



Pueblo School District 60

Educational Facilities Assessment and Masterplan

APPENDIX A

District Information

October 2019



DISTRICT STRATEGIC PLAN

all 2018 - Spring 2023

EDUCATING FOR PURPOSE AND IMPACT



Charlotte Acaluso
Superintendent

SUPERINTENDENT'S MESSAGE

Dear Community Stakeholder

Pueblo's greatest strength are the deep and traditional connection between our community and our school. A quality education is essential to our economic viability and overall quality of life; therefore, each and every one of us has a moral obligation to work toward better outcomes for our children. I have spent the last year talking with and listening to various stakeholders including student, parent, staff and many community members. They talked to me about what they liked, what they were concerned about, and most importantly they expressed their hopes and dreams for the future.

Public education in our nation continues to undergo significant changes. Some of the changes are a result of state and federal priorities regarding policy and funding. In addition, rapidly evolving technology has thrust us into the global world of competition, commerce, communication, and constant change.

As we prepare our students to engage and succeed in this new environment, our school must adapt. We must help our students define and explore a unique life purpose that will be key in helping them take action and positively impact an ever changing, complex, ambiguous and sometime volatile world. Far too often, school reform efforts in education have a tendency to adopt many new and varied initiatives and quick fixes that quickly become chaotic and overwhelming. Pueblo City School will prioritize and focus effort on strategies that have a direct effect on student learning and advancing and enhancing the condition that affect student learning.

This strategic plan will serve as a guide and a roadmap for the next 3-5 years to ensure we are engaged in the right work. Community support and involvement is critical to the success of this plan. We thank everyone who contributed to this process from the beginning, and we welcome those who are learning about our plan for the first time.

I invite you to join our journey. Along the way, there will be challenges to overcome and accomplishments to celebrate. Let us be courageous in our journey. Together we can create a better future for our children and community.



BOARD OF EDUCATION

Barbara Clementi, President

Frank C. Latino, Vice President

Robert Gonzales, Board Member

Dennis Dales, Board Member

Taylor Voss, Board Member

ENGAGEMENT RESPECT SUCCESS DIVERSITY INTEGRITY DIGNITY

MISSION

To provide a high-quality education that assures each student the knowledge, skills, and dispositions to lead a life of purpose and impact.

VISION

To become a high-profile school district that inspires community confidence.

CORE VALUES

We believe that...

- The success of every student is our most important commitment.
- Collaboration and engagement with our community, parents, staff and students are essential to our success.
- We must act with integrity, civility, respect, and promote quality.
- Each individual must be treated with dignity and respect.
- The social and emotional well-being of our students is as important as their academic success.
- It is our responsibility to provide a safe, positive, and supportive environment for our students and staff.
- Our community highlights, traditions, and history should inform our responses to future student and staff needs.

TABLE OF CO NTENTS

Strategic Planning Process	4
Overview of Goals	
Goal 1: Student Success	6
Goal 2: Community Engagement	8
Goal 3: Safe and Positive Culture	9
Goal 4: Quality Staff	11
Goal 5: Budget and Sustainable Funding	11
Pueblo Schools at a Glance	12

OUR STRATEGIC PLANNING PROCESS

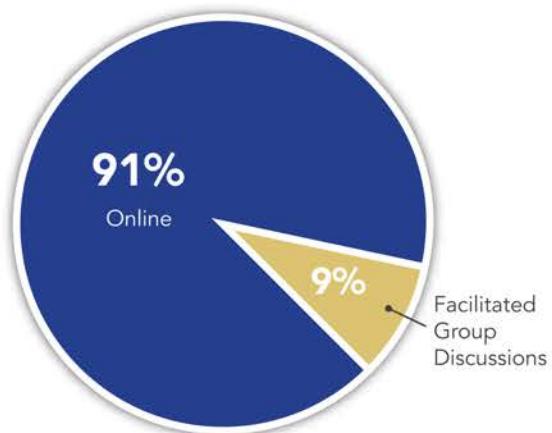
In the fall of 2017, Pueblo City Schools launched a strategic planning process designed to chart a course for the next five years and define the expectations and aspirations that will drive the District during this time.

In collaboration with EPIC Impact Education Group, the work began with a focus on community engagement. The District engaged a diverse cross-section of parents, students, community advocates, government leaders, and District staff, hosting multiple community feedback forums with District staff. In addition to facilitated discussions, online surveys were conducted to ensure broad participation from the community.

We are grateful for the many contributions that provided clear ideas, expectations, and inspiration for the content of our plan.

WHO WE HEARD FROM

A total of 4,013 stakeholders shared their views, most (91%) via an online survey, with a total of 356 participating in facilitated group discussions. Staff make up the largest portion, followed by students and parents.



TYPES OF PARTICIPANTS	#	%
Online	3,657	91%
Facilitated Group Discussions	356	9%
TOTAL	4,013	100

This input provided crucial insights into the preferences and hopes of the community, allowing the District to prioritize goals and actions. Five goals were carefully crafted with the appropriate objectives, strategies and action items needed for achievement.



The engagement and buy-in of our stakeholders ensures that we are focused on the right work.”

OVERVIEW OF GO

al 1: Student Success

al 2: C mmunity ngagement

al : Safe and P stive Culture

al : Qual ty Staff

al 5: udget and Sust a nable Fund ng



S R A G PLAN GOAL 1: Student Success

Provide quality instruction and educational programming that meets the individual academic, social, and emotional needs of each student.

Photo Credit: The Pueblo Chieftain

GOAL 1, OBJ 1:

Accelerate student achievement and academic growth through high-quality instruction and educational programming.

- A. Revise and adopt new curriculum materials that align with the rigor of the Colorado Academic Standards, emphasizing literacy and math content.
- B. Update scope and sequence documents in all content areas to align with the Colorado Academic Standards and four-day week.
- C. Revise and identify new formative and summative District assessments as needed to support effective academic progress monitoring and teacher planning for small group differentiation in literacy and math K-12.
- D. Implement new high school graduation guidelines including: new course offerings and sequences, Career and Technical Education (CTE) and concurrent enrollment opportunities, Latin Laude system, and systematic academic interventions and support.
- E. Develop and implement new 6-12 online educational programming.

GOAL 1, OBJ 2:

Ensure every building is led by highly effective instructional leaders.

- A. Provide training and ensure consistent, effective observation and feedback and coaching cycles in every building.
- B. Provide training and ensure consistent implementation of data-driven instructional practices in every building, including weekly Professional Learning Community (PLC) data team cycles in literacy and math.
- C. Provide professional development to deepen leaders' understanding and knowledge of literacy and math academic content, Colorado Academic Standards, and instructional best practices for ALL learners.
- D. Revise and implement induction and mentoring program for new leaders.
- E. Hold school leaders accountable for implementation of a yearly professional development plan aligned to both District and school-specific priorities.

GOAL 1, OBJ 3:

Ensure every classroom is led by a highly effective teacher.

- A.** Provide professional development to all teachers on the components of effective daily lesson plans and ensure all teachers complete and implement daily lesson plans aligned to the rigor of the Colorado Academic Standards and differentiated student needs, including special education students.
- B.** Provide training and build teacher knowledge around their academic standards and high-impact instructional strategies.
- Train teachers in the use of shared assessments to progress monitor student achievement in literacy and math and plan for small group differentiated daily instruction.
- D.** Provide professional development to teachers around use of new curriculum, scope and sequence documents, and best practices aligned to the rigor of the Colorado Academic Standards.
- Develop and implement a plan to provide teacher coaching cycles in all schools.
- F.** Revise and implement induction and mentoring program for new teachers.

GOAL 1, OBJ 4:

Partner with local and national experts to identify and implement evidence-based social and emotional programs and practices in every school.

- A.** All schools will implement, evaluate and measure evidence-based Social Emotional Learning (SEL) curriculum and programs.
- B.** Every school will provide teachers and students with Bully Prevention training as part of the SEL program.
- Every school will provide staff training on culturally responsive practices.
- D.** Every school will provide trauma-informed care training and hold staff accountable for consistent implementation of practices.

GOAL 1, OBJ 5:

Implement a Multi-Tiered System of Supports (MTSS) in each building to provide support for all students.

- A.** Implement effective multi-tiered system of supports MTSS teams in each building.
- B.** Identify and implement evidence-based protocols, timelines, and processes to support consistent follow through of MTSS practices.
- Develop and provide training to all school MTSS teams on best practices.



By investing in our teachers and leaders, we will ensure students get the quality education they need and deserve."



Photo Credit: The Pueblo Chieftain

STRATEGIC A G A : Community Engagement

Increase the engagement and confidence of internal and external stakeholders via a coherent communications plan, strong partnerships, and transparency.

G A , BJECTIVE 1:

Implement a coherent communications system and strategy.

- A. Implement positive methods of promoting our District, including implementation of a new marketing strategy.
- B. Implement a systematic approach to responding to misinformation.
- C. Identify five coherent modes of communication for the District and schools.
- D. Redesign the current website to be more user friendly and up-to-date.
- E. Ensure there is a comprehensive and targeted communications plan for new major District priorities and initiatives.
- F. Identify coordinated District and School Communications ambassador process.
- G. Provide avenues and protocols to strengthen two-way communication with families.

G A , BJECTIVE :

Develop and implement a comprehensive strategy to engage and inform our community, parents, students, and staff regarding District/school priorities and initiatives so that all stakeholders are engaged and have a voice.

- A. Provide avenues for student voice at the school and District levels.
- B. Provide avenues for staff voice at the school and District levels.
- C. Promote opportunities for family, business and community partnerships resulting in meaningful two-way communication and collaboration.
- D. Strengthen the educational pipeline in Pueblo to provide coordinated services and opportunities from early childhood through post-secondary.
- E. Encourage families, staff, and students to proactively participate in local and state initiatives which have direct impact on our students and school district.



S RA G PLAN GOAL 3: Safe & Positive Culture

Foster an environment that promotes a safe and positive culture that honors and exemplifies our District Core Values.

Photo Credit: *The Pueblo Chieftain*

GOAL 3, OBJ 1:

Ensure that behaviors, practices and decisions align with our District Core Values.

- A. Communicate and develop a shared understanding of District Core Values with all staff.
- B. Promote a culture of reflective practice centered around District Core Values.
- Affirm and celebrate actions that exemplify District goals, priorities and core values.

GOAL 3, OBJ 2:

Foster an environment that promotes a safe and positive culture.

- A. Every school will implement proactive and responsive disciplinary practices which align to District code of conduct and are responsive to student needs and opportunities to learn.
- B. Develop and implement a District-wide Health and Wellness Plan for students and staff.
 - Continually review, refine, and communicate District-wide safety and security protocols and practices.
- D. Develop and implement staff "self-care" opportunities in each school and District department.



S RA G PLAN GOAL 4: Qu lity St ff

Recruit nd ret in high qu lity st ff.

GOAL 4, OBJ 1:

Develop procedures to effectively recruit nd ret in highly qu lified st ff.

