

CHERRY CREEK SCHOOL DISTRICT

# STRATEGIC PLAN



Literacy



Health & Wellbeing



Disproportionality

PRIORITIES

Planning Process

ROAD MAP



OUTCOMES

Implementation

ACTIONS

April 9, 2025

## DAC UIP Subcommittee Quarterly Review

# Agenda

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**6:00 – 6:10**      **Updates from DAC UIP Chair**

6:10 – 6:20      Updates to District Dashboard

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6:20 – 6:50      Share Winter Star Data

6:50 – 7:25      Implementation of Actions for Student Performance Priorities (SPPs)

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7:25 – 7:30      Closing

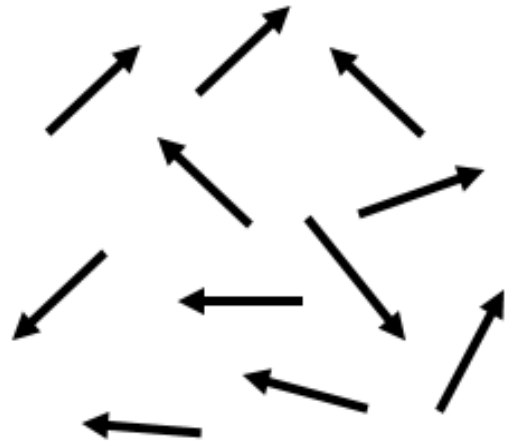
# UIP: Unified Improvement Plan

## UIP = Unified Improvement Plan

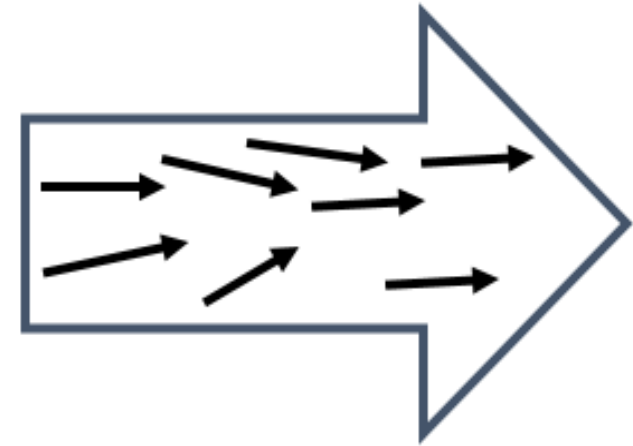
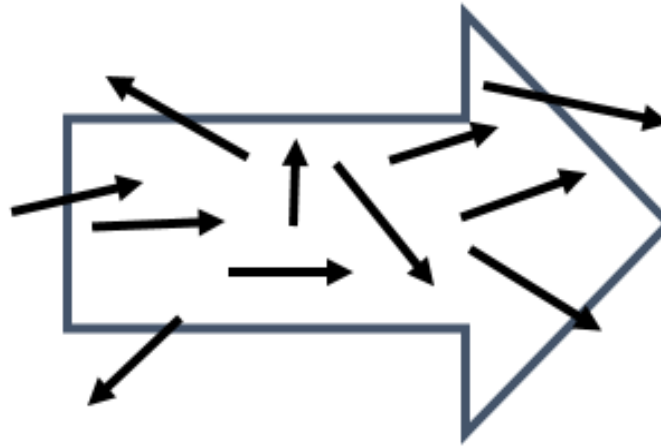
are *required* by the Education Accountability Act of 2009; specifically each Colorado district and school is *required* to create an annual improvement plan.



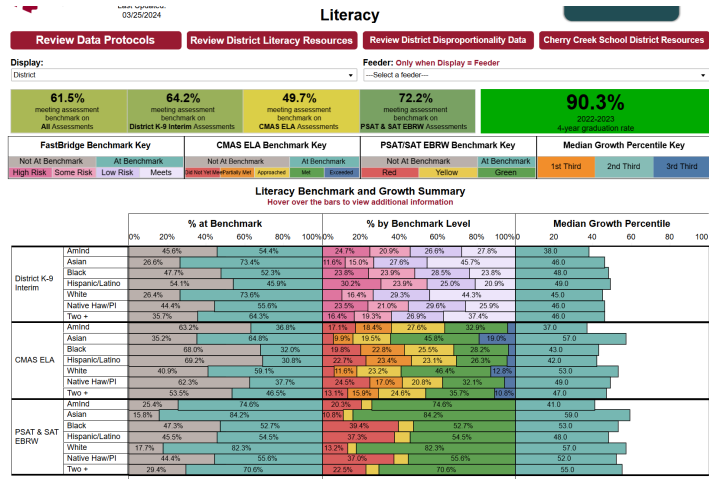
# Strategic Direction



**FROM RANDOM  
ACTS OF  
IMPROVEMENT**



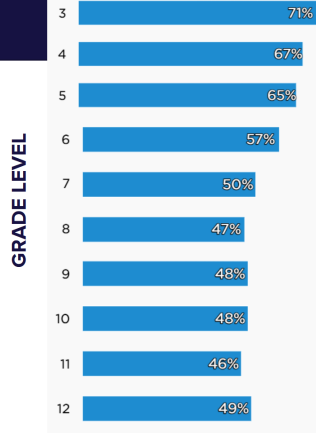
**TO ALIGNED  
ACTS OF  
IMPROVEMENT**



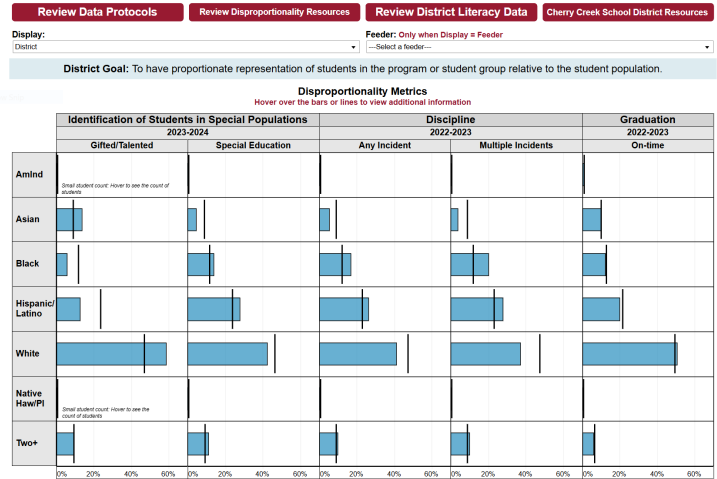
## Sense of Belonging

Topic level response: Favorable (4 or 5)

Average: 49%



Fall 2024 CCSD Data  
9,801 3-5th grade students  
22,171 6-12 grade students  
\* 31,972 total responses





# Review of UIP Organization



# Priorities

Racial inequity in discipline referrals and instructional programming

Reading achievement for K-12 students



Priorities & Targets

Root Causes & Strategies

Action Plan & Progress Monitoring



Literacy

# Literacy

## Strategic Actions

### **Comprehensive Literacy For All**

- Students with disabilities learn to read & write

### **Year 2 of Cherry Creek Literacy Plan**

- Detailed update presented at next Board Study Session
- **Continued Implementation of Foundations & Into Reading**
  - Support of literacy partners at the classroom levels
  - Work with collaborative teams to identify essential standards

