refine and adjust

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Expansion and Enhancement of Community Schools

EXPECTED 2027 OUTCOMES

- Teaching staff are able to use student data to guide instruction (100%)

- Policies, procedures, protocols and handbooks are posted publicly and followed consistently. (100%)

- Students, family members, staff and community members report Adams 14 is providing a quality education to all students (80%)

- Community stakeholders feel engaged with and informed of major decision of the district (75%)

- Parent participation in School and District Advisory Committee (5% of student population)

3a | 3b

EL PERSONAL DE ADAMS 14 INTERROGA Y MEJORA CONTINUAMENTE LAS POLÍTICAS Y PRÁCTICAS DIARIAS CENTRADAS EN LA EQUIDAD

OBJETIVOS

100%

El cien por ciento de los educadores de Adams 14 reportarán que tiene acceso: a) la información que necesitan para entender las fortalezas y necesidades de sus estudiantes, y b) los recursos y capacitación que necesitan para garantizar que todos los estudiantes experimenten el éxito académico.



Adams 14 tendrá evidencia de sistemas de datos eficientes y procesos de comunicación claros en todos los departamentos y niveles del distrito, que hagan visibles las políticas y prácticas diarias y, en última instancia, más equitativas.



Una vez alcanzada una masa crítica, al menos el 80% de los estudiantes, familias, personal, la comunidad y los socios afirmarán que A14 proporciona una experiencia educativa de alta calidad.



Una vez alcanzada una masa crítica, 75% de las partes interesadas de la comunidad sentirán que se les involucra y se les informa de forma transparente a lo largo de los principales procesos y decisiones del distrito a través de estructuras predecibles que mantengan un alto nivel de confianza y comunicación de 2-vías.

Medidas: encuestas del personal - Encuesta a los 60 días y durante el año

Medidas: resultados y encuesta para el personal

Medidas: encuesta para la comunidad; reuniones generales y grupos de discusión; divulgación directa

Medidas: encuesta para la comunidad; reuniones generales y grupos de enfoque; divulgación directa

FOCUS EFFORT AND YEARS

2023

Focus on a comprehensive student teacher, mentorship and induction initiative

2024

Adjusted compensation plan to attract and retain special education staff

2023

Prioritize internal development and community hiring practices

2023

Expand the employee awards and recognition initiative

2024

Develop work-life balance benefits and wellness resources

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Expand the leadership academy and opportunities for advanced degrees

EXPECTED OUTCOMES 2027

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- Number of schools with a vacancy rate less than 20% on the first day of each semester (100%)
- Percentage of teachers achieving a rating of effective or higher at the beginning of each semester (95%)
- Percentage of teachers hired from within the community or who are bilingual (6%)
- Effective and Highly Effective employee retention rate exceeding (90%)
- Consistent retention rate across the district with individual school retention rates and position retention less than +/- 5% of the district turnover rate (100%)

2

EL DISTRITO ESCOLAR DEL CONDADO ADAMS 14 RECLUTA, RETIENE Y APOYA A PROFESIONALES ALTAMENTE CALIFICADOS

OBJETIVOS



95%

Adams 14 tendrá al menos con un 95% de **maestros y directores** certificados y altamente eficientes el primer día de cada semestre, con un aumento en la proporción de educadores y líderes de habla hispana.

Medida: datos sobre vacantes al inicio de cada semestre; clasificaciones de eficiencia al final de cada año

95%

El primer día de cada semestre, Adams 14 tendrá al menos 95% de **Maestros de Educación Especial** certificados y altamente eficientes, un 95% de Para-profesionales de Educación Especial altamente eficientes y un 100% de Proveedores de Servicios titulados y altamente eficientes.

Medida: datos sobre vacantes al inicio de cada semestre; clasificaciones de eficiencia al final de cada año



95%

Adams 14 retendrá el 90% de los maestros efectivos y altamente efectivos, administradores y personal clasificado con menos del 5% de diferencia entre grupos demográficos de personal.