- A. Develop nd implement consistent st ffing model to meet the needs of declining enrollment nd budget constr ints.
- B. Develop nd implement pl n to recruit nd ret in highly effective te chers nd le ders.
 - Stre mline onbo rding processes nd profession l development for new cl ssified nd certified st ff.
- D. Align Hum n Resources pr ctices, policies, contr cts, nd greements to the four-d y school week.



S R A G PLAN GOAL 5: Budget & Sustainable Funding

Submit a balanced budget to the Board that allows for and ensures full implementation of the District Strategic Plan.

Photo Credit: *The Pueblo Chieftain*

GOAL 5, OBJ 1:

Identify and allocate resources which allows for transparency and ensures full implementation of the District Strategic Plan.

- A. Develop a budgetary process that honors and promotes stakeholder input and transparency.
- B. Aggressively seek and secure alternative, sustainable funding sources in support of the District Strategic Plan initiatives and goals.
- Consistently review District priorities and strategic alignment of District budget.
- D. Develop and implement a strategic Facilities Master Plan aligned to budget constraints, declining enrollment, aging facilities, and 21st century instructional needs.

“ Student success is at the core of our work; creating coherent, aligned systems is critical to this goal.”

ABOUT PUEBLO CITY SCHOOLS

Pueblo City Schools serves approximately 17,000 students in grades Pre-K through 12 in 33 schools: 18 elementary schools, 5 middle schools, 2 K-8 schools, 4 comprehensive high schools, 1 alternative education campus, and 2 charter schools. The demographic of the student body is comprised of 75% minority students with 78% of students qualifying for free and reduced lunch.

We serve a diverse community and offer a broad range of programs to promote student success including STEM, International Baccalaureate (IB), Advanced Placement (AP), Advanced Via Individual Determination (AVID), JROTC, Health Academy, Innovation and traditional programs. Our high schools provide a Senior to Sophomore Program leading to college credit for high school graduates in addition to Career Technical Education and concurrent enrollment coursework.

SUPERINTENDENT

Chrlie Mcclusko

TREASURER

David Horner

BOARD OF EDUCATION

Bobby Climo (President)

Frank C. Lopez (Vice President)

Robert Gonzales

Dennis Morris

Taylor Voss

PUEBLO CITY SCHOOLS

315 W. 11th St., Pueblo, CO 81003

Email: communications@pueblocityschools.us

Phone: 719-549-7100

For more information, please visit: www.pueblo-cityschools.us.



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www.twitter.com/PCSD60

SCHOOLS

HIGH SCHOOLS

Centennial High School
Central High School
East High School
South High School
Progressive Learning Center (AEC)

MIDDLE SCHOOLS

Holiday Middle School
Pueblo Academy of Arts
Royal STEM Academy
Rocky Mountain STEM Academy

K-8 SCHOOLS

Corwell Elementary School (4-8)
Goodrich School
Hannah K-8 Academy

ELEMENTARY SCHOOLS

Beech Elementary
Belmo Elementary
Bessie Mae Academy
Bullock High School Elementary
Burdorf Elementary
Crown Elementary
Columbus Elementary
Franklin School of Loveland
Four-Lake Elementary School (K-3)
Haff Elementary
Hargrave Elementary
Highland Park Elementary
Irongate Elementary
McClure Elementary
Morrison Elementary
Parkview Elementary
South Park Elementary
Suess Park Elementary

CHARTER SCHOOLS

Chavez-Huerta K-12 Preparatory Academy:
Cesar Chavez Academy
Dolores Huerta Preparatory High School
Pueblo School for Arts and Sciences:
Jones Campus
Fulton Heights Campus

Schools and Facilities

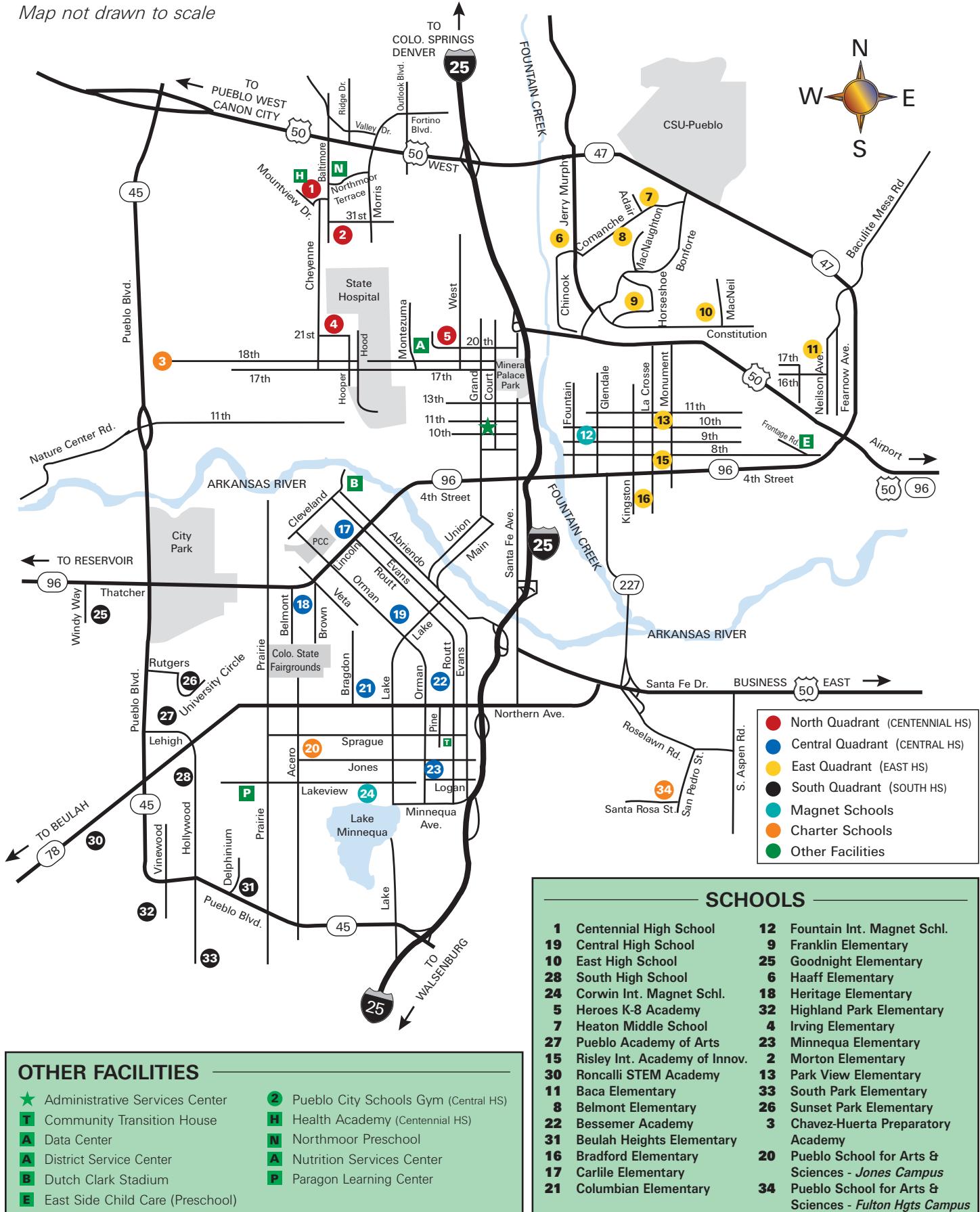
PUEBLO CITY SCHOOLS

PUEBLO, COLORADO

www.pueblo城市schools.us

as of July 21, 2017

Map not drawn to scale



ELEMENTARY SCHOOLS

SCHOOL	ADDRESS	TELEPHONE	FAX	WEB SITE – http://	PRINCIPAL
Baca (PreK-5)	2800 E. 17th St., 81001	549-7530.....	253-5240.....	baca.pueblocityschools.us.....	Julie Griego
Belmont (PreK-5)	31 MacNaughton Rd., 81001	549-7500.....	253-5241.....	belmont.pueblocityschools.us	Stephanie Smith
Bessemer Academy (K-5)1125 E. Routt Ave., 81004	549-7505.....	253-5242.....	bessemer.pueblocityschools.us	Angela Flores
Beulah Heights (PreK-5)	2670 Delphinium St., 81005	549-7510.....	253-5243.....	beulahheights.pueblocityschools.us	Jonathan Dehn
Bradford (PreK-5)	107 S. LaCrosse Ave., 81001	549-7515.....	253-5244.....	bradford.pueblocityschools.us.....	Sandra Alvarez
Carlile (PreK-5)	736 West Evans Ave., 81004	549-7520.....	549-7990.....	carlile.pueblocityschools.us.....	Erika Slaughter
Columbian (PreK-5)	1203 Palmer Ave., 81004	549-7525.....	253-5245.....	columbian.pueblocityschools.us.....	Michelle Alcon-Montoya
Franklin (PreK-5)	1315 Horseshoe Dr., 81001	549-7540.....	562-0428.....	franklin.pueblocityschools.us	Cary Palumbo
Haaff (PreK-5)	15 Chinook Ln., 81001	549-7550.....	253-5254.....	haaff.pueblocityschools.us	Elizabeth Decesaro
Heritage (PreK-5)	625 Brown Ave., 81004	549-7575.....	253-5256.....	heritage.pueblocityschools.us	Kim Cura
Highland Park (PreK-5)	2701 Vinewood Ln., 81005	549-7560.....	564-3282.....	highlandpark.pueblocityschools.us.....	Crystal Gallegos
Irving (PreK-5)	1629 W. 21st St., 81003	549-7570.....	543-5329.....	irving.pueblocityschools.us	Valarie Davis
Minnequa (PreK-5)	1708 E. Orman Ave., 81004	549-7580.....	253-5259.....	minnequa.pueblocityschools.us.....	Melissa Patterson
Morton (PreK-5)	1900 W. 31st St., 81008	549-7585.....	253-5260.....	morton.pueblocityschools.us.....	Susan Sanchez
Park View (PreK-5)	1327 East 9th St., 81001	549-7590.....	562-0673.....	parkview.pueblocityschools.us	Floyd Gallegos
South Park (PreK-5)	3100 Hollywood Dr., 81005	549-7600.....	253-5263.....	southpark.pueblocityschools.us	Lynne Brunjak
Sunset Park (PreK-5)	110 University Circle, 81005	549-7610.....	253-5265.....	sunsetpark.pueblocityschools.us	John Hull

MIDDLE SCHOOLS

Heaton (6-8)	6 Adair Rd., 81001	549-7420.....	549-7838.....	heaton.pueblocityschools.us	Jayme Stangier
Pueblo Academy of Arts (6-8)	29 Lehigh Ave., 81005	549-7430.....	549-7878.....	paa.pueblocityschools.us	Rhonda Holcomb
Risley Int. Academy (6-8)	625 Monument Ave., 81001	549-7440.....	549-7926.....	risley.pueblocityschools.us	Dawn Johnson
Roncalli STEM Academy (6-8)	4202 Highway 78, 81005	549-7450.....	549-7469.....	roncalli.pueblocityschools.us	Marci Imes

KINDERGARTEN–8TH GRADE SCHOOLS

Goodnight School	624 Windy Way, 81005	549-7545.....	253-5253.....	goodnight.pueblocityschools.us	Andrea Glaeser
Heroes K-8 Academy	715 W. 20th St., 81003	549-7410.....	253-5262.....	heroesk8.pueblocityschools.us	Julie Shue