# Literacy

## Strategic Actions

### **Strategic Actions**

**Responsive Monitoring** of READ Plans in Elementary, Middle, and High School levels

#### **Clarity**

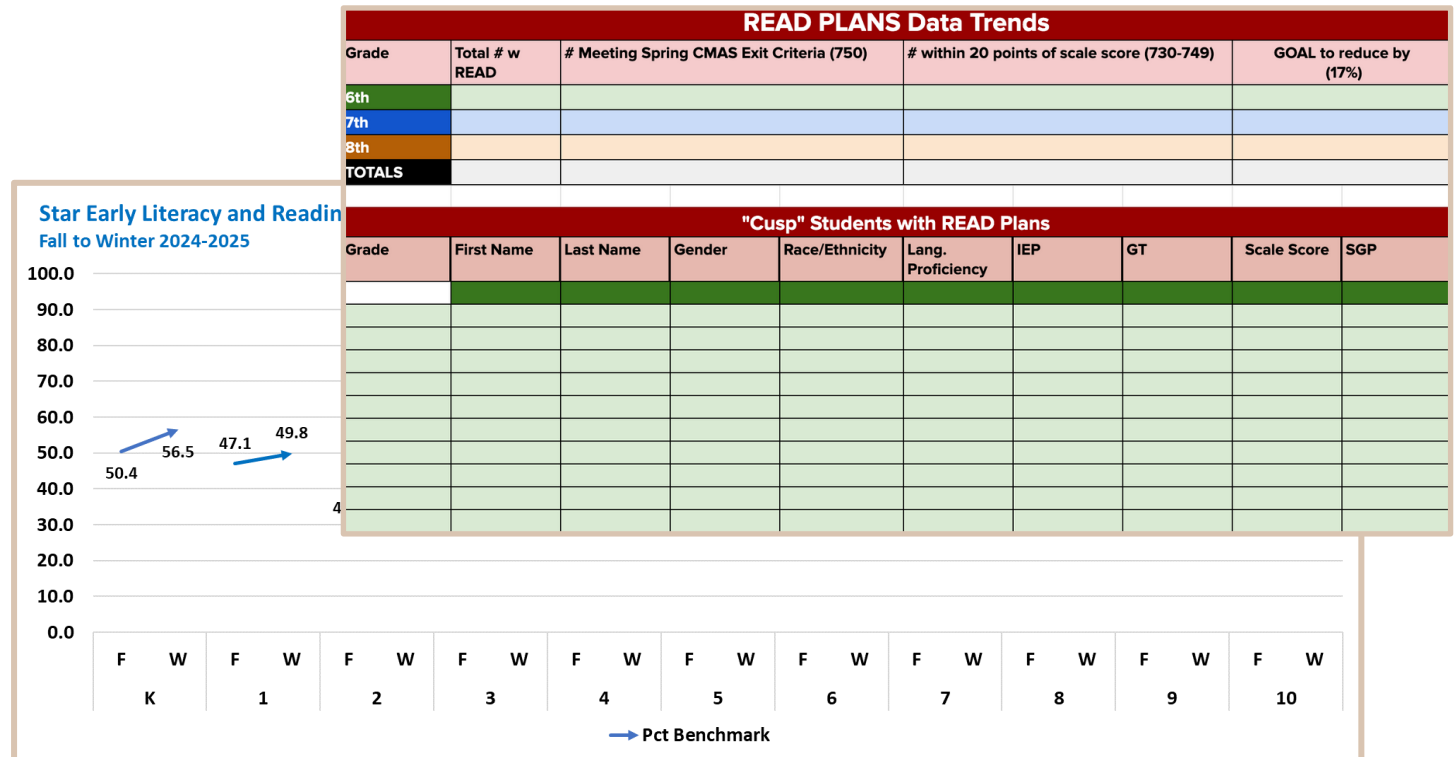
- Cross-Department Collaboration
- Listening to multiple perspectives (principals, teachers, students)
- Time & Effort required at high-volume schools
- Secondary Awareness (50% of HS met 17% reduction)
- Refute Process for MLs

#### **Learning**

- SpEd & General Ed Collaboration IEP/Read Plans
- PLC – Essential Standards is a Priority Need
- Universal Instruction in Foundations Continued Support
- Role of Early Childhood Education in Assessment and Progress Monitoring

# Literacy Annual Goals

- Reduction of READ Plans
- Increasing percentage of students demonstrating proficiency



**2024-24 Quarterly Updates**

Percent at Benchmark/Predicted Proficiency on Star Early Literacy and Reading

	2nd Grade	4th Grade	8th Grade	10th Grade
<b>Baseline CMAS</b>				
2023-24 (Baseline)	-	45.4%	51.4%	75.0%
<b>Star</b>				
January 2025- Goal	57%	50%	56%	77%
January 2025- Actual	44.0%	54.6%	56.6%	60.6%
May 2025- Goal	60%	56%	61%	80%
May 2025- Actual				

**2024-24 Quarterly Updates**

Percent of Students with READ Plans

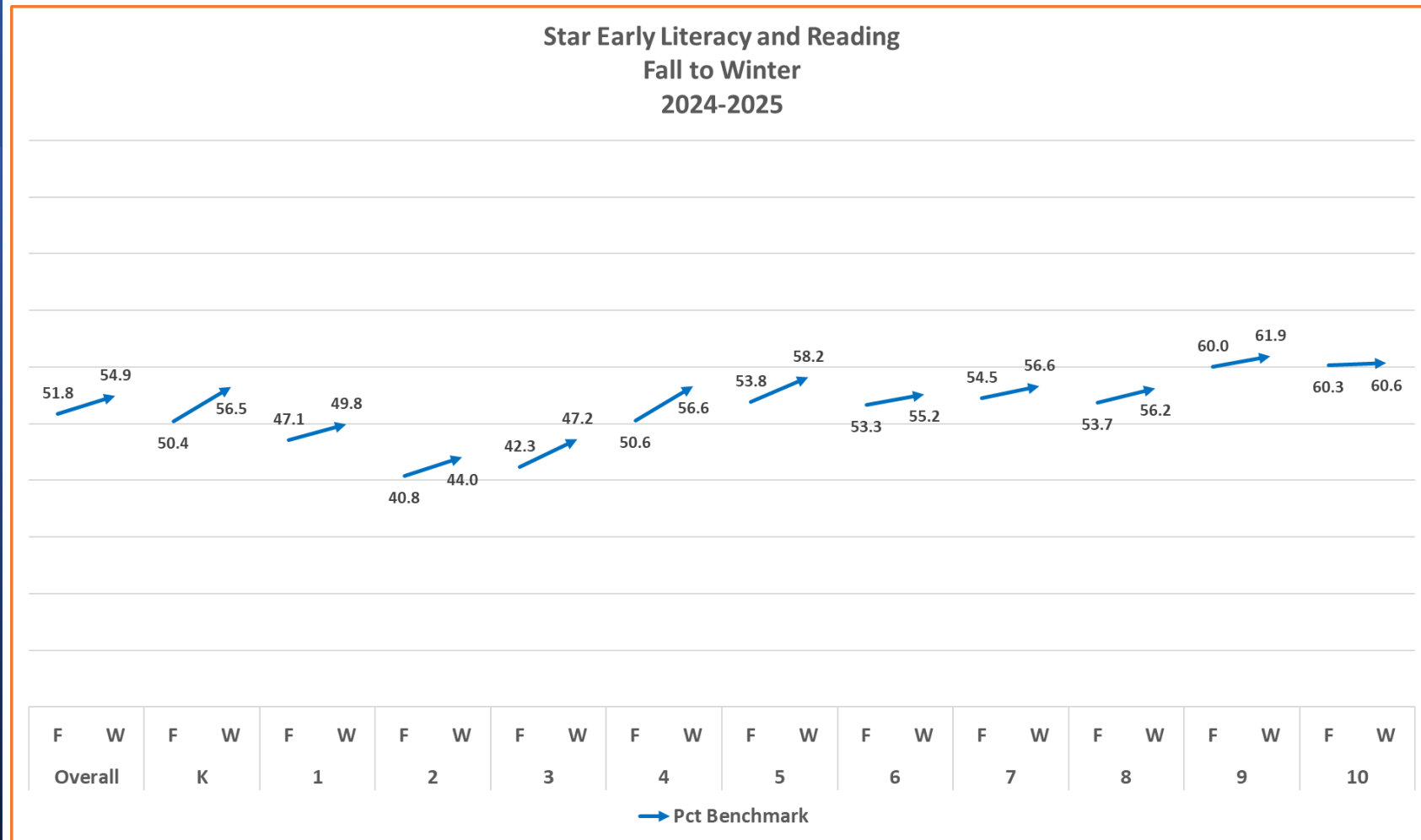
2023-24	January 2025- Goal	February 2025- Actual	May 2025- Goal	May 2025- Actual
12.8%	11.7%	12.6%	10.6%	

Star Reading Assessment shows **every grade K-10** improved from fall to winter.

