



PUEBLO
SCHOOL DISTRICT 60
Educating for Purpose and Impact



PUEBLO SCHOOL DISTRICT 60

STRATEGIC PLAN

Fall 2023 - Spring 2026

EDUCATING FOR PURPOSE AND IMPACT



SUPERINTENDENT'S MESSAGE

Dear Community Stakeholders,

Five years ago, the District created a multi-goal Strategic Plan to serve as a guide in fulfilling our mission of providing a high quality education that assures each student the knowledge, skills and dispositions to lead a life of purpose and impact.

We are now at the end of that five-year period, and with a sense of pride in the collaborative effort that allowed for so many goals to be met, and so many accomplishments to be added to the District's already robust resume, we humbly but confidently look toward the future.

Charlotte Macaluso
Superintendent

Through the input of stakeholders and engaged community members, we have crafted a three-year extension to our Strategic Plan that builds on the successes we've realized and adds additional steps that will help bolster and strengthen the vital work we do.

At the core of this extension is the fact that the success of every student remains our most vital commitment, with the understanding that collaboration and engagement with the community must be maintained in order to realize that success. We will continue to act and serve with integrity, celebrating diversity and promoting equity so that every child, regardless of circumstances and individual needs, can realize the highest point of the proverbial mountain.

We would like to thank everyone who joined in the effort to create this three-year extension to our Strategic Plan and invite you to remain part of the process as we continue on our journey.

Charlotte Macaluso

BOARD OF EDUCATION



Thomas Farrell
President

Dr. Kathy DeNiro
Vice President

Barbara Clementi
Board Member

Anthony P. Perko
Board Member

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Board Member

(L to R) Anthony Perko, Barbara Clementi, Sol Sandoval Tafoya, Dr. Kathy DeNiro, Thomas Farrell

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-performing 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, celebrate diversity, and promote equity.
- Each individual must be treated with dignity and respect.
- The social and emotional well-being of our students is as important as their academic needs.
- It is our responsibility to provide a safe, positive, and supportive environment for our students and staff.
- Our community heritage, traditions, and history should inform our response to future student and district needs.



OVERVIEW OF GOALS

Goal 1: Student Academic Success

Goal 2: Community Engagement

Goal 3: Safe and Positive Culture

Goal 4: Quality Staff

Goal 5: Budget and Sustainable Funding



GOAL 1: Student Academic Success

Provide quality instruction and educational programming that meets the academic needs of each student.

GOAL 1, OBJECTIVE 1:

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

- A. Identify “Portrait of a Graduate” characteristics to include the knowledge, skills, and dispositions of a D60 graduate.
- B. Increase high school Career and Technical Education (CTE), concurrent enrollment, and financial literacy opportunities.
- C. Adopt core and supplemental curriculum materials aligned to the rigor of the Colorado Academic Standards utilizing a 5-year adoption cycle, student interests and cultural relevance.
- D. Review and update scope and sequence documents yearly to align with the Colorado Academic Standards, newly-adopted curriculum, and input from teachers.
- E. Ensure district body of evidence assessment design includes formative and summative assessments, and clarity regarding required and optional measures.
- F. Ensure all schools have systematic academic intervention options for students, including access to tutoring at all levels.
- G. Design an Exceptional Student Services (ESS) delivery model K-12 to service students based on need rather than disability.
- H. Ensure classroom and ESS teachers participate in Professional Learning Communities (PLCs) focused on collaborative content planning, professional development, and disaggregated data analysis.
- I. Prioritize middle school programming including: instructional delivery model, vertical transition planning, and robust academic interventions and support.
- J. Create a District Professional Development Plan so that school leaders can align their 90 day plan to district initiatives.

GOAL 1, OBJECTIVE 2:

Ensure every building is led by highly effective instructional leaders.

- A. Ensure every principal receives individualized professional development around observation and feedback cycles and “real time” coaching.
- B. Provide differentiated professional development to deepen leaders’ understanding and knowledge of literacy and math academic content, and instructional best practices for all learners.
- C. Strengthen the leadership pipeline by providing position-specific induction, mentoring, and ongoing training for new and experienced leaders, including instructional coaches.
- D. Prioritize coaching and school development support for middle school leaders.
- E. Ensure each school implements a new teacher support plan that provides opportunities for engagement and interactions within and across schools.
- F. Utilize national conferences, learning labs, and embedded coaching to build a shared understanding of standards and what rigor looks and sounds like in the classroom.