HIGH SCHOOLS

Centennial	2525 Mountview, 81008	549-7335.....	549-7634.....	centennial.pueblocityschools.us	Javin Baker
Central	216 E. Orman Ave., 81004	549-7300.....	549-7306.....	central.pueblocityschools.us	TBD
East	9 MacNeil Rd, 81001	549-7222.....	253-5248.....	east.pueblocityschools.us	Robert Caricato
South	1801 Hollywood Dr., 81005	549-7255.....	549-7759.....	south.pueblocityschools.us	Aaron Bravo

INTERNATIONAL MAGNET SCHOOLS

Fountain (K-3)	925 N. Glendale Ave., 81001	549-7535.....	253-5250.....	fountainims.pueblocityschools.us	Charlotte Martinez
Corwin (4-8)	1500 Lakeview Ave., 81004	549-7400.....	253-5264.....	corwinims.pueblocityschools.us	Ryan Masciotra
East (9-12)	9 MacNeil Rd, 81001	549-7222.....	253-5248.....	east.pueblocityschools.us	Robert Caricato

ALTERNATIVE EDUCATION

Paragon Blended Learning ..	3000 Lake Ave., 81005	423-3570.....	253-5267.....	paragon.pueblocityschools.us	Roe Ann Collette
Paragon Online	3000 Lake Ave., 81005	423-3973.....	253-5267.....	paragon.pueblocityschools.us	Brad Gerler

CHARTER SCHOOLS

SCHOOL	ADDRESS	TELEPHONE	FAX	EMAIL	PRINCIPAL
Cesar Chavez Academy	2500 W. 18th St., 81003	295-1623.....	295-1625.....	www.chpa-k12.org.....	Lori Montanez
Dolores Huerta Preparatory HS	2727 W. 18th St., 81003	583-1030.....	544-1692.....	www.chpa-k12.org.....	Fred Segura
Pueblo School for Arts & Sciences	2415 Jones Ave., 81005	404-2680.....	295-1625.....	psas.ws	Charles Maglia
Pueblo School for Arts & Sciences	1411 Santa Rosa St., 81006	225-1107.....		psas.ws	Dr. Anthony Martinez

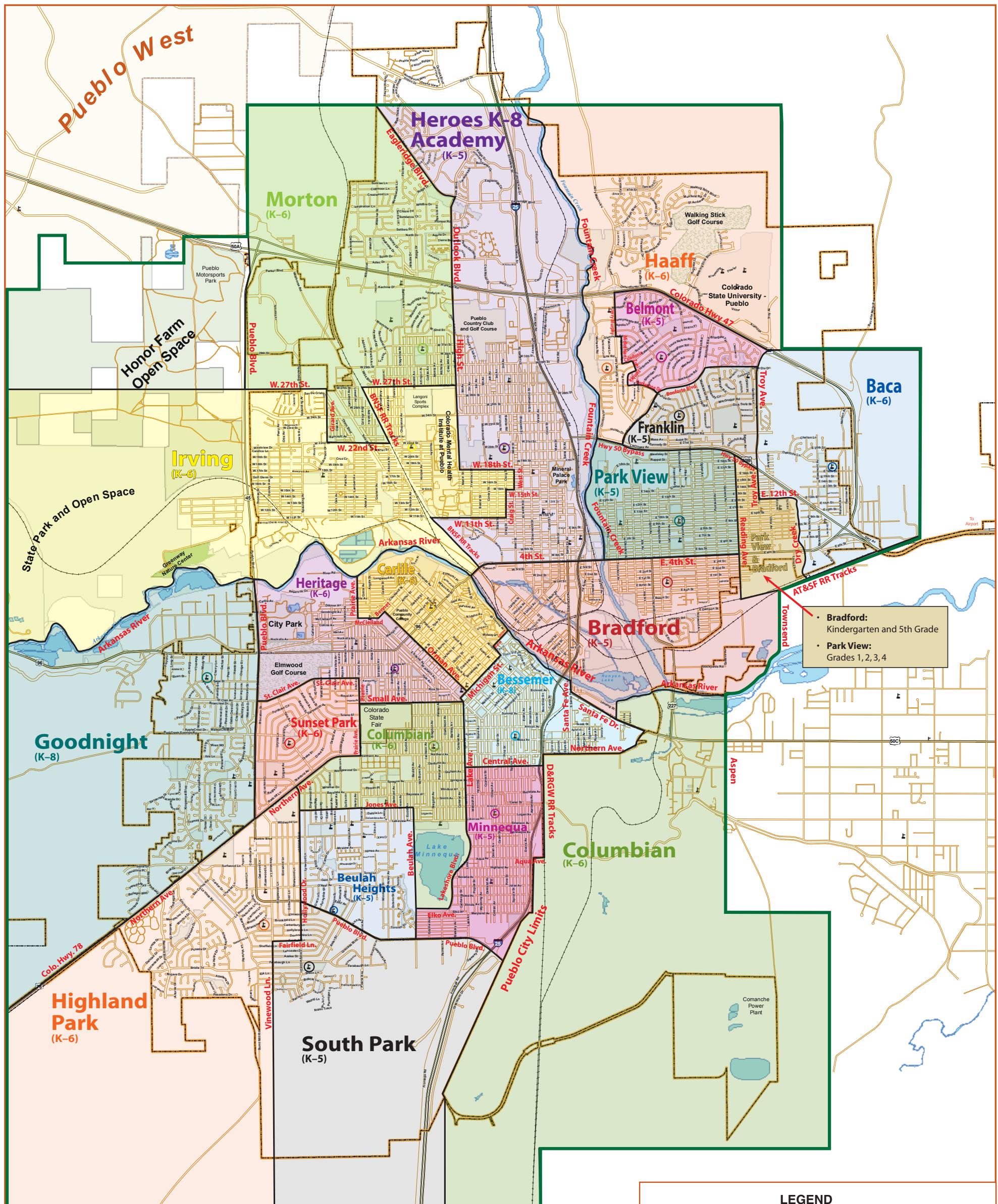
OTHER FACILITIES

LOCATION	ADDRESS	TELEPHONE
Administrative Services Center	315 West 11th St., 81003	549-7100
Community Transition House	1512 Pine, 81004	564-7804
Community Trans. House/SWAP	2404 Crawford, 81004	561-8391
Detention Center	1406 W. 17th St., 81003	546-4928
Dutch Clark Stadium	1001 W. Abriendo, 81004	595-1452
Early Childhood Education (Preschool)	3000 Lakeview Ave., 81005	549-6016
East Side Child Care (Preschool)	2717 E. 8th St., 81001	545-2203
Health Academy	2525 Mountview, 81008	549-7632
Northmoor Preschool	2003 Northmoor Terrace, 81008	542-6701
Nutrition Services	1902 Montezuma Rd., 81003	595-4280
Pueblo City Schools Service Center	1902 Montezuma Rd., 81003	549-7200
Technology Data Center	1920 Montezuma Rd., 81003	549-7122
Child Find	501 Quincy, 81004	544-8633

Pueblo City Schools Elementary/K-8 Boundaries

Current as of July 1, 2013

Outer district boundary (green line) shown is approximate, not exact.



City of Pueblo GIS City Map

December, 2006

Created by:
Debi Romines
City of Pueblo
GIS Coordinator
gis@pueblo.us

1 0 1 2 Miles



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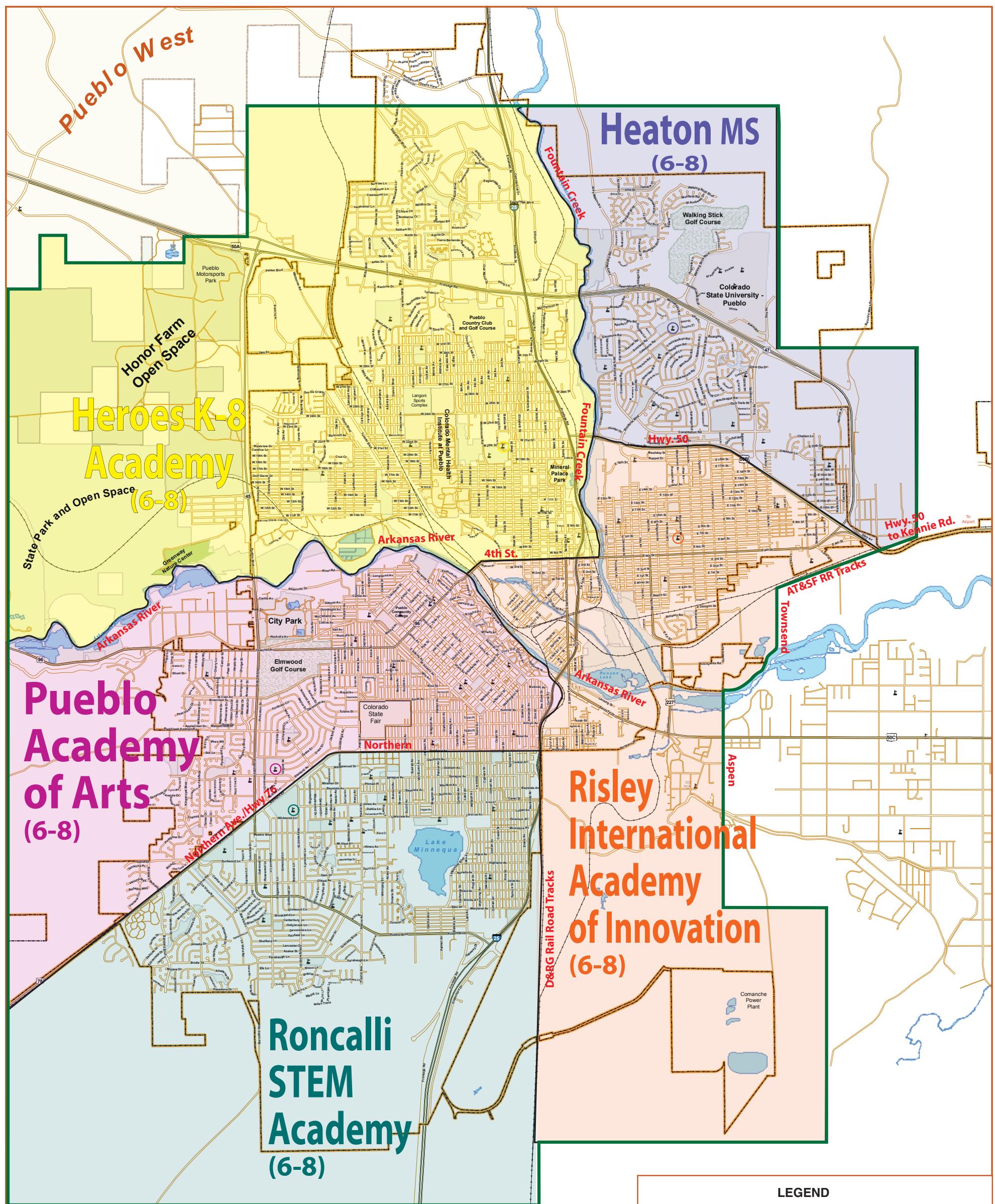
LEGEND

- City Limits
- Schools
- Lakes and Rivers
- Public Golf Courses
- I-25
- Railroads
- Parks and Open Space

Pueblo City Schools Middle School Boundaries

as of July 1, 2013

Outer district boundary (green line) shown is approximate, not exact.