# Literacy

## Data Trends

### 24-25 School Year

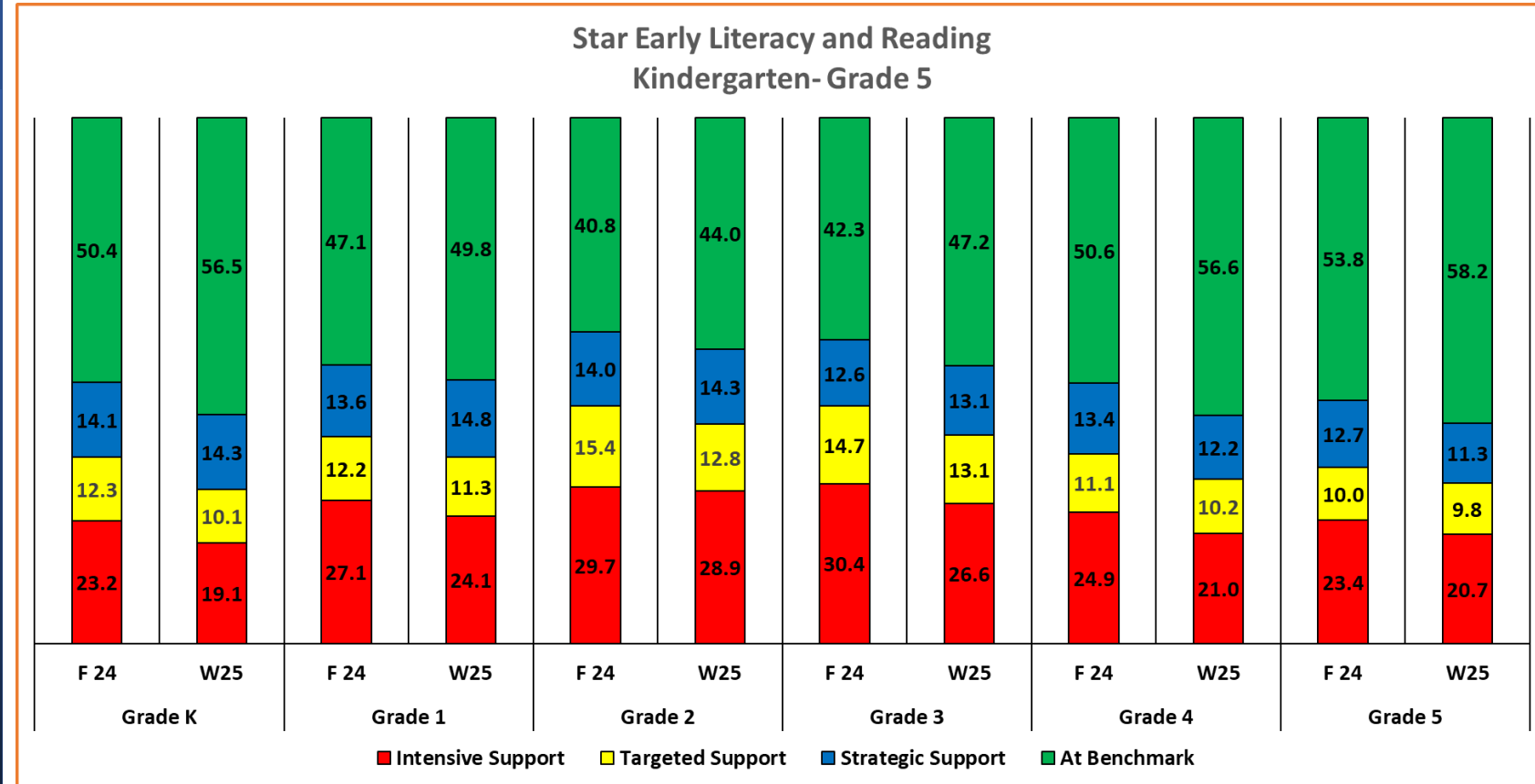


Star Reading Assessment shows **every** grade K-10 **decreased** in the number of students requiring intensive support.

# Literacy

## Data Trends

### 24-25 School Year

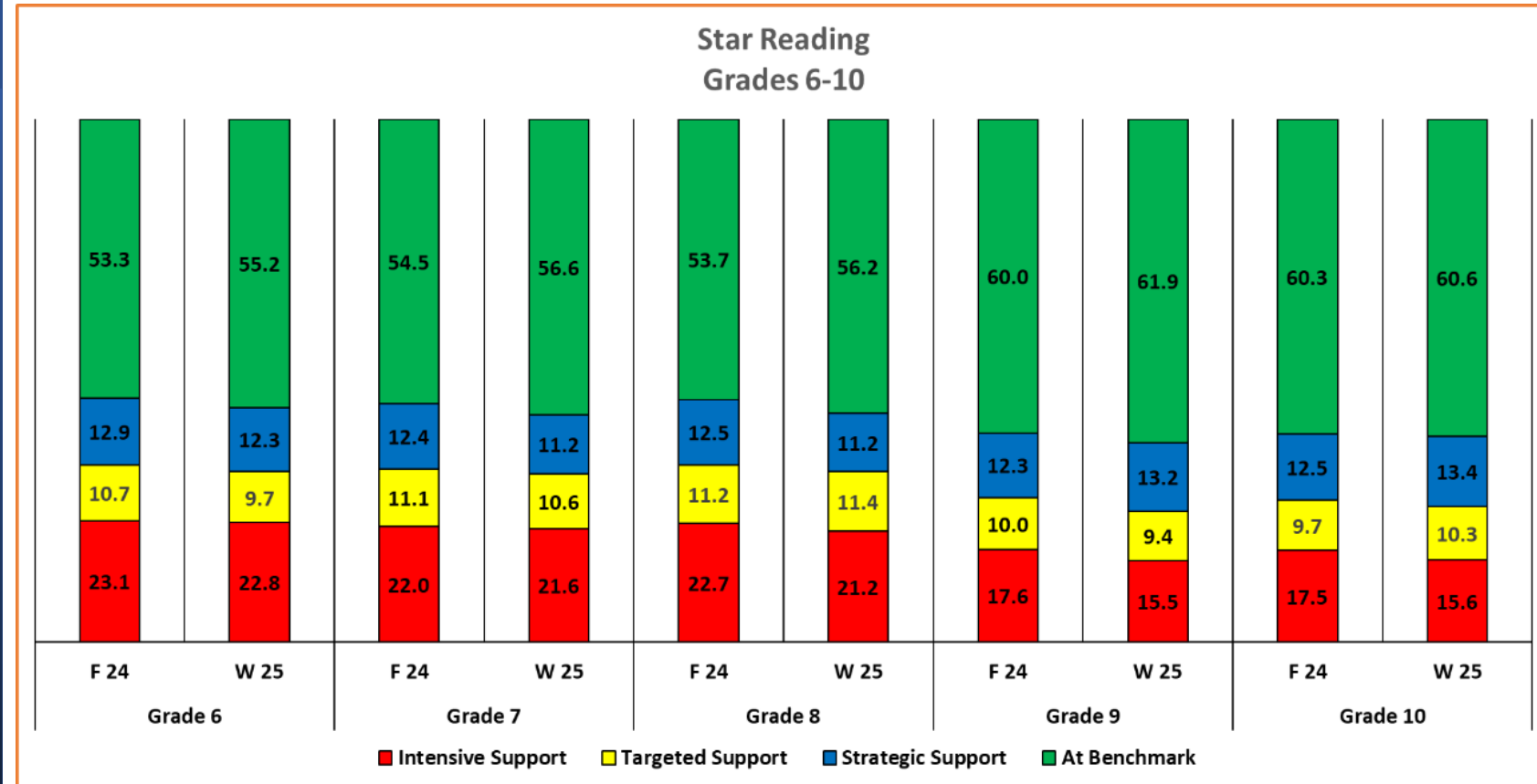


Star Reading Assessment shows **every grade K-10 decreased** in the number of students requiring intensive support.