Medida: datos de retención; efectividad en clasificación; encuestas de satisfacción para el personal como indicador de principal

FOCUS EFFORT AND YEARS

EXPECTED OUTCOMES 2027

2024

Focus on developing the Community School model

2026

Continue to expand the Community School model to additional locations

2023

Reorganization placing more resources closer to the classroom

2025

Focus on lesson and unit internalization

2023

Intensive professional development for Tier One interventions and instruction

2025

Restructure Special Populations

2023

Launch early literature initiative in the primary levels

2025

Focus professional development on reading in all subject areas

- Daily attendance rate (92%)

- Annual participation in SEL curriculum (95%)

- Graduation rate (90%)

- Percentage of student behavior referrals (10%)

- Students demonstrating a growth rate exceeding one year in ELA/SLA (90%)

- Students demonstrating a growth rate exceeding one year in math (90%)

- Students in grades 3-8 achieving proficient or higher in math (30%)

- Performance gap between students with and without an Individual Education Plan (IEP) less than (11%)

- Students in grades 3-8 achieving proficient or higher in literacy (30%)

- Performance gap between students with and without an Individual Education Plan (IEP) less than (11%)

1

LOS ESTUDIANTES EXPERIMENTAN UNA PROGRAMACIÓN INSTRUCCIONAL DE ALTA CALIDAD Y DE SISTEMAS ALINEADOS DE APOYO ESTUDIANTIL

OBJETIVOS

100%



El cien por ciento de los estudiantes de Adams 14 participarán en el aprendizaje social y emocional, además recibirán los apoyos necesarios para aumentar el promedio de asistencia estudiantil, el sentido de pertenencia y la capacidad de identificar a un adulto de confianza en la escuela.

Medida: datos sobre el porcentaje y la proporción de estudiantes que reciben apoyo académico o de conducta de nivel 2 o 3; participación en el currículo SEL a través de la plataforma en línea, visitas en los salones de clases, asistencia y encuestas a los estudiantes

90%



El noventa por ciento de los estudiantes de A14 mostrarán un crecimiento académico típico o más alto de primavera a primavera, para los estudiantes que regresan, y de otoño a primavera para los nuevos estudiantes en Adquisición del Lenguaje Inglés, Adquisición de un Segundo Lenguaje y Matemáticas.

Medida: STAR Renaissance.



El 30% de los estudiantes de Adams 14 de 3o a 8o grado cumplirán o superarán las expectativas en matemáticas, y las diferencias de rendimiento entre los estudiantes con/sin IEP disminuirán en un 30% a partir de junio de 2023.

Medida: STAR (monitoreo del progreso), CMAS (datos sumativos)



35% de los estudiantes del 3o al 8o grado de Adams 14 cumplirán o superarán las expectativas en alfabetización, con desempeño entre los estudiantes con y sin IEP disminuirán en un 30% a partir de junio de 2023.

Medida: STAR (monitoreo del progreso), CMAS (datos sumativos)

LAS PRIORIDADES

1

Los estudiantes experimentan una programación instruccional de alta calidad y unos sistemas alineados de apoyo estudiantil.

2

Recluta, retiene y apoya a profesionales de alta calidad.

3a

El personal cuestiona y mejora continuamente las políticas enfocadas en la equidad y las prácticas cotidianas.

3b

Cultiva una cultura de confianza y altas expectativas basadas en los valores.

4

Adams 14 manejará los recursos para seguir siendo físicamente solvente y responder emocional y educativamente a las necesidades de nuestro personal y nuestros estudiantes.

THE BOARD ENDS

1

STRATEGIC
PRIORITY

LOGRO ESTUDIANTIL

Cada estudiante en el Distrito Escolar Adams 14 tendrá acceso a habilidades y oportunidades que los preparan para el éxito en una vía post-secundaria que elijan.

2

STRATEGIC
PRIORITY

ACADEMICOS E INNOVACION

El Distrito Escolar Adams 14 desarrollará e implementará estrategias objetivas hacia un mejoramiento rápido y significativo a nivel del salón de clases, distrito y estado.

3a | 3b
STRATEGIC PRIORITIES

COMUNIDAD Y CULTURA

El Distrito Escolar Adams 14 establecerá y cultivará asociaciones para involucrar completamente a todos los miembros de la comunidad, incluyendo a sus familias y estudiantes, para crear una cultura que valore la confianza, respeto y altas expectativas.