City of Pueblo
GIS City Map

December, 2006

Created by:
Debi Romines
City of Pueblo
GIS Coordinator
gis@pueblo.us

1 0 1 2 Miles



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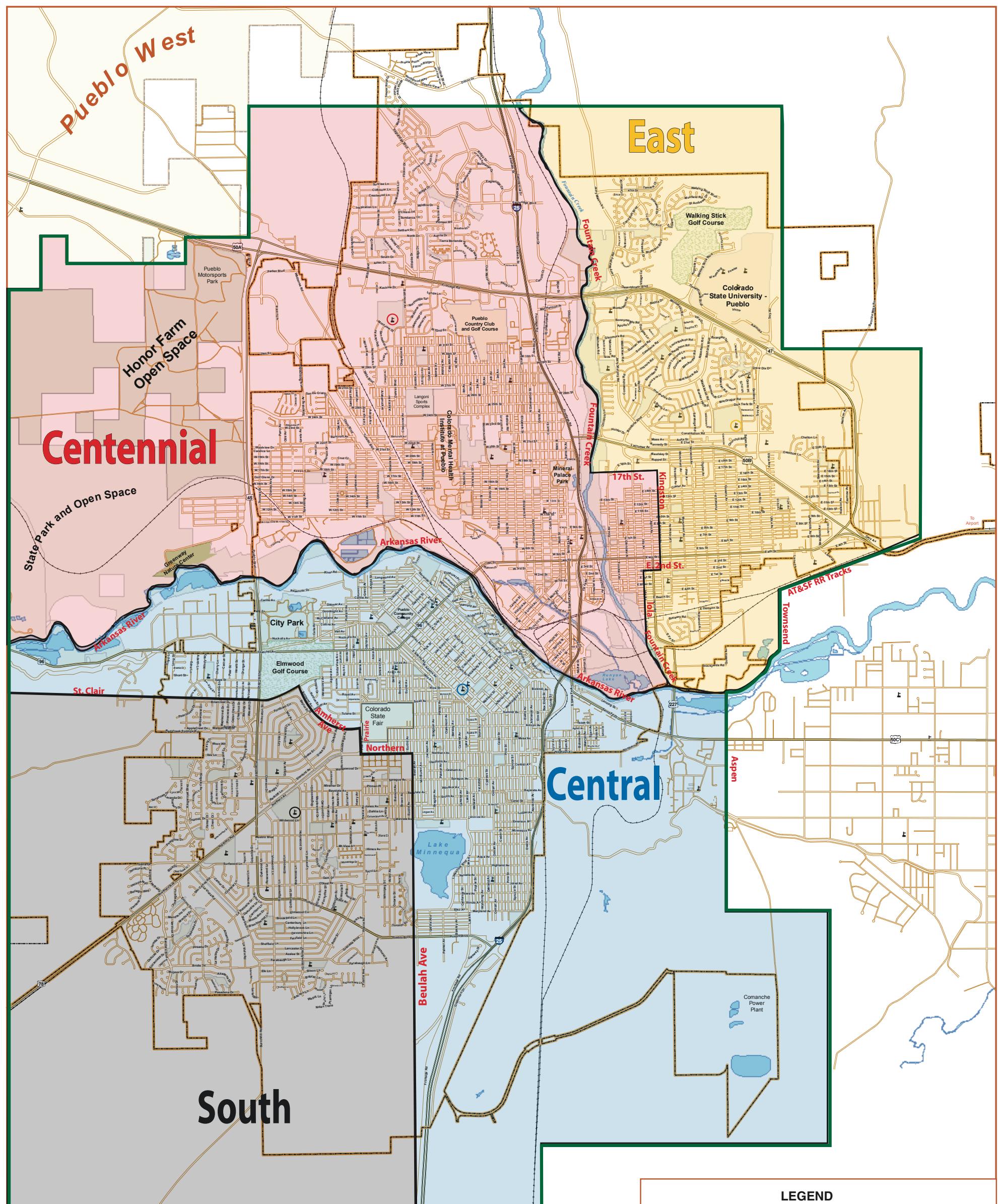
LEGEND

	City Limits
	Schools
	Lakes and Rivers
	Public Golf Courses
	Parks and Open Space
	I-25
	Railroads

Pueblo City Schools High School Boundaries

as of July 1, 2012

Outer district boundary (green line) shown is approximate, not exact.



City of Pueblo
GIS City Map

December, 2006

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GIS Coordinator
gis@pueblo.us

1 0 1 2 Miles



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LEGEND	
	City Limits
	Schools
	Lakes and Rivers
	Public Golf Courses
	I-25
	Railroads
	Parks and Open Space

PUEBLO CITY SCHOOLS

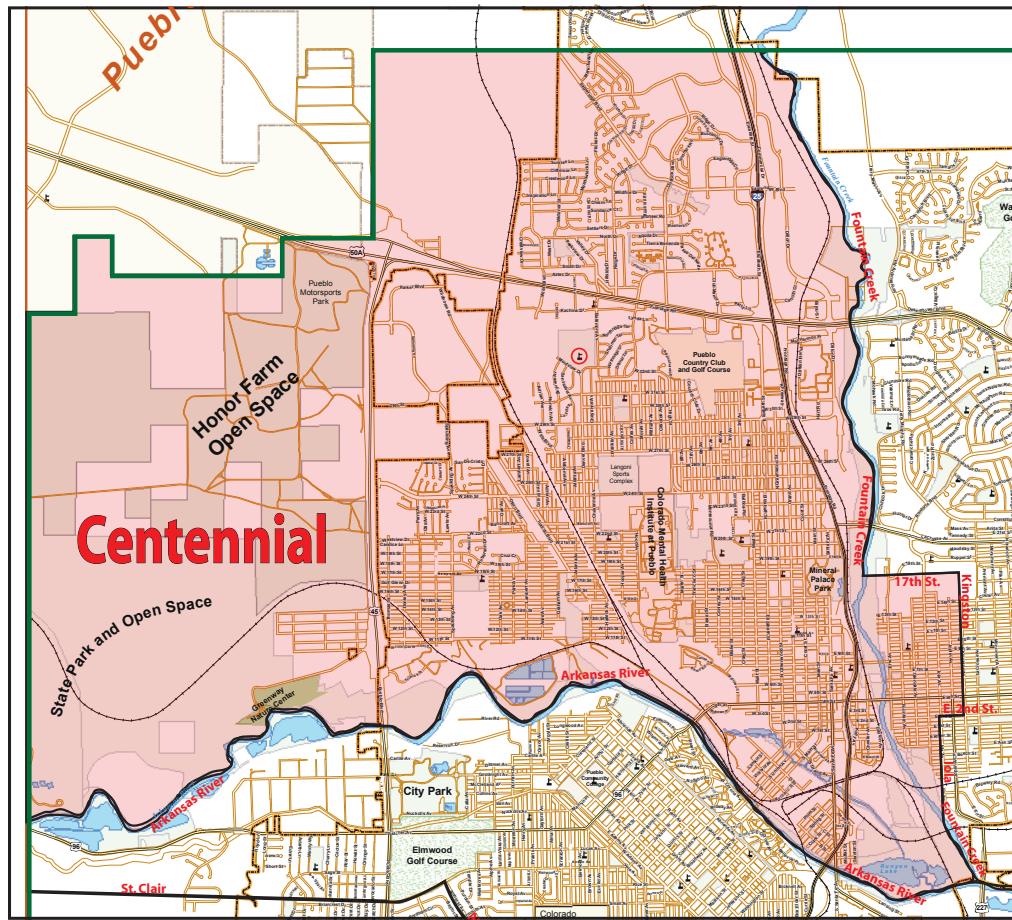
North Quadrant Schools

current as of July 2012

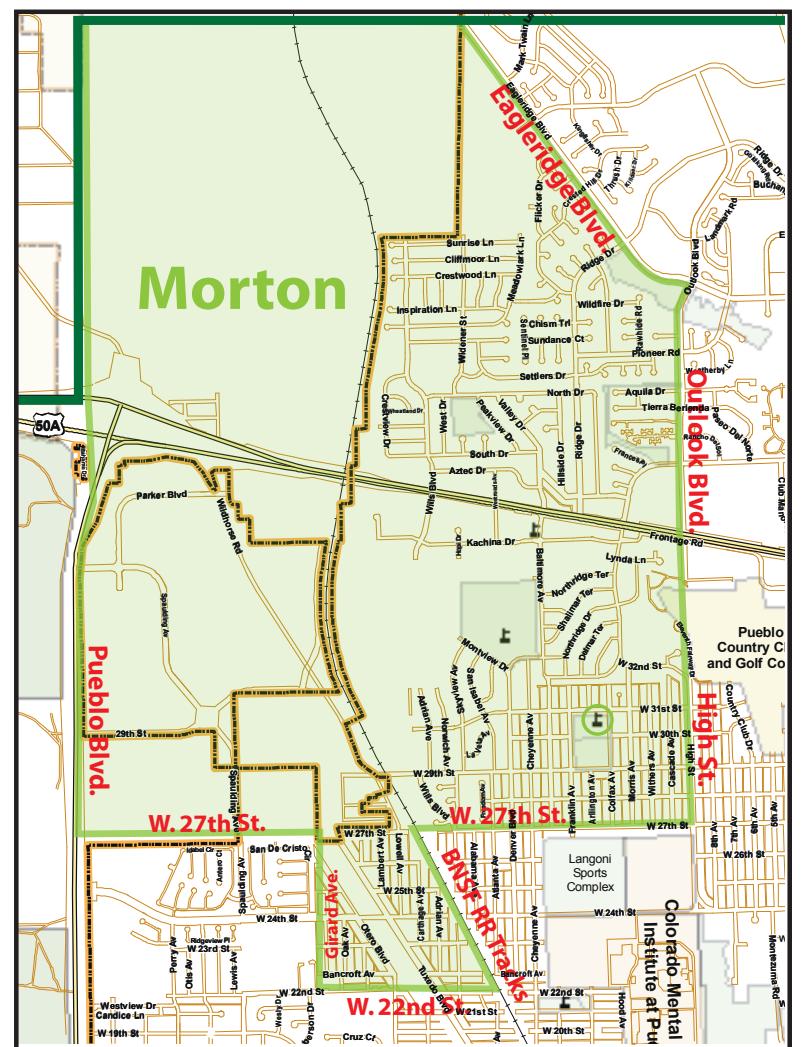
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Unless otherwise specified, all boundary lines refer to an imaginary line down the middle of the street.