# Literacy

## Data Trends

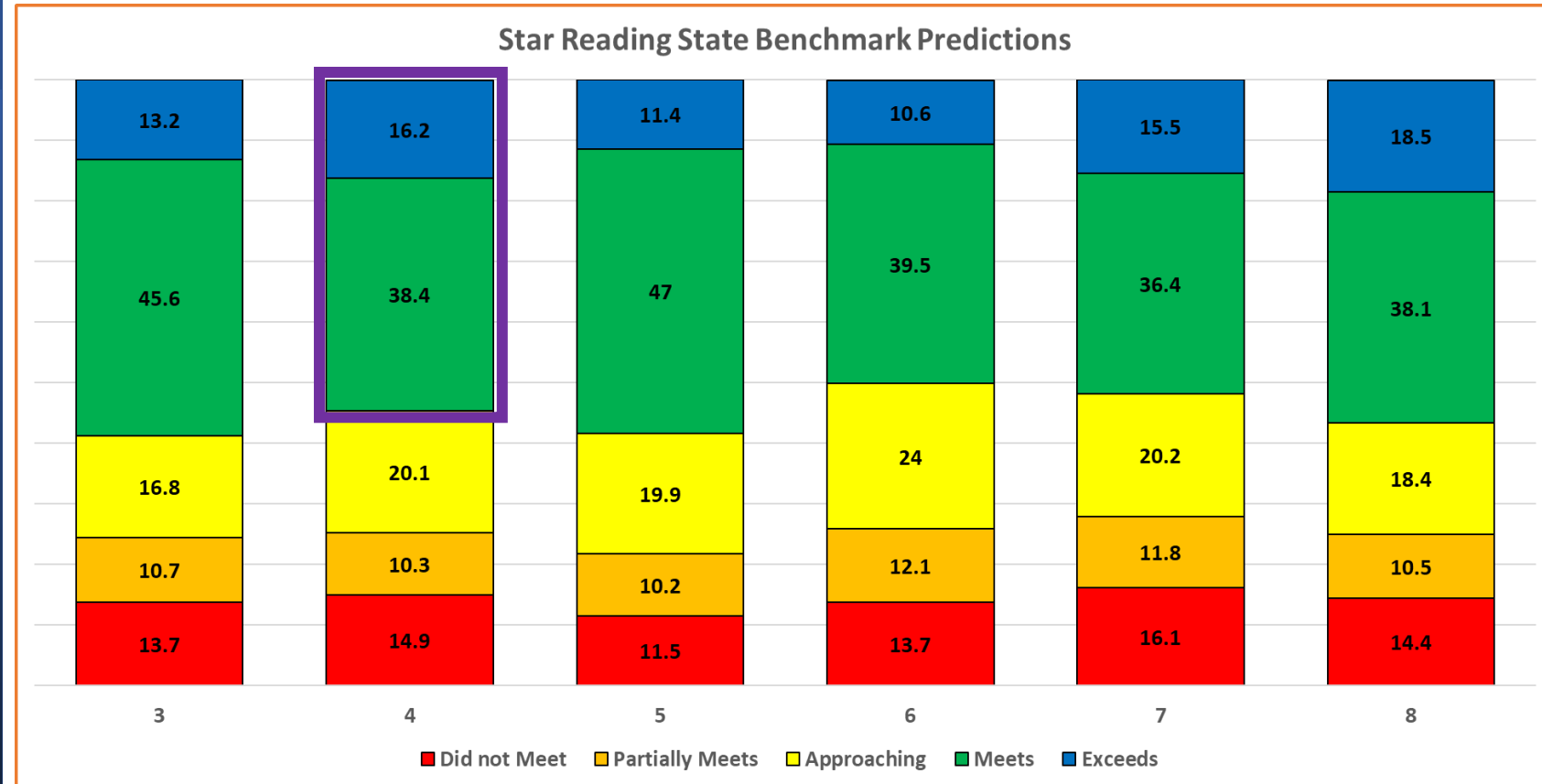
### 24-25 School Year





54.6% of 4th graders met/exceeded the CMAS predictive scaled score on winter STAR.  
(1.4% needed to meet goal by EOY)

*2025 SPT Goal: The percent of 4th graders meeting proficiency will increase from 45.4% to 56% (CMAS)*



# Literacy

Data Trends

24-25 School Year

# Literacy

Moving Forward

2025-26

## **Professional Learning Communities**

- Guiding Coalitions
- Collaborative Teams
- Essential Standards
- Common Formative Assessments
- 15-Day Challenge
- Collective Efficacy

## **Instructional Coaches (IERC)**

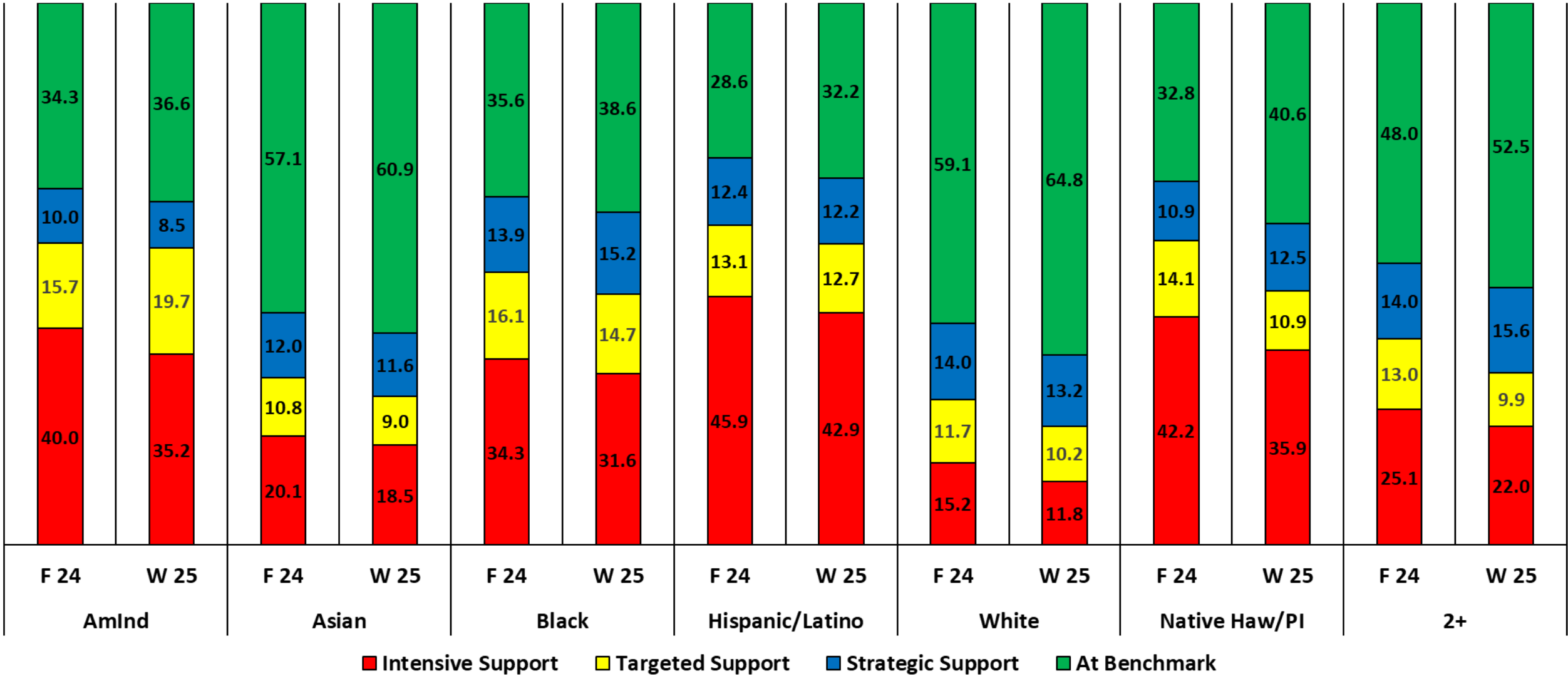
- Trained Coaches in Every School
- Principal/Coach Shared Training
- On-going Support of Strong Universal Literacy Instruction
- Data Literacy