GOAL 1, OBJECTIVE 3:

Ensure every classroom is led by a highly effective teacher.

- A. Develop and implement daily lesson plans aligned to the rigor of the Colorado Academic Standards and the differentiated needs of students, including special education.
- B. Use assessment systems to monitor progress and deliver well-planned whole class, small group, and targeted intervention.
- C. Increase student engagement through the use of real world connections, cultural relevance, hands-on learning, and work-based learning opportunities.
- D. Provide professional development to teachers around use of curriculum, scope and sequence documents, and rigor best practices.
- E. Ensure all ESS teachers, paraprofessionals and classroom teachers receive comprehensive professional development to ensure the academic and social emotional success of our ESS students.
- F. Prioritize professional development and job-embedded coaching for middle school staff focused on academic content, instructional best practices, and adolescent development.
- G. Implement more consistent and equitable grading practices across schools at each level.

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



GOAL 2: Community Engagement

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

GOAL 2, OBJECTIVE 1:

Implement a coherent communications system and strategy.

- A. Promote our District through continued implementation of a dedicated marketing strategy.
- B. Implement a systematic response to misinformation that ensures accurate website postings and a strong social media presence.
- C. Maintain clear and accurate school and District communication utilizing a multi-faceted approach.
- D. Enhance the current website to ensure accurate, timely and user-friendly information.
- E. Train school staff to effectively update their websites and social media accounts.
- F. Identify communication liaisons at every school to increase promotion of achievements and accomplishments at the District level.
- G. Identify District and School Communications Ambassadors to represent D60 in a positive manner with factual information.
- H. Continue to strengthen and encourage open communication with families.

GOAL 2, OBJECTIVE 2:

Develop and implement a comprehensive strategy to engage community, parents, students, and staff regarding District/school priorities and initiatives.

- A. Continue to give students and staff a voice at the school and District level.
- B. Promote opportunities to promote family, business, and community partnership collaboration.
- C. Create schools that offer welcoming environments that create a sense of belonging for parents, students, and staff.
- D. Strengthen the educational pipeline by showcasing achievements and accomplishments at all grade levels, encouraging further effort and dedication.
- E. Encourage families, staff, and students to understand and proactively participate in school related local and state initiatives (podcasts, community influencers/ambassadors, etc.).



GOAL 3: Safe & Positive Culture

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

GOAL 3, OBJECTIVE 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 stakeholders, including students.
- B. Promote a culture of reflective practice centered around District Core Values.
- C. Affirm and celebrate actions that exemplify District goals, priorities and core values.

GOAL 3, OBJECTIVE 2:

Provide an environment that promotes a safe and positive culture that is responsive to the aspirations and needs of our population and reflects the demographics of our community.

- A. Provide increased opportunities for stakeholder voice and engagement on safe and positive school culture, including security protocols and clear, consistent routines.
- B. Promote increased opportunities for positive behavior supports and alternatives to punitive disciplinary approaches including bully prevention and restorative practices.
- C. Review a broad range of student and school data to inform equitable decision-making.
- D. Provide mental health support and resources for students, staff, and families on therapeutic services, community providers, suicide prevention, and substance abuse.
- F. Revise and implement a Districtwide Health and Wellness Plan for students and staff.

GOAL 3, OBJECTIVE 3:

Work with community partners and national experts to implement evidence-based and culturally-responsive Social and Emotional Learning (SEL) programs and practices in every school.

- A Develop systems to ensure that each student has strong relationships with each other and other adults at school.
- B Implement and evaluate evidence-based Social Emotional Learning (SEL) curriculum and programming at all schools.
- C Provide increased opportunities for stakeholder voice on social and emotional learning initiatives.
- D Provide appropriate resources and training for staff on social and emotional learning, crisis management, and trauma-invested practices.

GOAL 3, OBJECTIVE 4:

Implement a Multi-Tiered System of Support (MTSS) model that is data-based, student-centered, and equitable.

- A Create consistent MTSS processes that includes early identification, differentiation, ongoing assessment, and fidelity of implementation.
- B Integrate mental and behavioral health into the MTSS system.
- C Provide staff with ongoing professional development opportunities on MTSS.





GOAL 4: Quality Staff

Recruit and retain high-quality staff.

GOAL 4, OBJECTIVE 1:

Recruit, hire, and retain high-quality staff.