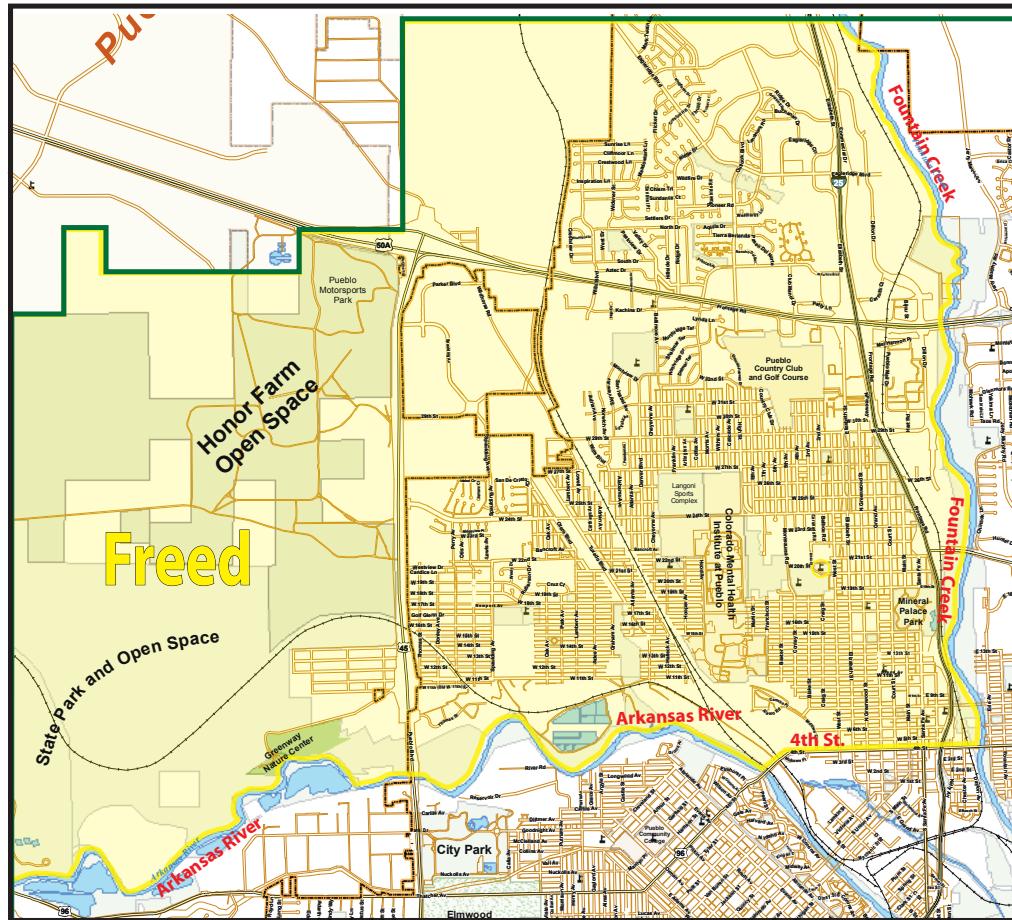
Centennial High School



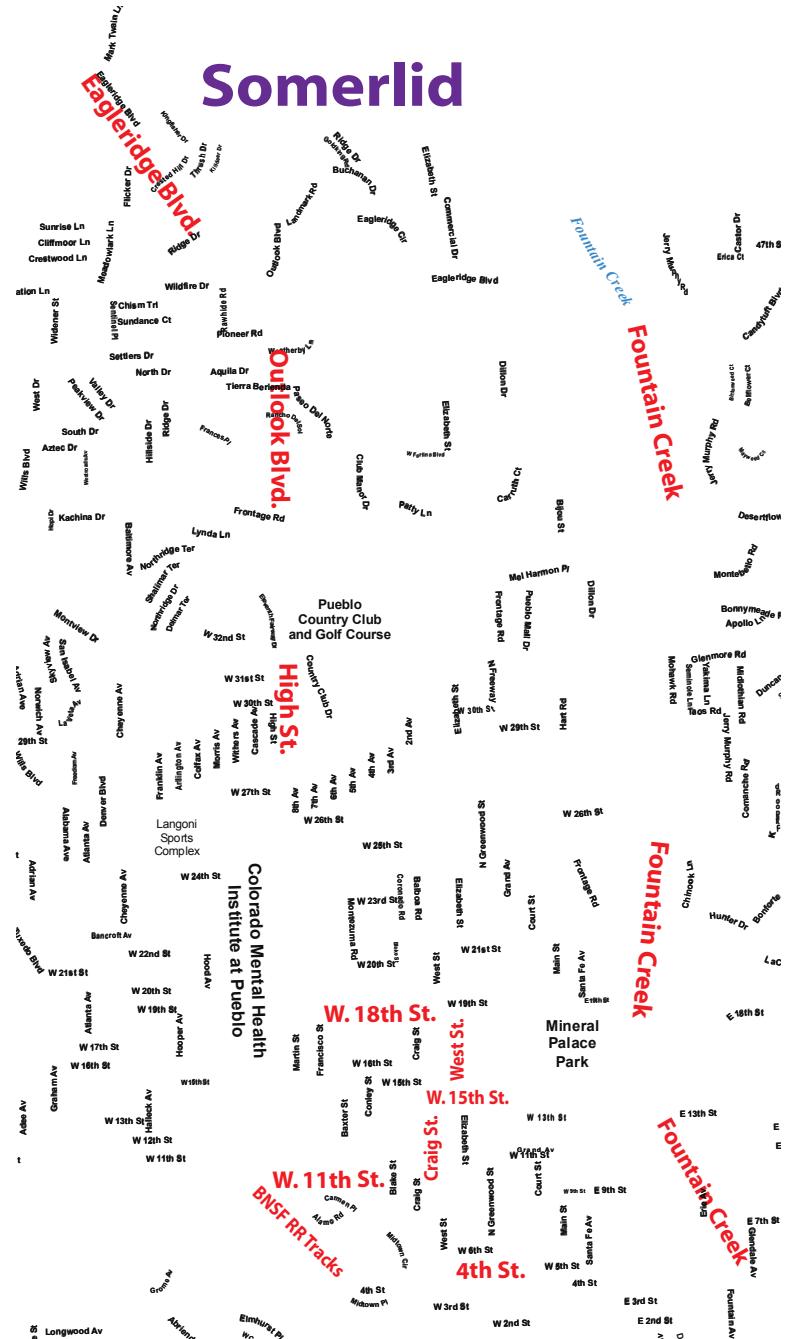
Morton Elementary



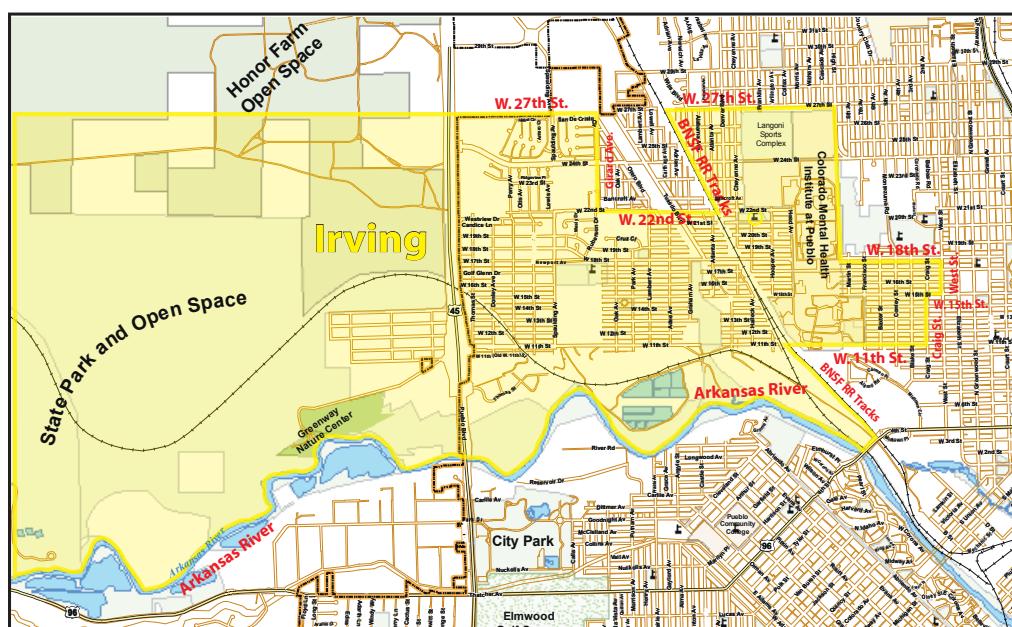
Freed Middle School



Somerlid Elementary



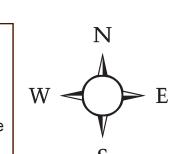
Irving Elementary



City of Pueblo
GIS City Map

December, 2006

City Limits	Schools
Lakes and Rivers	Public Golf Courses
I-25	Parks and Open Space
—	—
—	Railroads



