

D60 STRATEGIC PLAN

2021-22 Report

Celebrations
and Successes



PUEBLO
SCHOOL DISTRICT 60
Educating for Purpose and Impact



Letter from the SUPERINTENDENT



At Pueblo School District 60, we consider ourselves a family, with our stakeholders and supporters a valued and cherished part of that family.

Like our administrators, educators, and support staff, our supportive community remains dedicated to providing the best educational and social experience for our scholars in preparation for a successful life marked by purpose and impact.

This, in turn, makes for a better community, nation and world.

The rewards and fruits of this familial partnership are evident throughout the District including the historical passing of our recent \$218M bond. With these bond funds we have been able to build five new state-of-the-art schools at the elementary, middle and high school levels that will provide 21st Century educational and extra-curricular opportunities for decades to come.

From participation in the Facilities Master Planning process through passage of the bond, you, our valued stakeholders, played a critical role in this laudable progress.

As this Strategic Plan illustrates, together we have realized successes at every level, from classrooms to the athletic field to state and national extra-curricular competitions.

Our scholars continue to distinguish themselves in a host of ways, as do our educators and staff, who continue to go above and beyond in the name of quality education.

We are making a concentrated effort to bring these achievements and accomplishments to a wider segment of the D60 family through a revamped communications campaign: an effort that resulted in several COSPRA awards.

These accolades join a host of other honors earned by scholars, musical and theatrical performers, athletes, educators and individual schools.

The Pueblo community, like our scholars, expects and deserves the highest quality experience we can provide. I am confident in saying that the information you will find in this Strategic Plan will affirm that together with you, our stakeholders and supporters, the District is living up to its mission and vision.

Chalotte Macaluso

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.

STUDENT SUCCESS

- ◆ The four year on time District graduation rate is (78.7%).
- ◆ District dropout rate (1.4%) remains below the State (1.8%).
- ◆ D60 Online offered a fully online learning option to students in grades 1-8.
- ◆ Members of the 2022 graduating class are currently attending local and national colleges, universities, and technical schools including: PCC, CSU-Pueblo, CSU-Fort Collins, Regis University, Colorado School of Mines, University of Alaska, University of Notre Dame, University of Hawaii, Rochester Institute of Technology, West Texas A&M, and Stanford.
- ◆ D60 had several high school State champions including: South unified bowling, East wrestling, and Central drumline.
- ◆ District CTE high school students competed in local, State, and national competitions including FCCLA, DECA, FBLA and Skills USA, with several placing within the top 10.
- ◆ Secondary D60 students participated in local, state and national arts and science competitions.
- ◆ Six middle school students participated in the written part of the State Spelling Bee championship, with two advancing to the in-person competition.
- ◆ D60 adopted new standards-aligned, digitally-supported curriculum in: K-12 science and high school advanced placement math and science.
- ◆ D60 purchased intervention programming for all middle school students in math and literacy for implementation in 2022-23.
- ◆ D60 purchased iPads and Promethean boards for all preschool and kindergarten classrooms.



Scholarships

The 2022 graduating class received more than \$14.9 million in scholarships including recipients of the Presidential and University/College Scholarships, Hurliman, Boettcher, National Merit scholarships, and Gates Foundation Scholarship.

STUDENT SUCCESS

Technology

5,600 students from 20 schools participated in an annual "Hour of Code" promoting computer science skills.

- ◆ Nationally-normed, district-wide progress monitoring assessments were implemented to measure student achievement and growth in literacy and math, grades K-11.
- ◆ Teachers utilized new elementary assessments to plan for daily, differentiated, small group reading instruction for all students.
- ◆ 96% of the District's K-3 teachers will have met the early literacy training State requirement by the beginning of the 2022-23 school year.
- ◆ A new Teacher Cadet CTE pathway was implemented at East High School.
- ◆ Expanded partnerships with The Boys and Girls Club and the Sangre de Cristo Arts Center were established to engage Pueblo students with expanded learning opportunities.
- ◆ State grant monies provided ongoing support for schools for leadership development and school improvement efforts.
- ◆ A new Principal Boot Camp provided resources and mentoring to new principals and an Emerging Leaders Program provided leadership training



to develop and retain aspiring administrators.

- ◆ Professional development opportunities for teachers included: ESS and CLDE State-required training and new curriculum and assessment implementation support.
- ◆ Over 250 students, families, and educators participated in the 1st annual Computer Science Convention, a showcase of computer science related activities including coding, robotics, and virtual reality programs.

SAFE AND POSITIVE CULTURE

- ◆ All D60 staff received six hours of evidenced-based professional development training on CASEL's five social and emotional learning competencies. Schools also received training on bully prevention, restorative justice, equitable practices, and Multi-Tiered System of Supports (MTSS).
- ◆ D60 expanded mental health and therapy counseling services at six additional elementary schools and established new social worker positions at four middle schools.
- ◆ Kaiser Permanente and Colorado Educational Initiative awarded D60 two separate grants to support a culture and climate that meets students' social, emotional, and academic needs.
- ◆ A community-wide Peace Summit and two parent trainings were held in support of the district bully prevention and SEL initiatives.
- ◆ D60 coordinated with local agencies to hold a reunification practice drill.
- ◆ NARCAN usage and narcotics awareness and truancy reduction workshops were provided for both parents and D60 staff.
- ◆ Three D60 schools piloted a new Raptor Visitor Identification Management System.
- ◆ Over 30 COVID vaccination clinics were offered by D60. Starting in January 2022, all D60 schools offered weekly COVID testing for staff and students. At-home COVID tests were made available for students over the summer months.
- ◆ Student Support Services enhanced and streamlined the online application and registration system for pre-K-12 and expanded enrollment notifications to improve customer service.