# Literacy

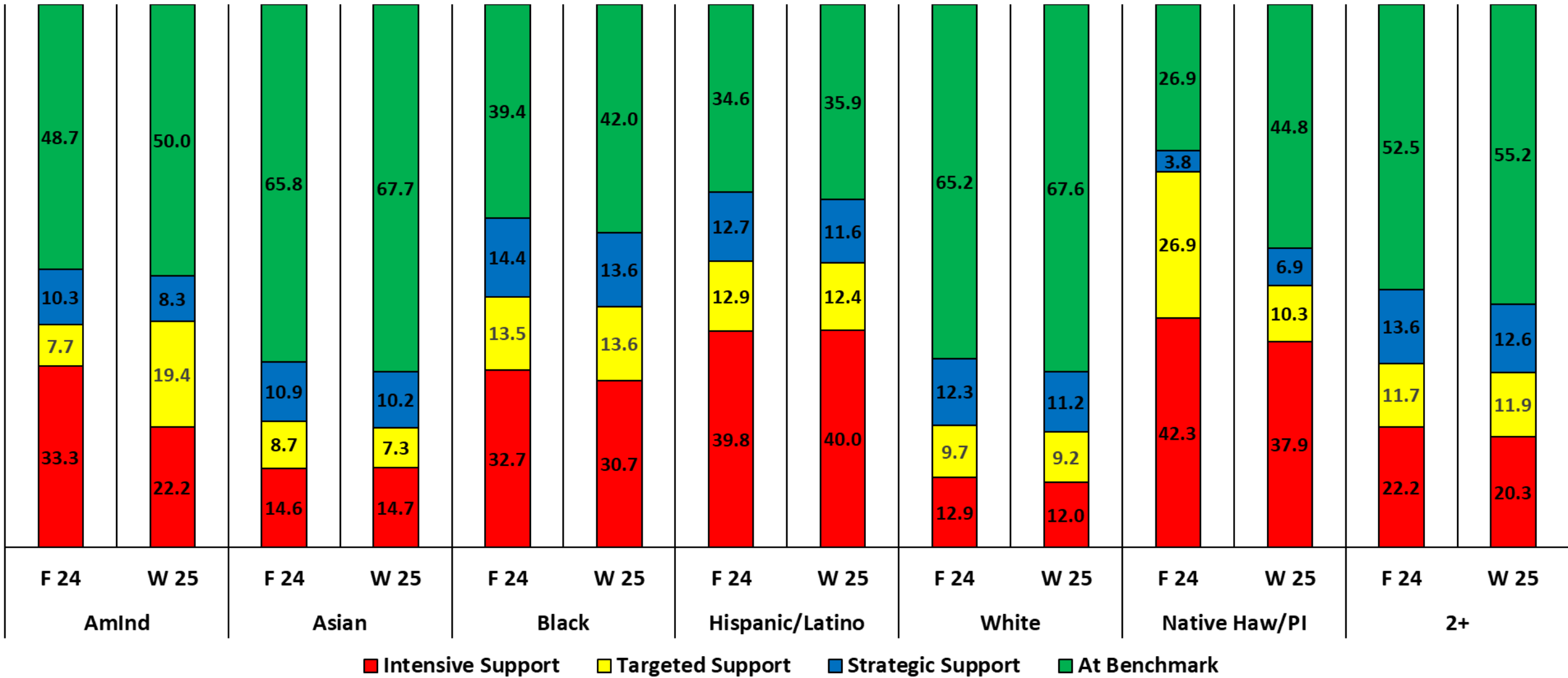
## Digging Deeper

*I Notice, I Wonder...*

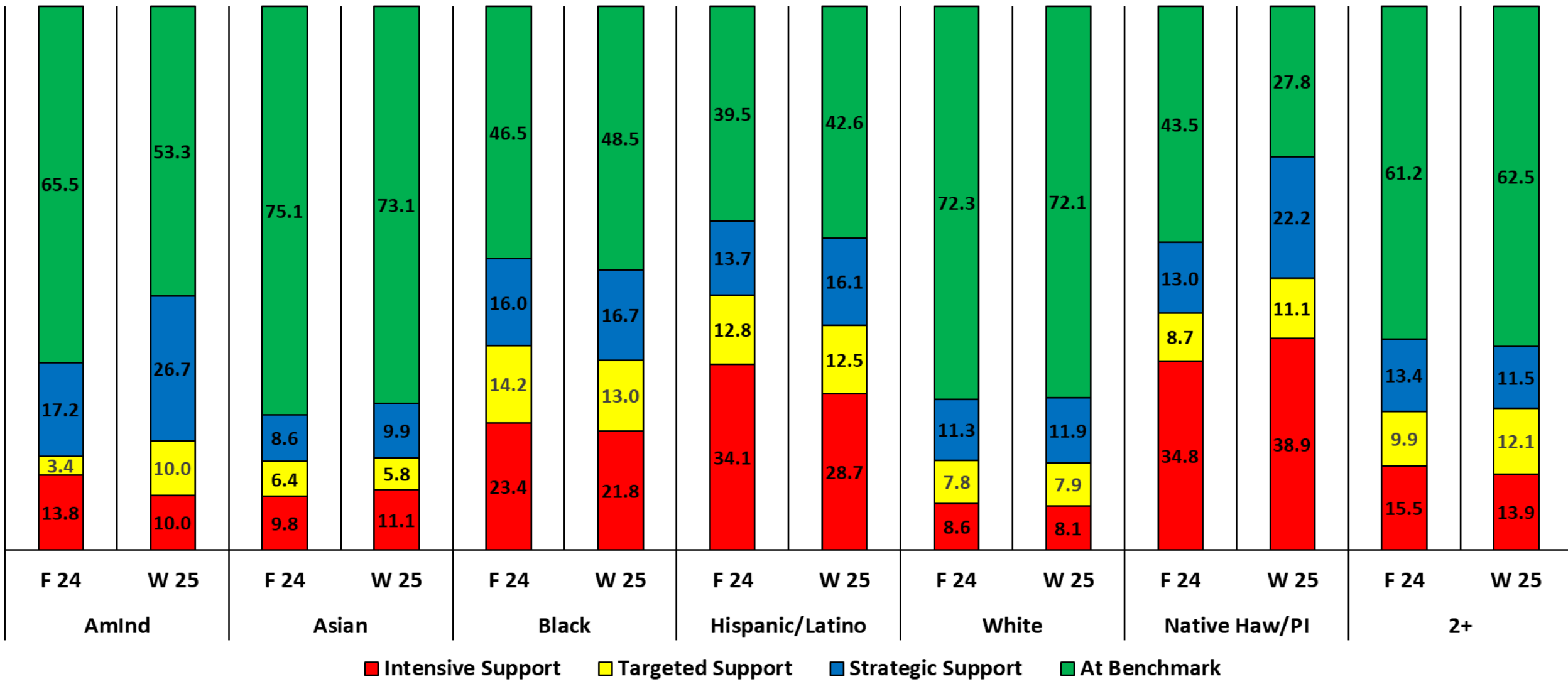
## Star Early Literacy and Reading Grades K-5 Race/Ethnicity



## Star Reading Grades 6-8 Race/Ethnicity



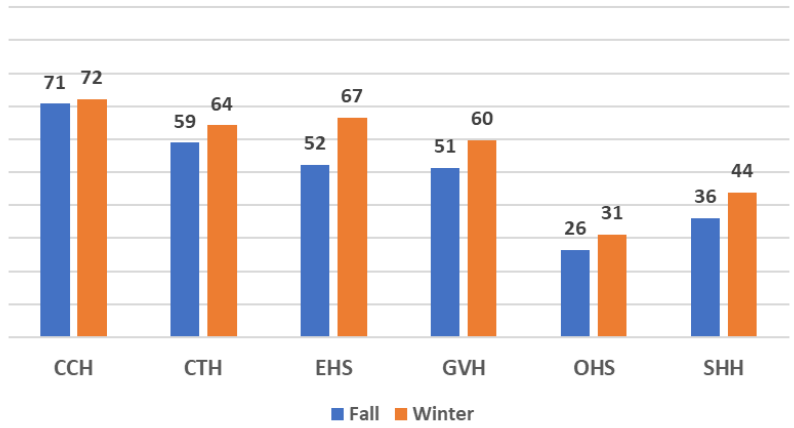
## Star Reading Grades 9-10 Race/Ethnicity



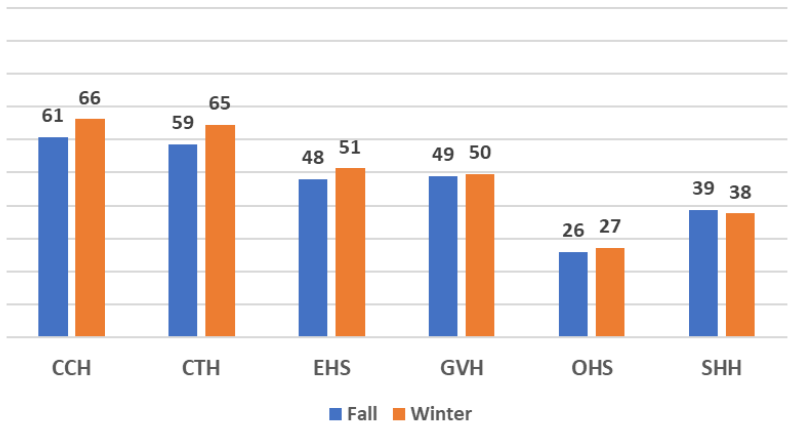
■ Intensive Support    
 ■ Targeted Support    
 ■ Strategic Support    
 ■ At Benchmark