4

STRATEGIC
PRIORITY

BIENESTAR FINANCIERO

El Distrito Escolar Adams 14 responsablemente manejará y obtendrá los recursos necesarios para cumplir con las necesidades académicas y de desarrollo actuales y futuras de cada estudiante, lo que incluye unas instalaciones seguras. .

EL PROCESO

Durante cuatro meses, el distrito recopiló información que guiaría el desarrollo del plan estratégico. Utilizando un formato de guía, el distrito encuestó casi 500 participantes interesados, incluyendo padres, personal, estudiantes, miembros de la comunidad y otras personas interesadas. Más de 100 de los encuestados fueron estudiantes. Utilizando una variedad de estrategias, se recopiló información mediante auditorías del sistema, grupos de enfoque, encuestas, análisis de datos de los estudiantes, para determinar las oportunidades de crecimiento de los estudiantes y el personal. Estos datos se utilizaron para establecer una vía que condujera hacia el plan estratégico.

ANÁLISIS DEL PANORAMA | Establecer la base

ESTABLECER LA VISIÓN | Crear un propósito común y compartirlo

REALIZAR AUDITORÍAS | Determinar lo que hay que hacer

ESTABLECER PRIORIDADES | Se utiliza para crear una obra de varios años

DEFINIR INICIATIVAS ESTRATÉGICAS | Determinar lo que es importante

REVISAR Y DETERMINAR LA CAPACIDAD | Alinear el plan con la capacidad del personal

DESARROLLAR UN PLAN DE SEGUIMIENTO | Creación de un conjunto de resultados medibles

EQUIDAD EN EL APRENDIZAJE

Siete años de historia de la evaluación

Programa de evaluación

OPORTUNIDAD DE CRECIMIENTO

Encuestas de Estudiantes

Encuestas de maestros sobre estudiantes

Observaciones directas

GRUPOS DE ENFOQUE Y ENCUESTAS

Entrevistas individuales a estudiantes

Encuestas al personal

SISTEMAS DE AUDITORÍA

Estructuras por departamentos

Estrategias de comunicación

EL EQUIPO | LA MISIÓN

El desarrollo de un plan estratégico global es una tarea de primer orden. La elaboración de este plan requiere la opinión integral e inclusiva de todas las partes interesadas. Para ser efectivo, tuvimos que aprovechar los conocimientos colectivos, experiencias, sueños y aún la historia de todos los miembros de nuestra organización. Comenzamos por reclutar y ensamblar un equipo de personas integrado por miembros de la comunidad, plantel, líderes, maestros y empleados clasificados del distrito y personas interesadas en el éxito del distrito. Cada miembro llegó al equipo con sus propias historias, antecedentes y experiencia.

Los miembros del equipo se desempeñaron en uno de cuatro funciones importantes: un miembro de la comunidad, un conductor, un ayudante y un aprobador. Este permitió que el equipo rápidamente avanzará con la misión.

Para que un equipo funcione efectivamente en el desarrollo de un plan estratégico, era importante para el grupo tener una visión unificada o un camino. El equipo trabajó colaborativamente para desarrollar un conjunto de normas, las cuales fueron seguidas en cada reunión, un conjunto de criterios para determinar el éxito, un plazo, un entendimiento de la misión actual del distrito, una nueva visión del distrito que fue compartida por la comunidad, los maestros, estudiantes, los padres y un propósito.

TODOS LOS ESTUDIANTES DE ADAMS 14
EXPERIMENTARÁN UNA PLANEACIÓN INSTRUCCIONAL
DE ALTA CALIDAD Y SISTEMAS DE APOYO
ESTUDIANTILES



37 MIEMBROS

5Miembros de la Junta Directiva
2Padres
8Miembros del Personal Escolar
20Miembros del Personal del Distrito
1Miembro de la Fundación de Adams 14
1Miembro del Comité de Responsabilidad del Distrito

COMUNIDAD

CONDUCTORES

AYUDANTES

PROBADORES

Un Campamento Comunitario: El viaje nunca es solitario; se nutre de la colaboración. Como comunidad en la montaña que se une, nos comprometemos a forjar asociaciones con familias, organizaciones locales y la comunidad en general. Juntos, crearemos una base de apoyo que fortalezca el ascenso de cada estudiante.