PUEBLO CITY SCHOOLS

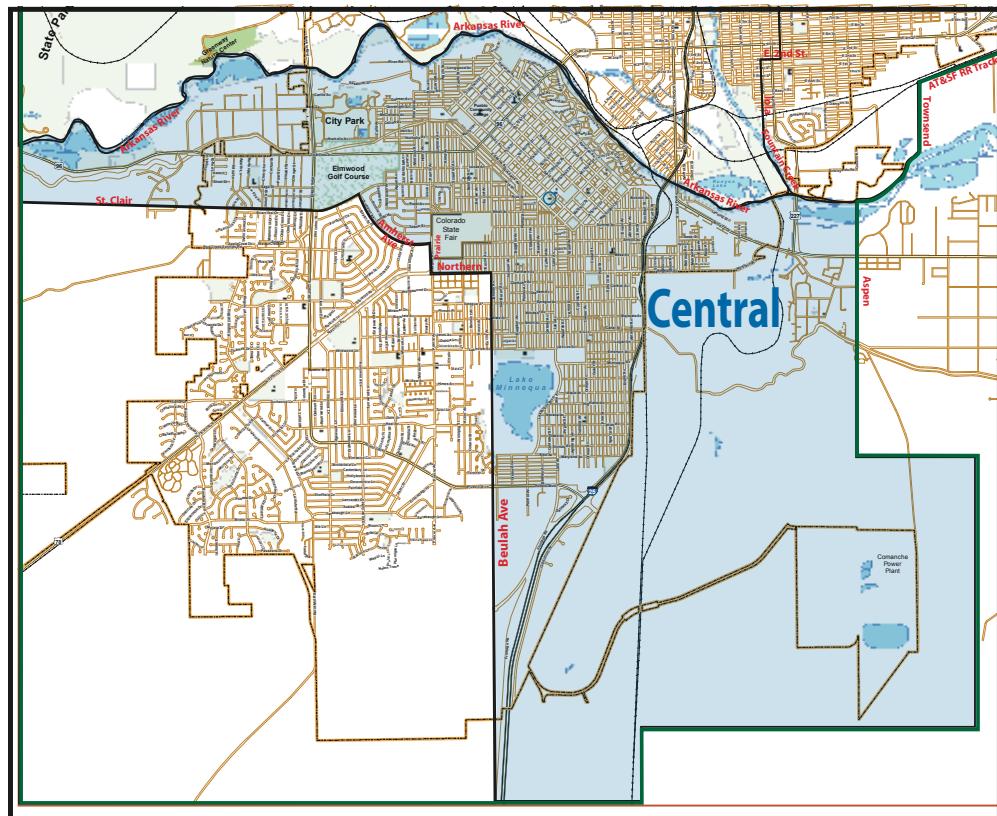
Central Quadrant Schools

current as of July 2012

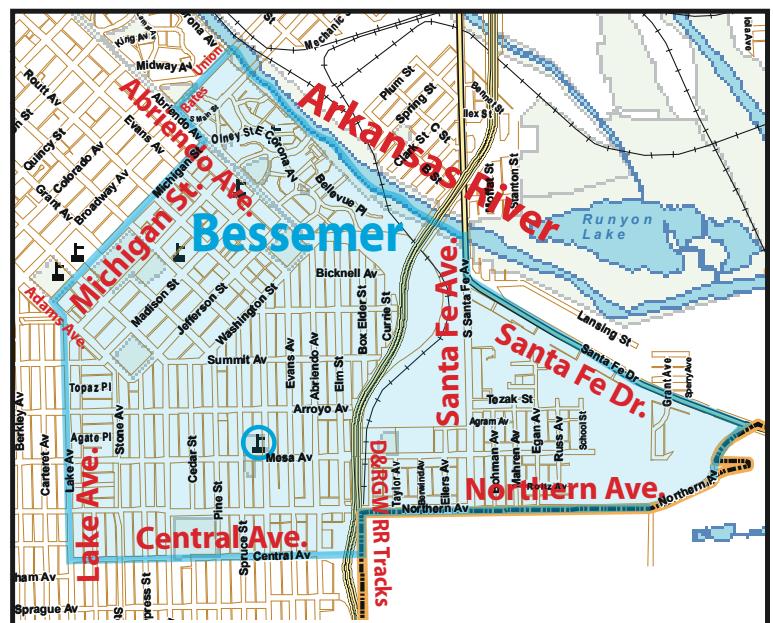
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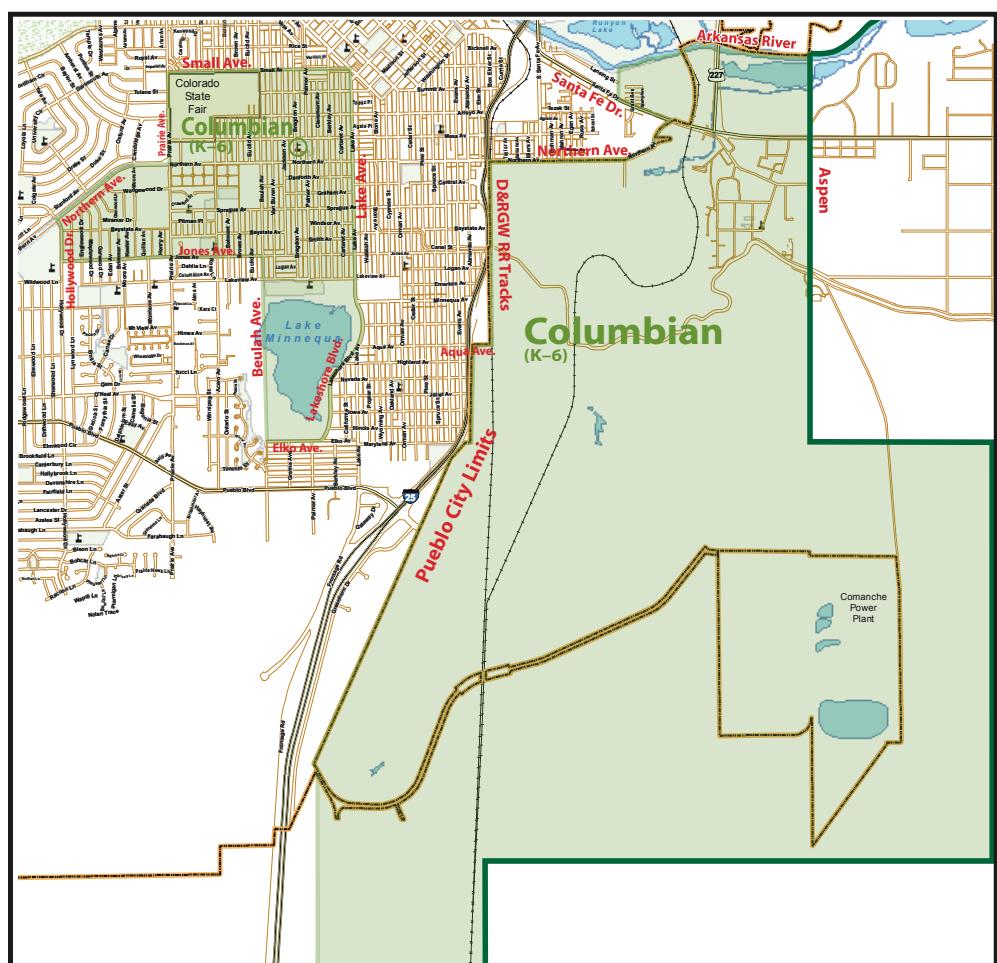
Central High School