# By FEEDER - Star Early Literacy and Reading Fall to Winter Percent At Benchmark

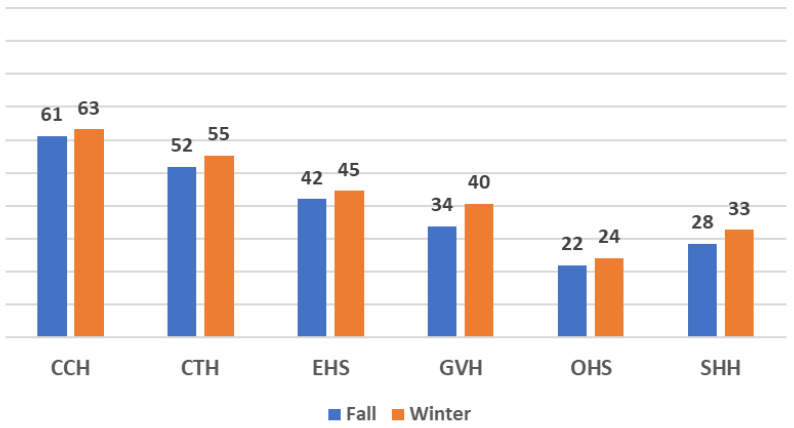
### Kindergarten



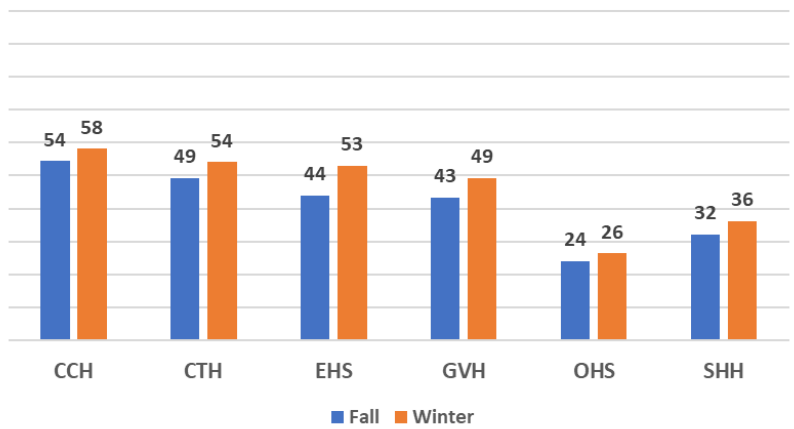
### Grade 1



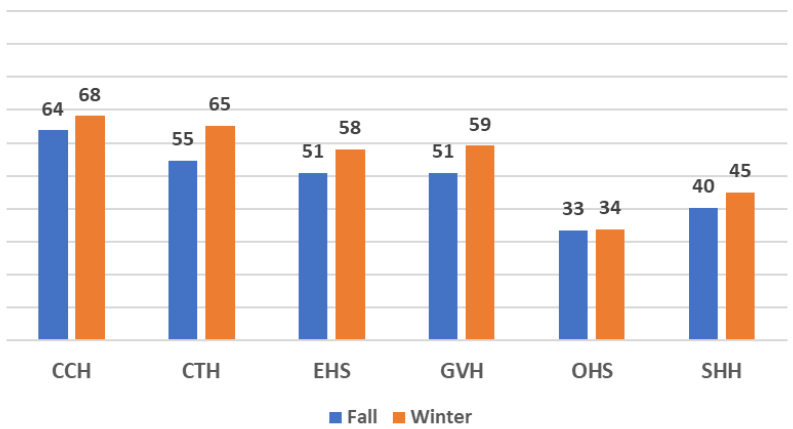
### Grade 2



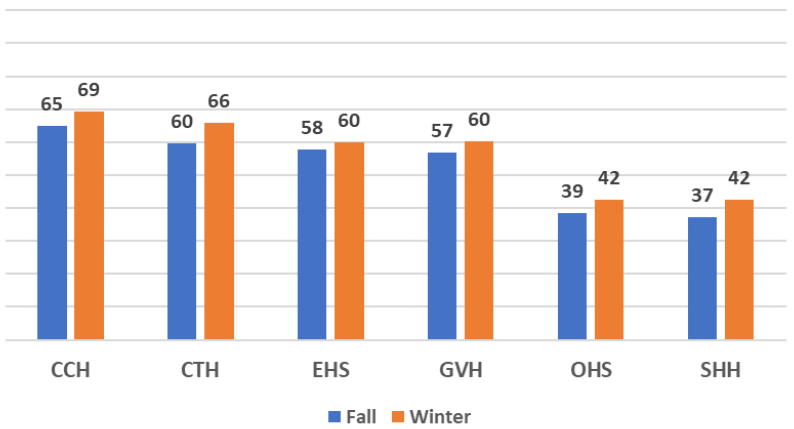
### Grade 3



### Grade 4

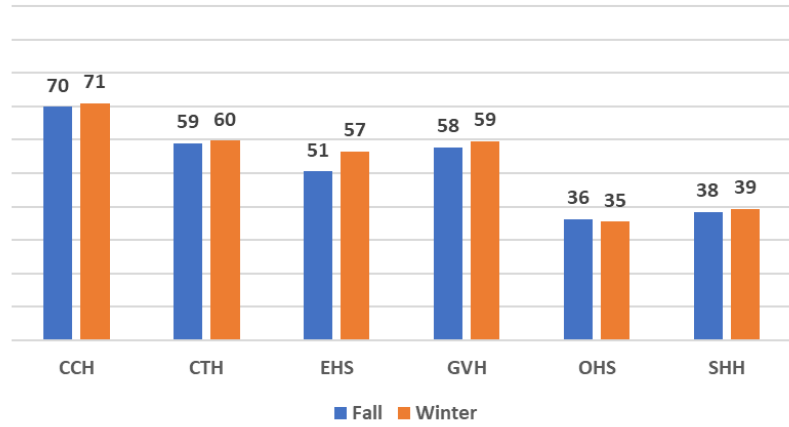


### Grade 5

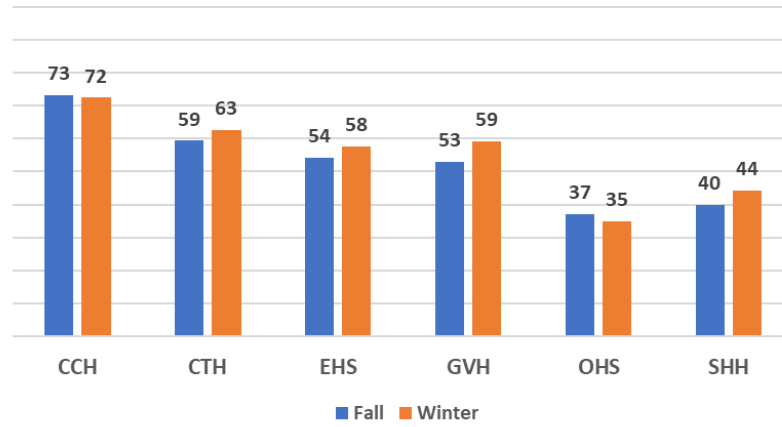


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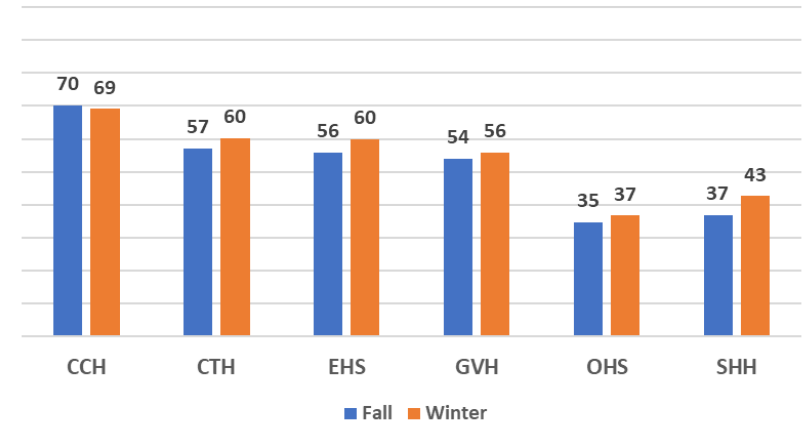
Grade 6