QUALITY STAFF

- ◆ Human Resources (HR) conducted employee surveys for new hires and employees in years 4, 10, and 20+ in order to receive feedback on both the operations of the District and HR processes.
- ◆ HR implemented new systems to streamline processes and improve both hiring and records maintenance for our employees.
- ◆ HR is currently developing a comprehensive multimedia marketing campaign to attract and recruit qualified candidates both locally and nationally.
- ◆ HR hosted a district-wide, Spring career fair for licensed and classified staff.
- ◆ The District negotiated a two-year agreement with the Pueblo Education Association, with educators and all other employee groups receiving a 10% salary increase over the 2021-22 and 2022-23 school years.

Salaries

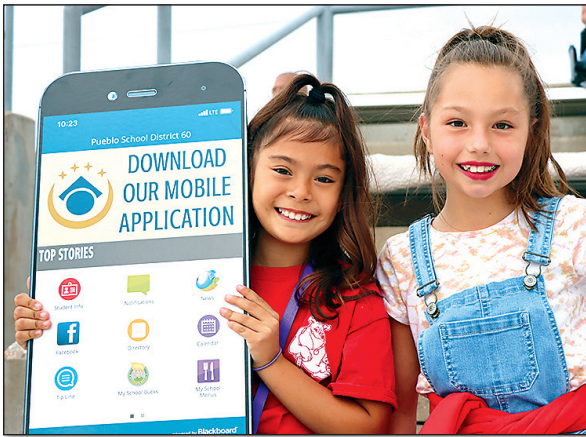
D60 raised the base salary for teachers to \$40,157 for the 2022-2023 school year.

COMMUNITY ENGAGEMENT

- ◆ Comprehensive communication with families and community included video, writing, photographs, and information bulletins on the District website and social media platforms.
- ◆ Promotion and recap of special events, such as graduation ceremonies, academic competitions, and athletic activities were communicated through a variety of media platforms.

Awards

D60's communication team received two top-tier awards for their year-round communication efforts at the 2022 Colorado School Public Relations Association spring conference.



- ◆ D60 created a Mobile App that brings the power of the website, social media feeds, and timely alerts and notices together in one convenient and easy-to-use application.

BUDGET & SUSTAINABLE FUNDING

- ◆ Business Services and Federal Programs managed COVID relief funds, ensuring that district and charter schools' spending plans met the expenditure requirements of Colorado Department of Education and the U.S. Department of the Treasury.
- ◆ The Budget and Accounting department developed additional internal controls and documentation to provide transparency to internal and external stakeholders.
- ◆ The District budget process continues to refine, expand, and develop a comprehensive budget document meeting ASBO international certification requirements.

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- ◆ The Technology department continues to service, maintain, and update 1:1 technology devices for all D60 students and staff.
- ◆ D60's technology team replaced infrastructure and equipment to maintain a sustainable technology ecosystem.
- ◆ D60 installed new telephone and intercom systems with state-of-the-art Voice over IP (VoIP) technology.

Thank you!

Pueblo voters approved a \$218M bond in 2019. D60 will build five new schools, to open Fall, 2023!

Facilities Master Planning

- ◆ Capital improvements are ahead of schedule, with approximately 75% of the Bond's repair projects now underway.
- ◆ The new Sunset Park Elementary and Franklin School of Innovation buildings are under construction thanks to two BEST Grants awarded to D60. Both elementary schools will open Fall of 2023.
- ◆ The new Centennial High School and East High School construction projects are now 50% complete, and will be ready to open in the Fall of 2023.
- ◆ New construction of the Nettie S. Freed Expeditionary K-8 broke ground this Spring. The school will open on the former Heroes site in the Fall of 2023.



PUEBLO SCHOOL DISTRICT 60
 315 W. 11th Street | Pueblo, Colorado 81003



BOARD OF EDUCATION

Dr. Margaret Wright President
 Mr. Thomas Farrell Vice President
 Ms. Barbara Clementi Board Member
 Dr. Matthew Cranswick Board Member
 Dr. Kathy DeNiro Board Member

Non-Voting Members

Mr. David Horner Treasurer
 Mrs. Geri Patrone Secretary/Assistant Treasurer

SUPERINTENDENT OF SCHOOLS

Mrs. Charlotte Macaluso

June 2022

Mission

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



Pueblo School District No. 60 does not discriminate on the basis of race, creed, color, sex, sexual orientation, gender identity/expression, marital status, national origin, religion, ancestry, age, disability, need for special education services, genetic information, pregnancy or childbirth status, or other status protected by law in admission, access to, treatment or employment in its educational programs or activities. Additionally, a lack of English language skills is not a barrier to admission or participation in activities. The following individuals have been designated to handle inquiries regarding the non-discrimination policies: Eric DeCesaro, EEO/Affirmative Action/Title IX/Section 504 Compliance Officer for complaints involving employees, and Andrew Burns, Title IX Compliance Officer for complaints involving students. Both individuals can be located at 315 West 11th Street, Pueblo, Colorado 81003, (719) 549-7100. Complaint procedures have been established for students, parents, employees, and members of the public. (Policy AC, AC-R).

Si tiene alguna pregunta sobre esta información, por favor llame a la escuela de su niño.