Bessemer Academy K-8



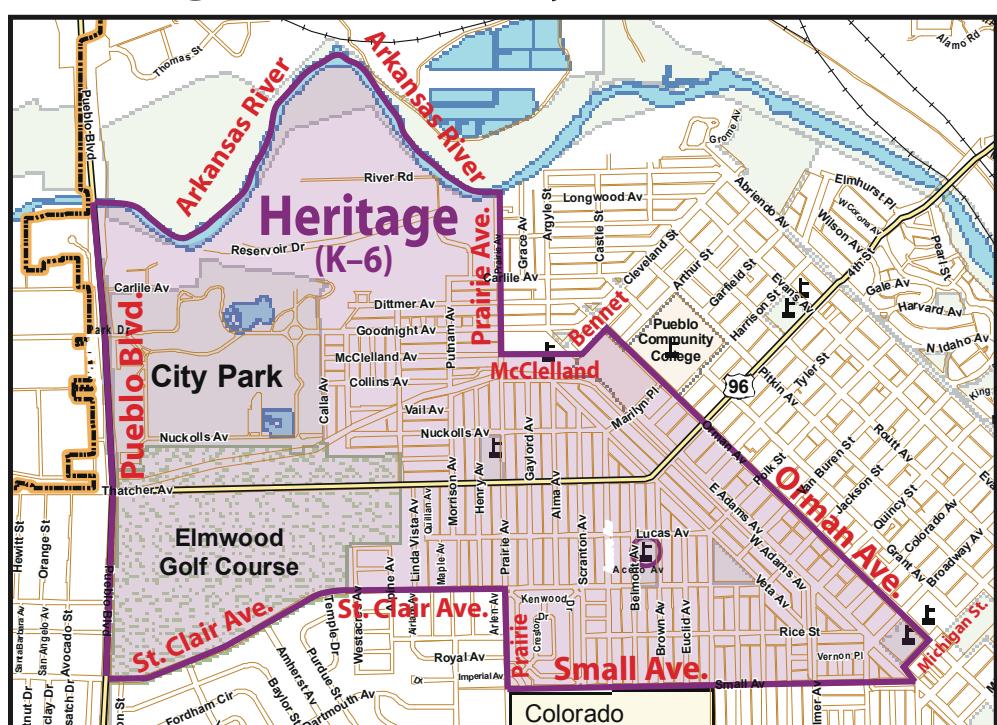
Columbian Elementary



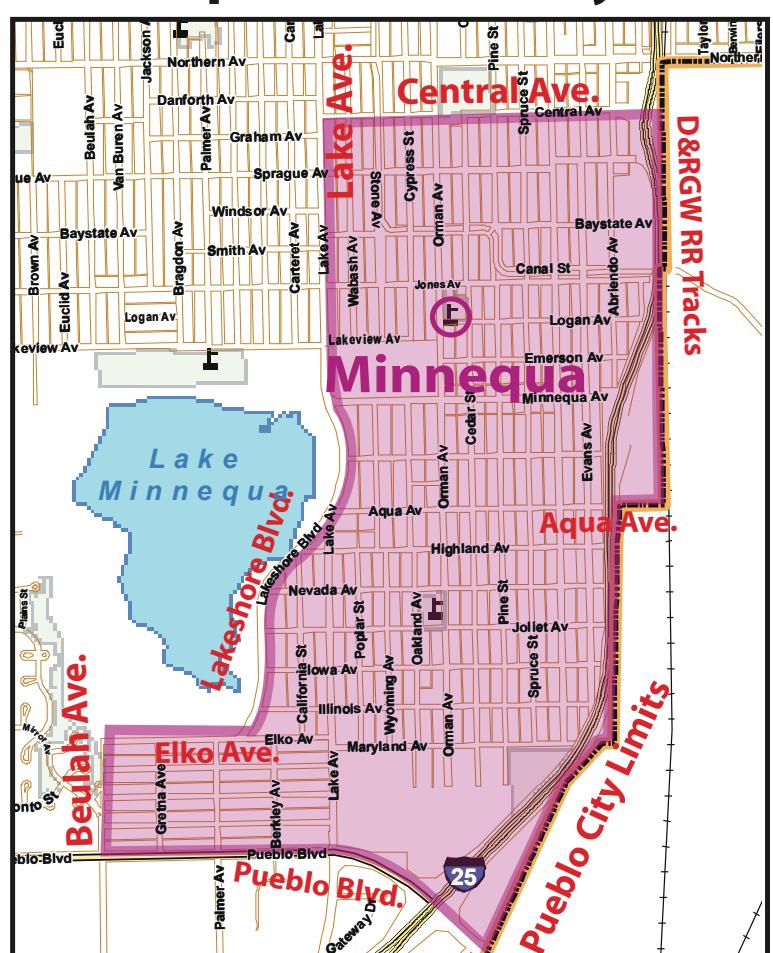
Carlile Elementary



Heritage Elementary



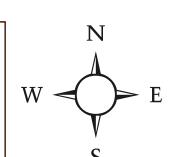
Minnequa Elementary



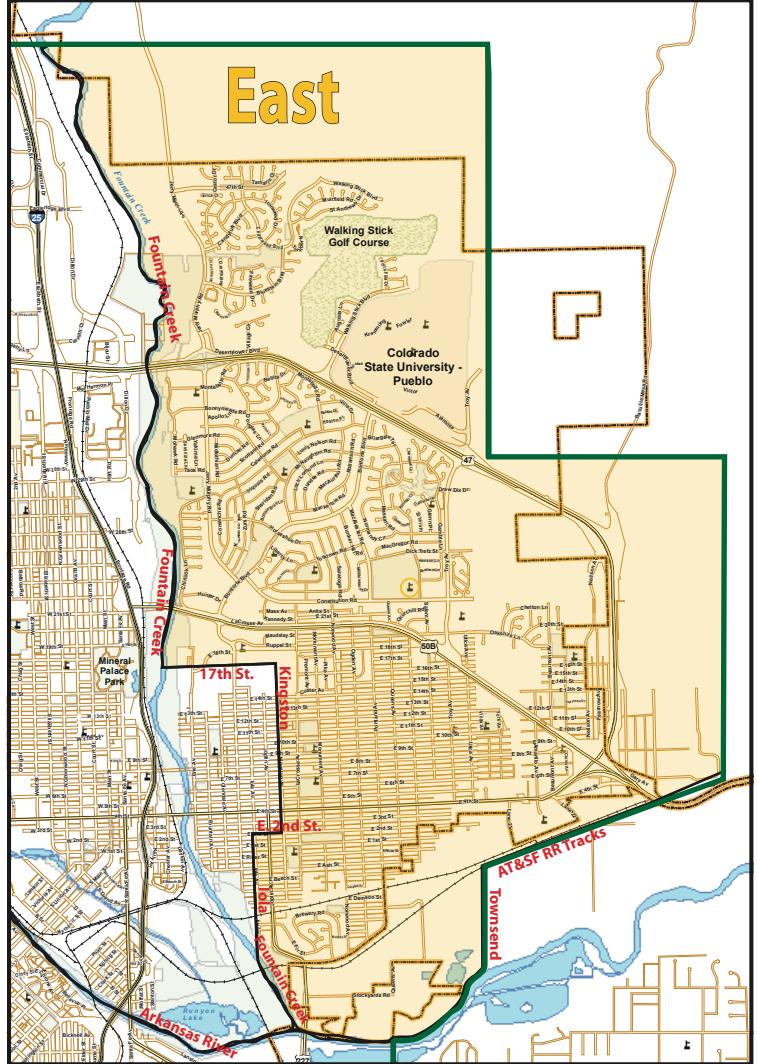
City of Pueblo
GIS City Map

December, 2006

City Limits	Schools
Lakes and Rivers	Public Golf Courses
I-25	Parks and Open Space
Railroads	



EAST HIGH SCHOOL



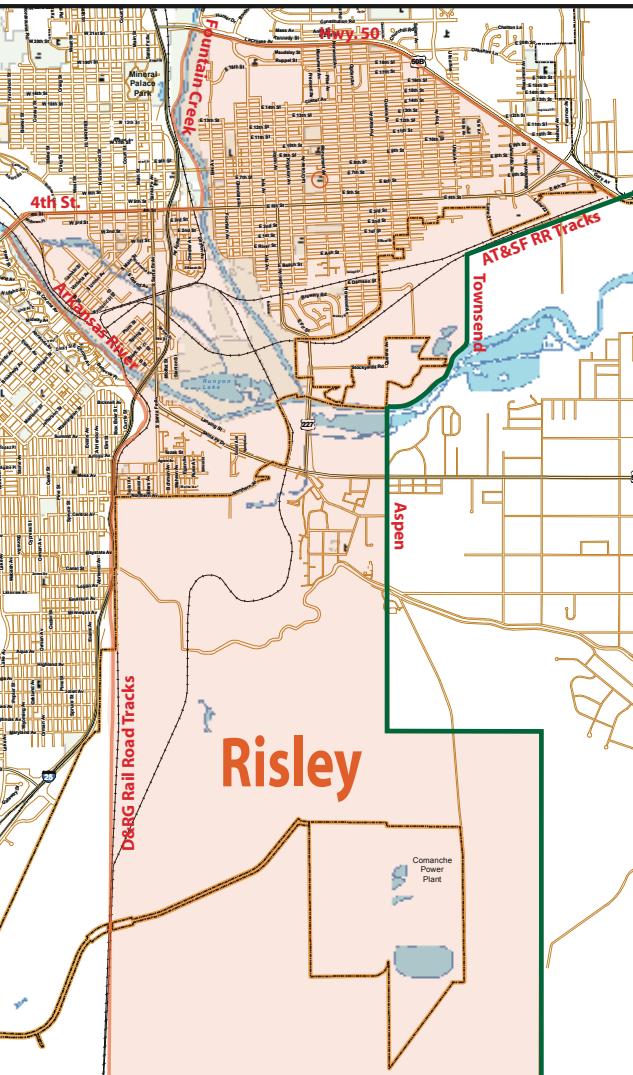
PUEBLO CITY SCHOOLS

East Quadrant Schools

current as of July 2012

Outer district boundary (green line) shown is approximate, not exact.
Unless otherwise specified, all boundary lines refer to an imaginary line down the middle of the street.

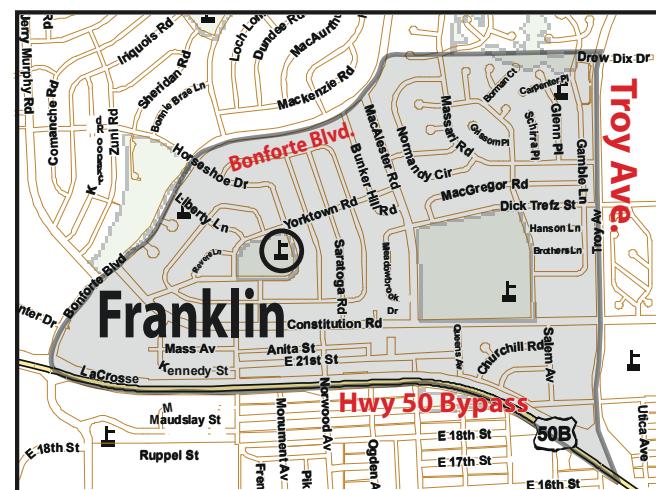
RISLEY MIDDLE SCHOOL



HEATON MIDDLE SCHOOL



FRANKLIN ELEMENTARY



City of Pueblo
GIS City Map

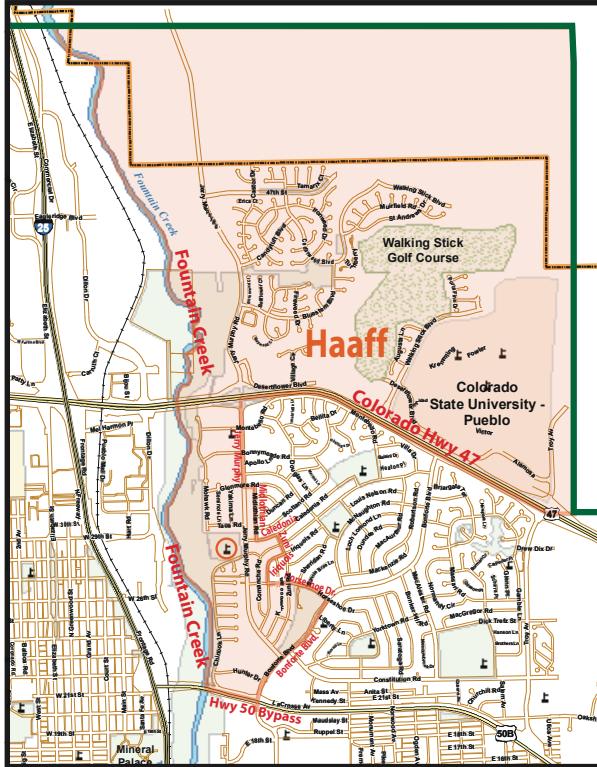
December, 2006

This map is for informational purposes & is not to be used for legal or surveying purposes.

The City of Pueblo does not warrant the accuracy of this map. If you require a map for surveying or other professional purposes, it is recommended that you purchase an official Colorado state map.