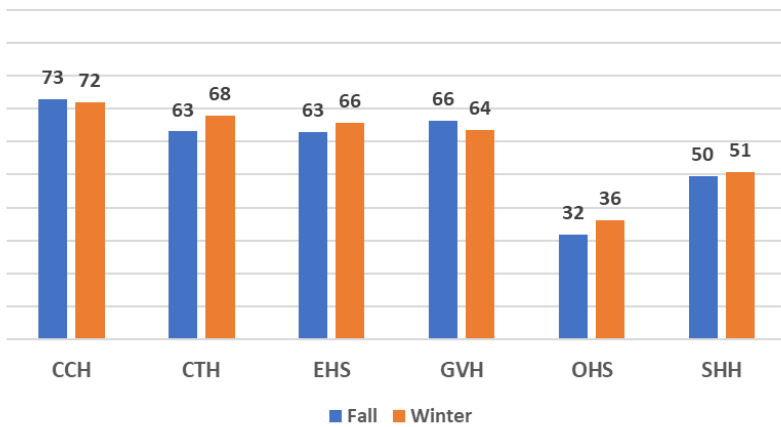
Grade 7



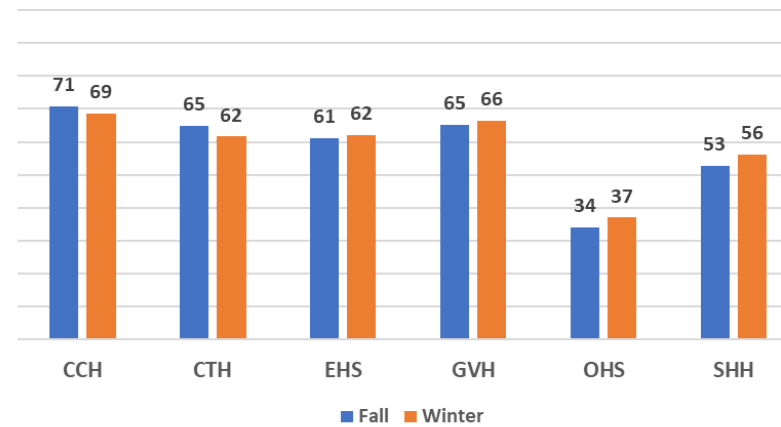
Grade 8



Grade 9



Grade 10





# Disproportionality in Discipline

# Discipline

## Strategic Actions

# Top Leverage Strategies

## Clarity & Alignment

- Universal systems
- Alignment across levels –elementary, middle & high school. Understanding variation in behavior and response across levels

## Collaboration & Partnerships

- Reaching out and honoring the great work that is happening in the system
  - MTSS Sub-committees
  - Expulsion Taskforce
  - Student Centered Support Group
- Engaging multiple perspectives along the way

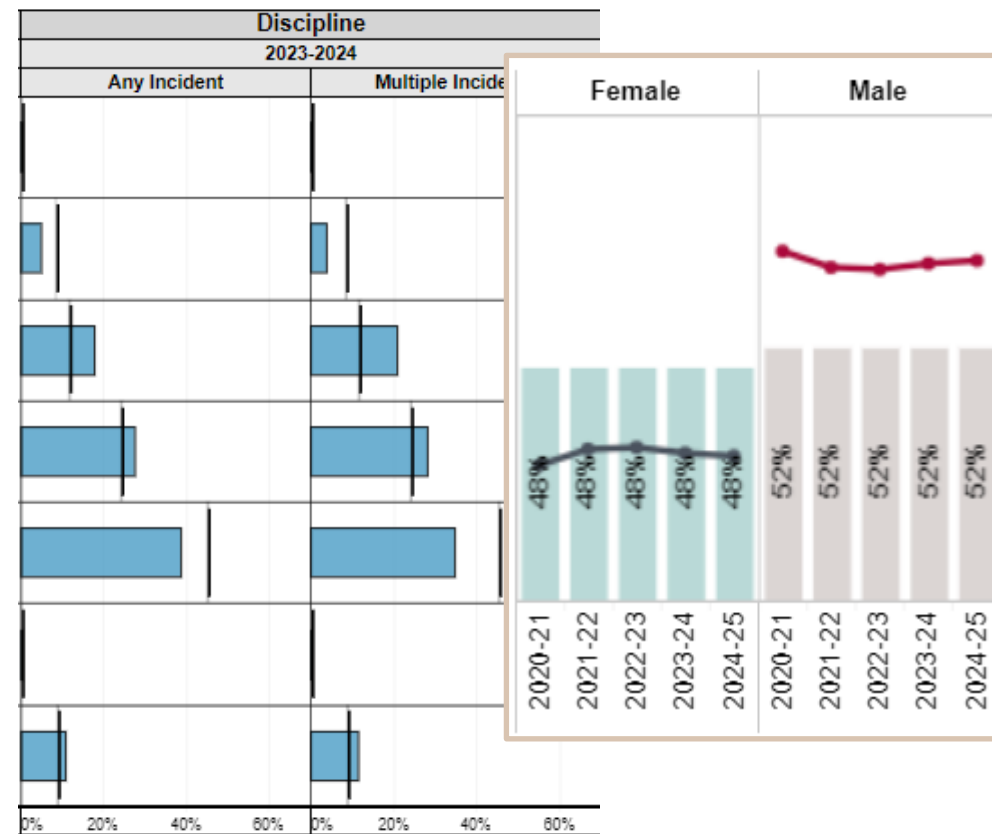
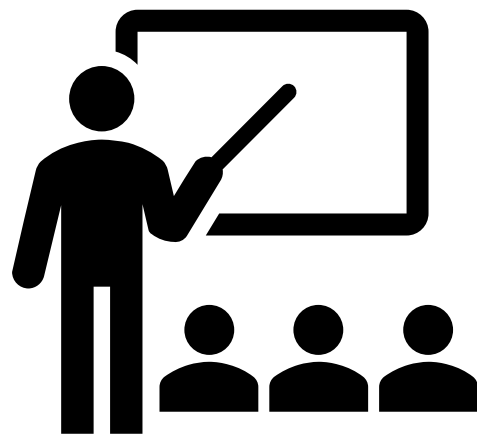
## Growth Mindset & Innovation