Educadores de Alto Rendimiento y Bienestar Financiero: Cada escalinata requiere guías de habilidades. Nos comprometemos a contratar, desarrollar y retener al personal de mayor calidad de Colorado. Empoderamos a nuestros educadores con desarrollo profesional y apoyo similar al de los escaladores experimentados. El nutrir su crecimiento garantiza que ellos pueden navegar el terreno educacional con confianza, motivando la curiosidad de los corazones de sus estudiantes. Maximizaremos nuestro presupuesto para asegurar que los recursos se coloquen tan cerca de los estudiantes y maestros como sea posible y sean sostenibles.

El Plan Estratégico de Cinco Años del Distrito Escolar del Condado Adams 14 es nuestra brújula, que nos guía por territorios no explorados, recordándonos las cimas que aún no hemos escalado. Es un testimonio de nuestra fe en el potencial en la siguiente generación para mantenerse de pie, como escaladores que conquistan cimas y emergen más fuertes, más sabios y más resistentes. Juntos colocaremos rocas a lo largo de nuestro camino mientras hacemos cumbre en las cimas más altas y lo celebraremos, izando nuestras banderas de determinación a lo largo de esta extraordinaria odisea.

Como los nobles nombres de las cincuenta y ocho montañas que alcanzan los 14.000 pies en Colorado - Montaña Massive, Montaña Lincoln, Grays y Torreys, Montaña Elbert, Longs Peak y Montaña Wilson, el Distrito Escolar del Condado Adams 14 comparte una simbolización común con estas, las más grandes y mejores montañas '14'. Guiados por este plan estratégico, Adams 14 continuará el viaje de dejar las laderas de las cimas para llegar a las montañas que definen lo mejor de Colorado, hasta los catorce mil pies (fourteeners).

EL CAMINO HACIA ADELANTE

Siempre que iniciamos una expedición o forjamos un nuevo camino hacia adelante, es muy importante tener un plan estratégico que detalle el camino que seguiremos y nos ayude a navegar a través de los ambientes cambiantes y evolucionar los panoramas educacionales. El Plan Estratégico de Cinco Años de Adams 14, ha sido diseñado como esa guía.

En un mundo formado por los vientos del cambio y los cambios sísmicos del progreso, este plan estratégico se funda con bases de rocas, guiándonos hacia la elevación de la experiencia educacional K-12. Con una determinación inquebrantable, nos proponemos a equipar a nuestros estudiantes con las herramientas, sabiduría y el carácter necesario para navegar por las cimas y valles de la vida, fomentando una comunidad de estudiantes preparados que dejen huella.

Nuestra visión para la excelencia educacional, se desarrolla por todas las cimas y valles con varias estratégicas o propósitos establecidos por la Junta Directiva de Educación:

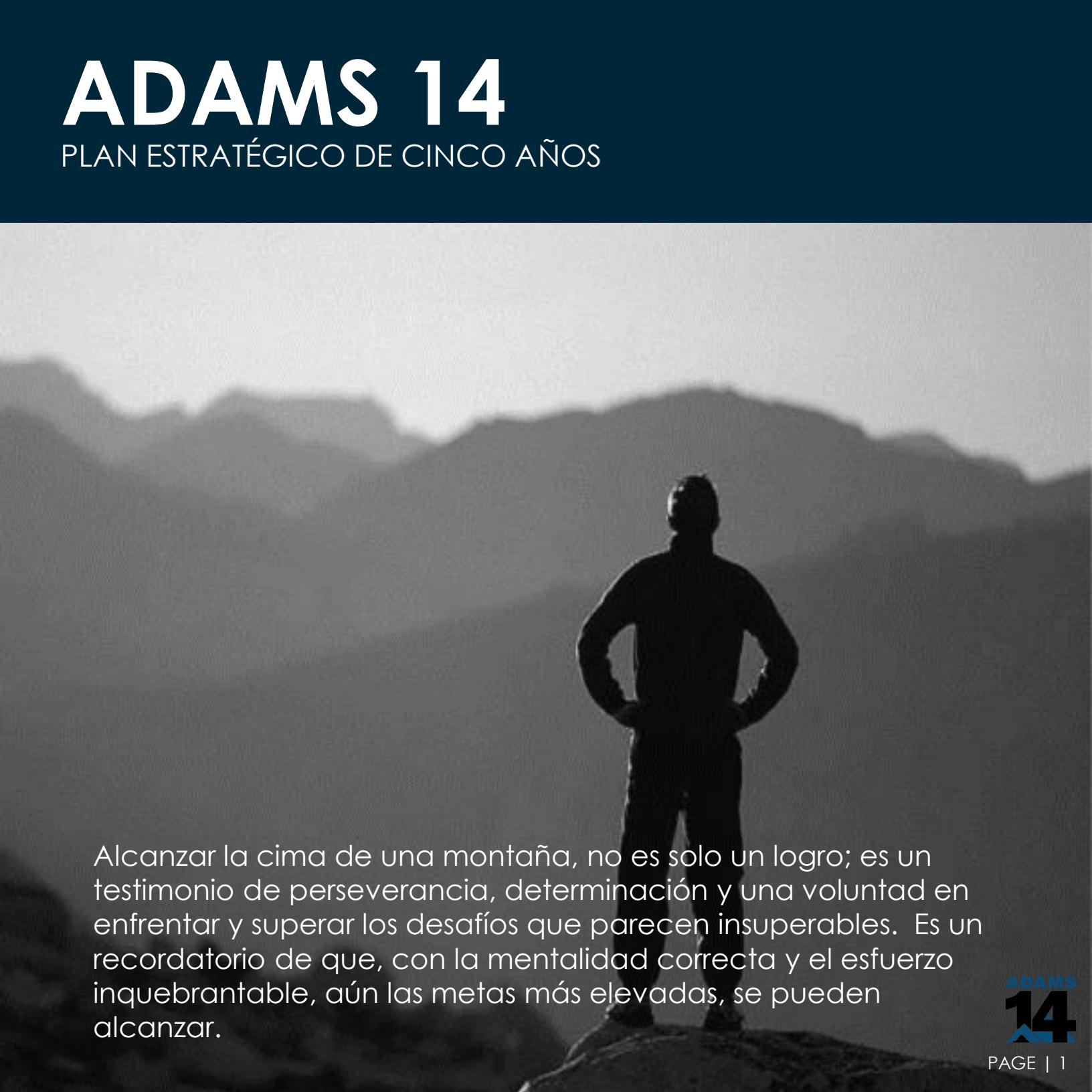
Logro Académico: En el corazón de nuestra misión, está la dedicación del viaje único de cada estudiante. Al igual que los escaladores adaptan su equipo mientras van subiendo, nosotros nos comprometemos a ofrecer experiencias de aprendizaje, empoderando a cada estudiante a ascender a su propio ritmo, guiados por sus intereses y fortalezas.

Innovación: Al igual que los pioneros que abren caminos, nuestros educadores y diseñadores de currículos, serán los iniciadores en enfoques innovadores de la educación. Por medio de la combinación de tecnología, experiencias del mundo real, academias, escuelas temáticas y vías interdisciplinarias, crearemos un currículo que impulse a nuestros estudiantes hacia el futuro.