- A Develop a strategy that advertises and communicates D60’s full employee benefit package.
- B Implement middle school recruitment and retention strategies.
 - a) Post and advertise critical shortage area positions prior to other positions.
 - b) Develop business partnerships focused on recruiting and retaining qualified staff.
- C Enhance relationships with colleges and universities to develop a pipeline and internships for future educators.
- D Explore ways to enhance and expand a citywide career fair.
- E Explore alternatives to traditional pay structures.
 - a) Tuition reimbursement
 - b) Hard to fill positions
- G Recruit and retain staff, including teachers and administrators of color, that reflect our scholars.

GOAL 4, OBJECTIVE 2:

Enhance culture to ensure engagement of all staff.

- A. Work with school leaders to cultivate staff wellness and engagement.
- B. Build our Districtwide culture that increases a sense of value for staff.
- C. Create opportunities for staff to engage outside the workplace to develop a sense of community.

GOAL 4, OBJECTIVE 3:

Provide high-quality career development and training.

- A. Continue to enhance the onboarding process for new employees and ongoing communication to current employees.
- B. Support the growth and development of new employees, including the implementation of a New Teacher Support Plan.
- C. Provide administrator/staff professional development around culturally-responsive instruction.



GOAL 5: Budget & Sustainable Funding

Prepare and submit a balanced budget that supports the District mission and vision and allows for full implementation of the District Strategic Plan.

GOAL 5, OBJECTIVE 1:

Identify and allocate resources which allow for full implementation of the District Strategic Plan.

- A. Refine budgetary process to honor and expand stakeholder input and promote transparency.
- B. Annually review and publish District priorities aligned to the District budget.
- C. Aggressively seek and secure sustainable supplemental funding sources, including Mill Levy Overrides, to support the District Strategic Plan initiatives.

GOAL 5, OBJECTIVE 2:

Develop a plan to address identified capital needs for facilities.

- A. Align budget resources consistent with the Facilities Master Plan, declining enrollment, aging facilities, and 21st century instructional requirements; exploring every available option including school consolidations.
- B. Aggressively seek and secure supplemental funding sources including Capital Construction Bonds, Mill Levy Overrides, and grants to support Capital initiatives.

GOAL 5, OBJECTIVE 3:

Implement a plan to ensure that students, staff, and buildings have current, relevant, and functional technology.

- A. Develop strategies to address identified technology needs including end user devices, displays, safety and security systems, telecommunications systems, and resilient network, internet, and systems infrastructure.
- B. Expand the scope of existing technology replacement cycle for hardware, software, and infrastructure.
- C. Aggressively seek and secure supplemental funding sources including Technology Mill Levy Overrides and/or Capital Bonds to support technology initiatives.

About PUEBLO SCHOOL DISTRICT 60

Pueblo School District 60 serves approximately 15,000 students in grades Pre-K through 12 in 31 schools: 16 elementary schools, 5 middle schools, 2 K-8 schools, 2 magnet schools, 4 comprehensive high schools, 1 alternative education campus, and 2 charter schools. The demographic of the student body is comprised of 77% minority students with 76% 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), Advancement 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
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TREASURER
David Horner

BOARD OF EDUCATION
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For more information, please visit:
www.pueblod60.org.

 www.facebook.com/PCSD60

 twitter.com/PCSD60

SCHOOLS

HIGH SCHOOLS

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

MIDDLE SCHOOLS

Heaton Middle School
Pueblo Academy of Arts
Risley International Academy of Innovation
Roncalli STEM Academy

K-8 SCHOOLS

Goodnight School
Nettie S. Freed Expeditionary K-8

INTERNATIONAL MAGNET SCHOOLS

Fountain International Magnet School (K-3)
Corwin International Magnet School (4-8)

ELEMENTARY SCHOOLS

Baca Elementary
Belmont Elementary
Bessemer Academy
Beulah Heights Elementary
Bradford Elementary
Columbian Elementary
Franklin School of Innovation
Haaff Elementary
Heritage Elementary
Highland Park Elementary
Irving Elementary
Minnequa Elementary
Morton Elementary
Park View Elementary
South Park Elementary
Sunset Park Elementary

ONLINE SCHOOL

D60 Online

CHARTER SCHOOLS

Chavez Huerta K-12 Preparatory Academy
Pueblo School for Arts and Sciences