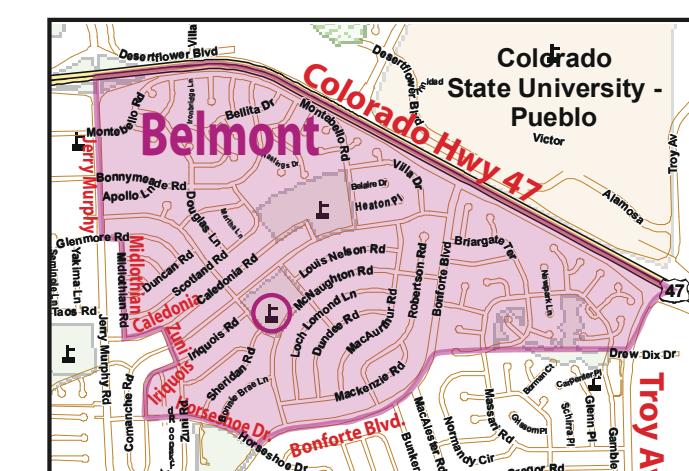
HAAFF ELEMENTARY



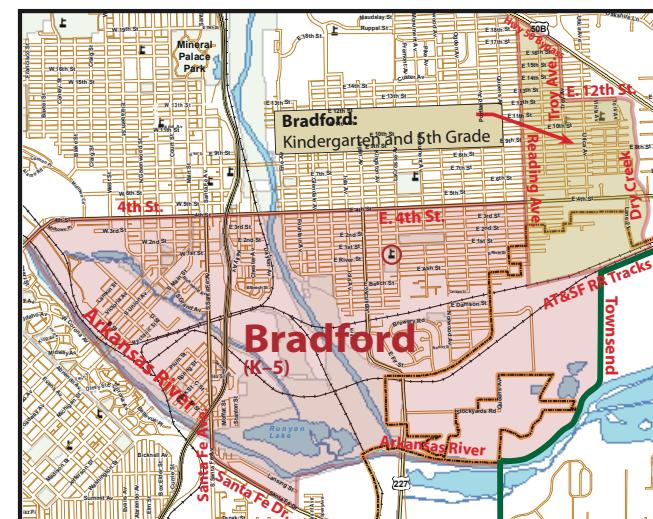
BACA ELEMENTARY



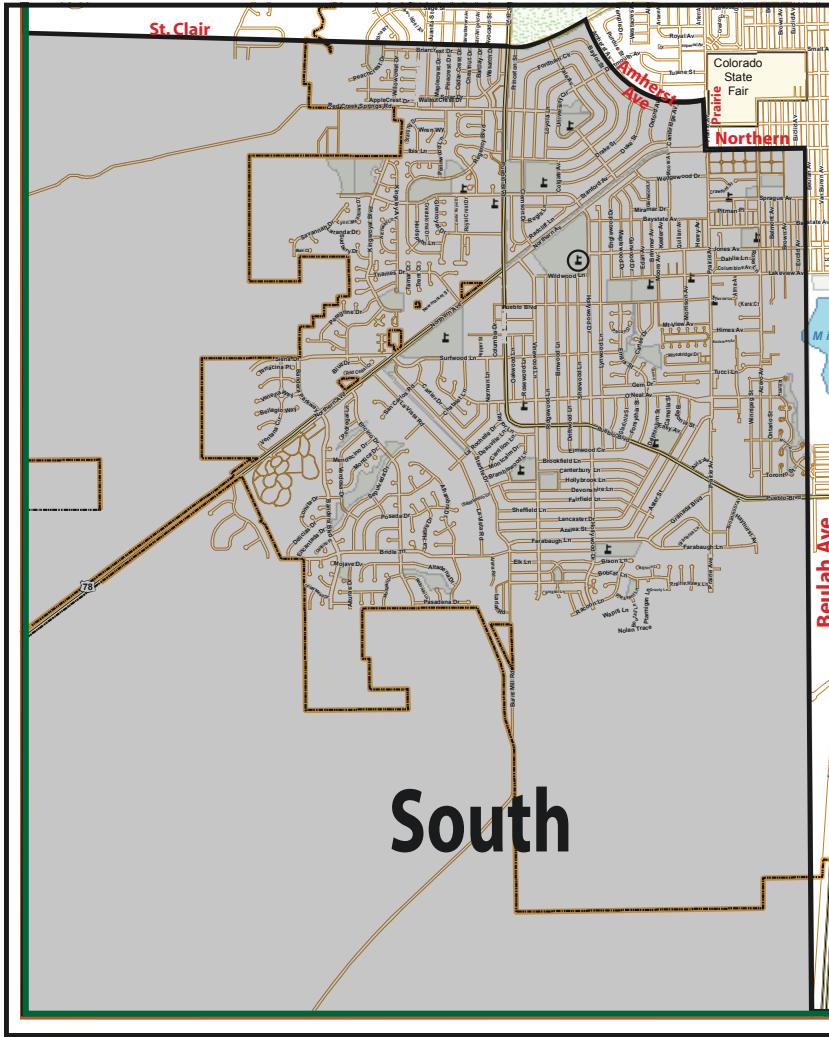
BELMONT ELEMENTARY



BRADFORD ELEMENTARY



South High School



PUEBLO CITY SCHOOLS

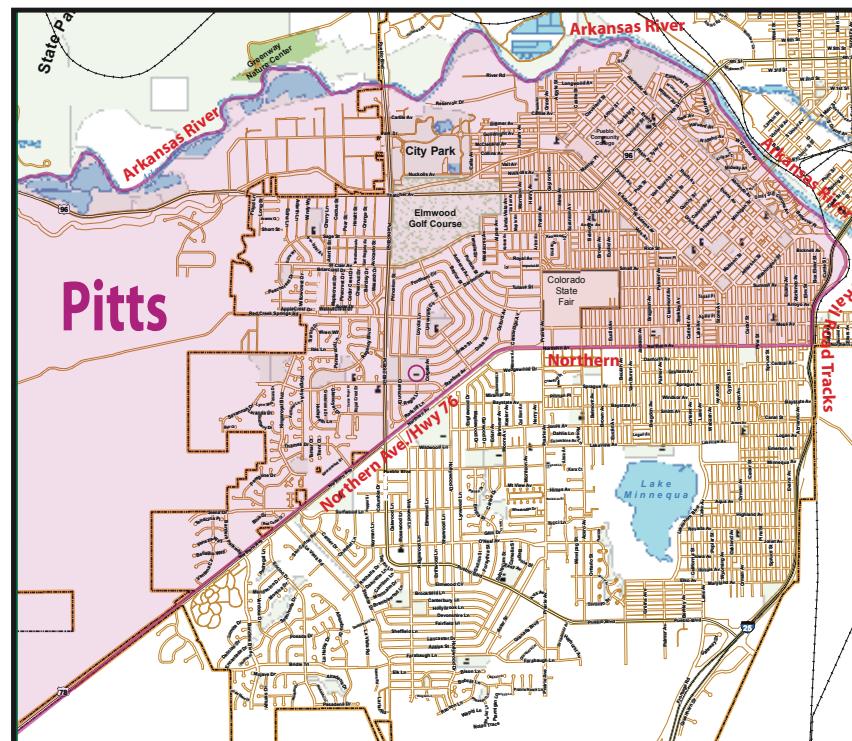
South Quadrant Schools

current as of July 2012

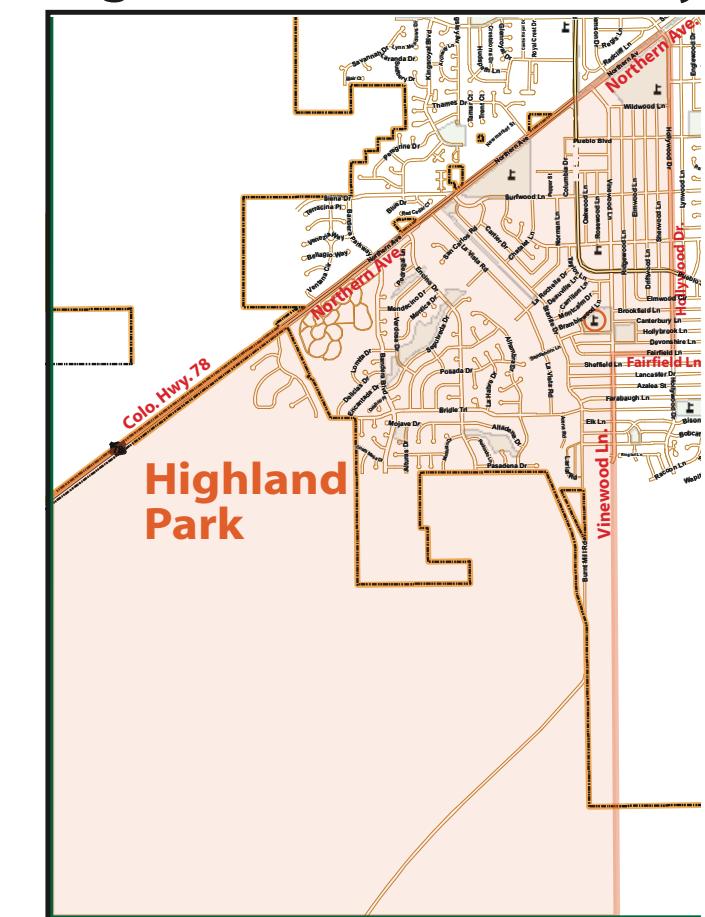
Outer district boundary (green line) shown is approximate, not exact.

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Pitts Middle School



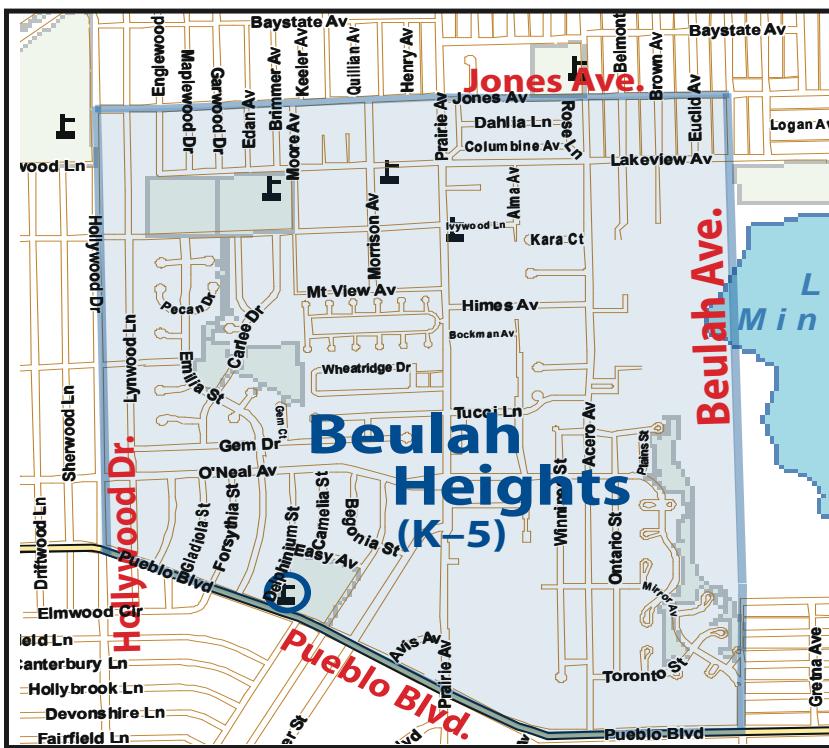
Highland Park Elementary



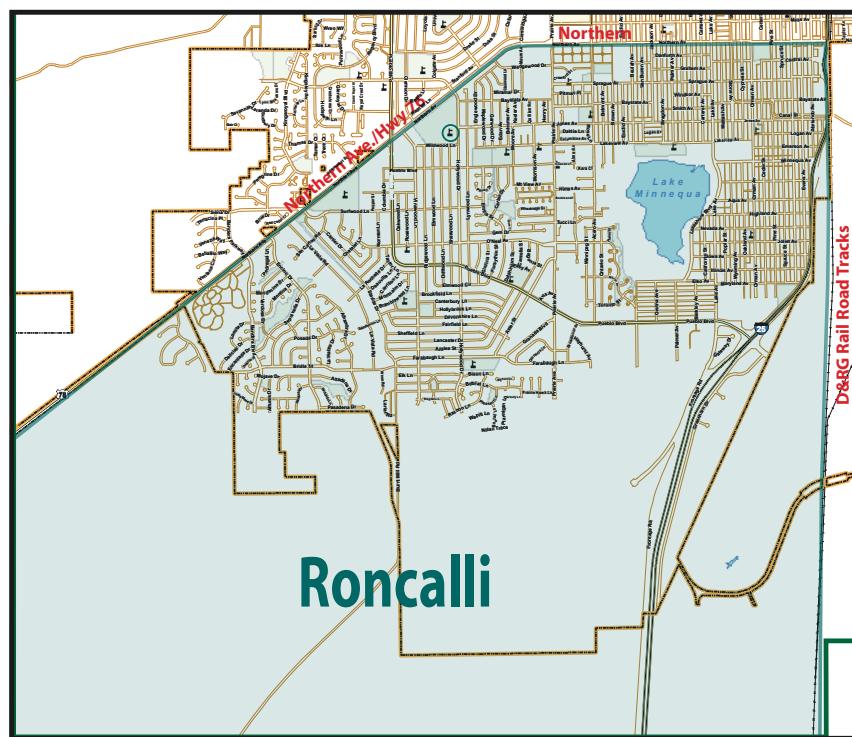
South Park Elementary



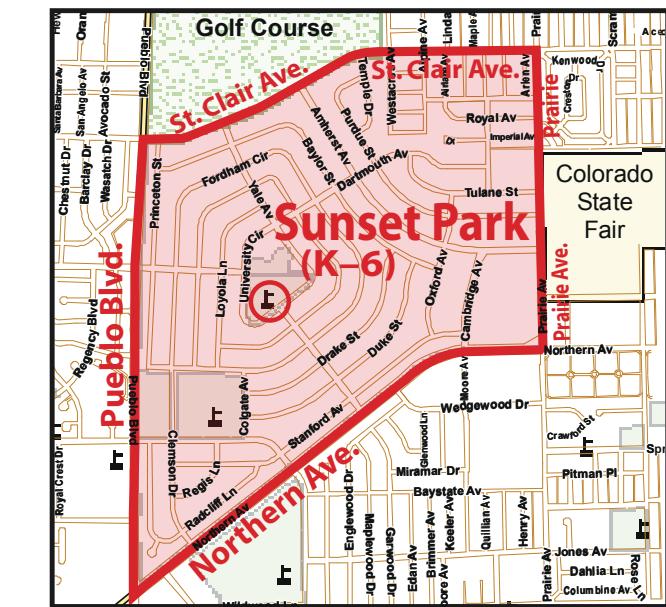
Beulah Heights Elementary



Roncalli Middle School



Sunset Park Elementary



Goodnight School K-8