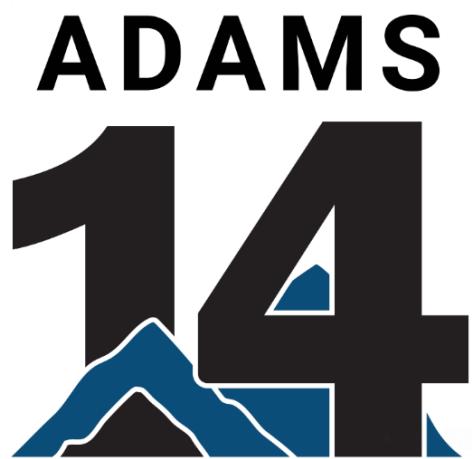


ADAMS 14

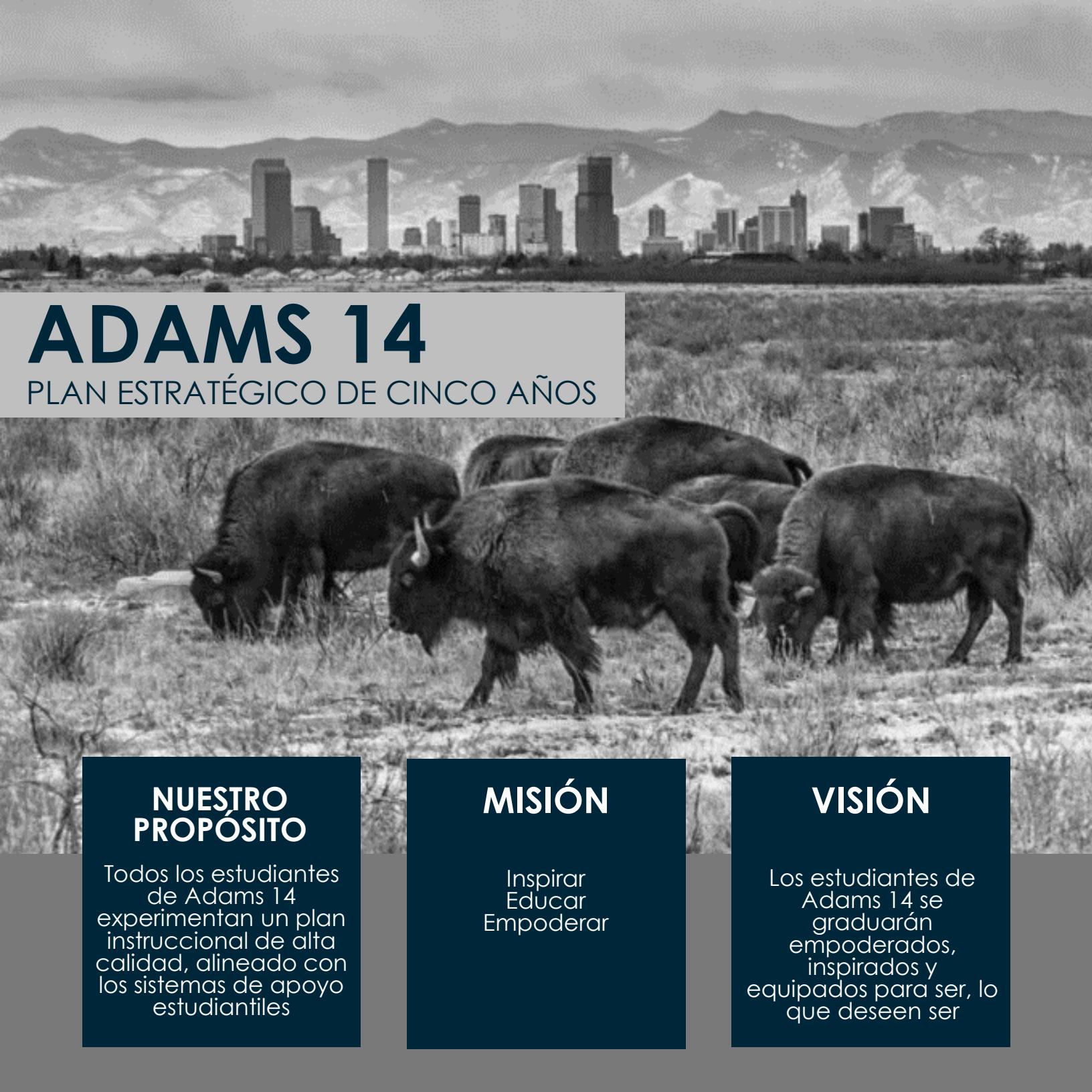
PLAN ESTRATÉGICO DE CINCO AÑOS

A black and white photograph showing the silhouette of a person standing on a rocky mountain peak. The person is facing away from the camera, looking towards a range of mountains in the distance. The sky is bright and cloudy.

Alcanzar la cima de una montaña, no es solo un logro; es un testimonio de perseverancia, determinación y una voluntad en enfrentar y superar los desafíos que parecen insuperables. Es un recordatorio de que, con la mentalidad correcta y el esfuerzo inquebrantable, aún las metas más elevadas, se pueden alcanzar.



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ADAMS 14

PLAN ESTRATÉGICO DE CINCO AÑOS

NUESTRO PROPÓSITO

Todos los estudiantes de Adams 14 experimentan un plan instruccional de alta calidad, alineado con los sistemas de apoyo estudiantiles

MISIÓN

Inspirar
Educar
Empoderar

VISIÓN

Los estudiantes de Adams 14 se graduarán empoderados, inspirados y equipados para ser, lo que deseen ser