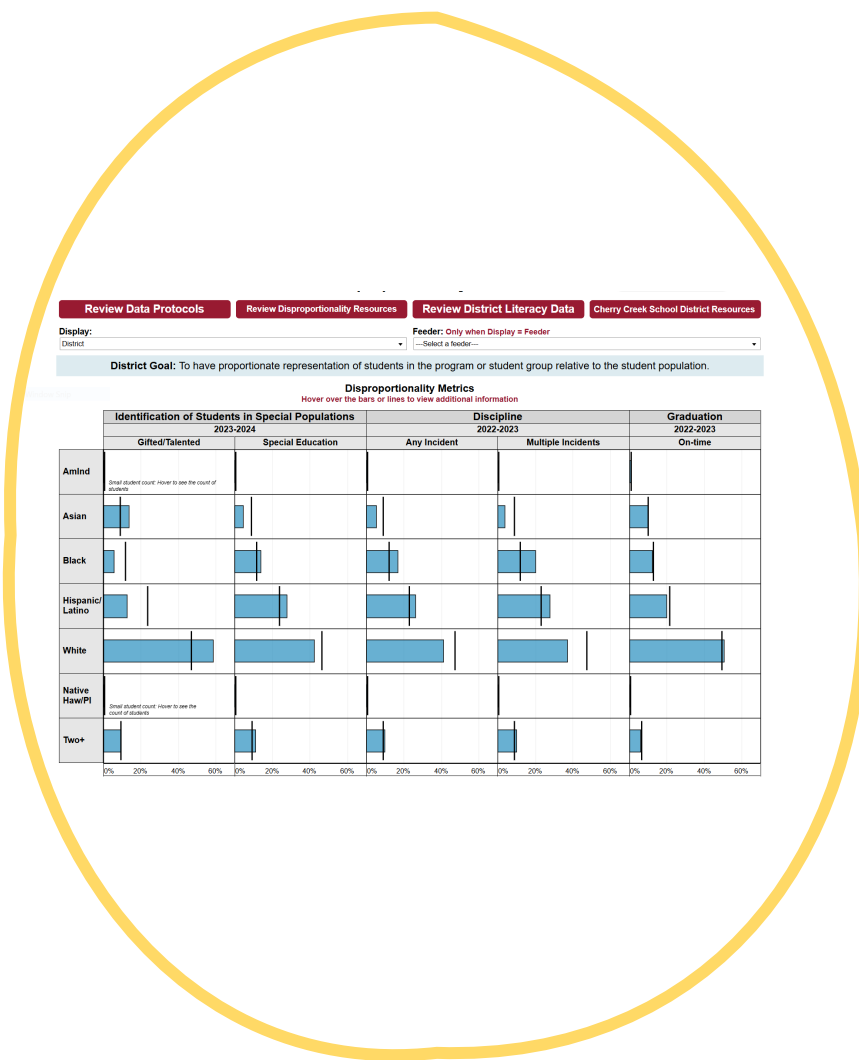
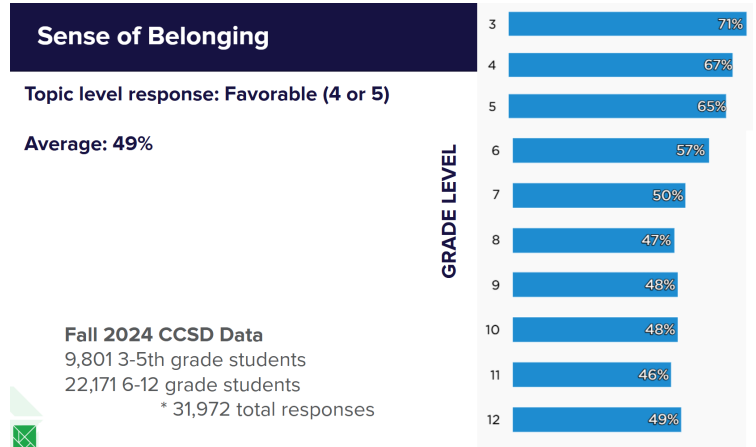
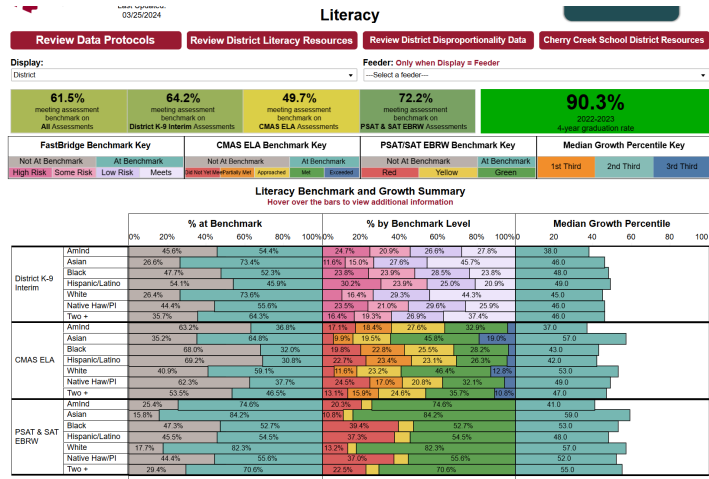
- Thinking beyond traditional programs
- Being open and willing to uncover the root of the problem
- Understanding the best way forward

# Discipline

## Annual Goals

- Reduction in Disproportionate Discipline rate for male students with multiple incidents



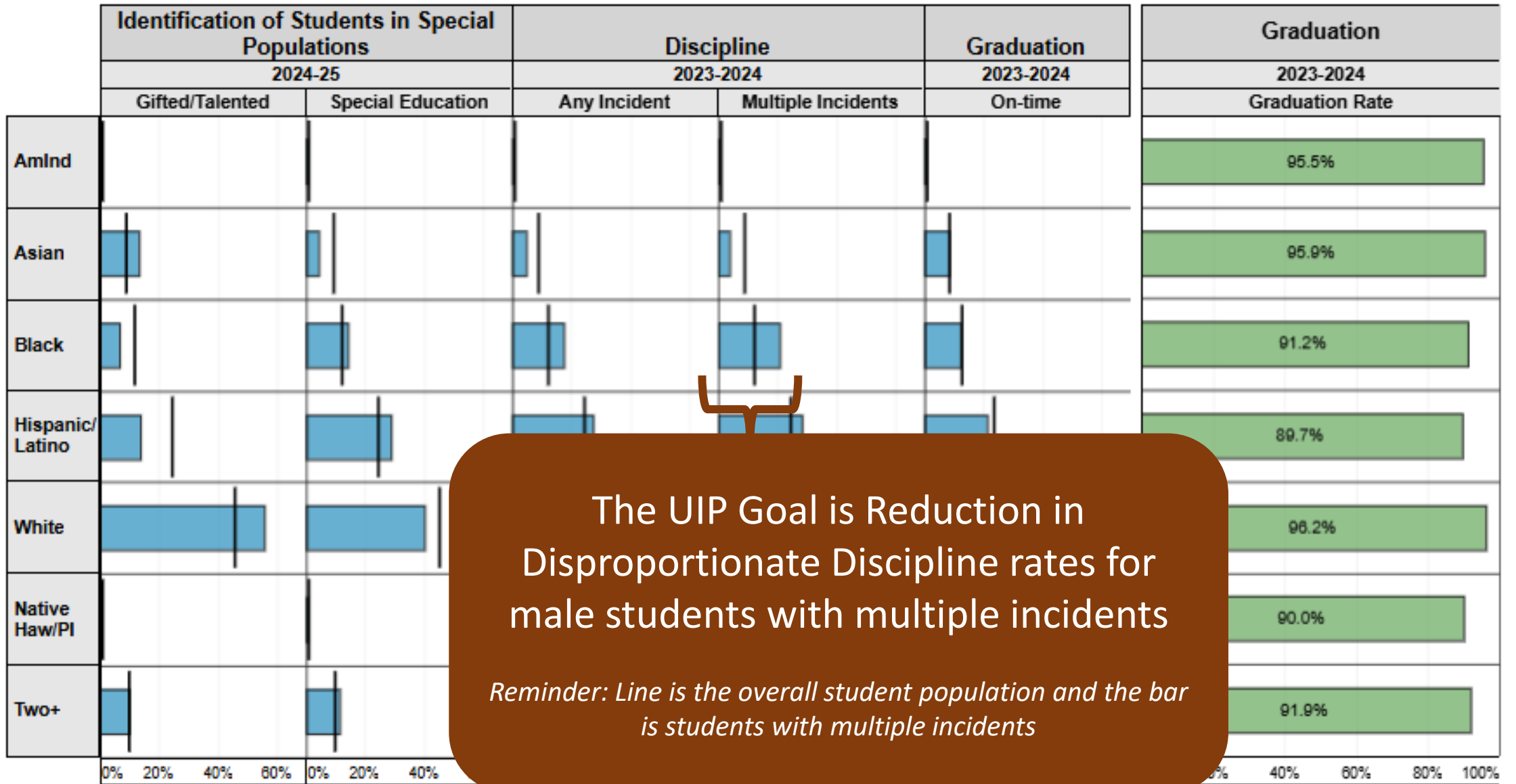


Disproportionality metrics

Hover over the bars or lines to view additional information

Graduation

Hover over the bars for details



The UIP Goal is Reduction in Disproportionate Discipline rates for male students with multiple incidents

*Reminder: Line is the overall student population and the bar is students with multiple incidents*



Here you will see positive differences in the goal setting table – and here goals would be around decreasing this overrepresentation and getting closer to 0.

*(Students with Multiple Incidents – Student Population)*  
*(Bar – line)*



Here you will see negative differences in the goal setting table – and here goals would be around getting closer to 0.

*(Students with Multiple Incidents – Student Population)*  
*(Bar-line)*

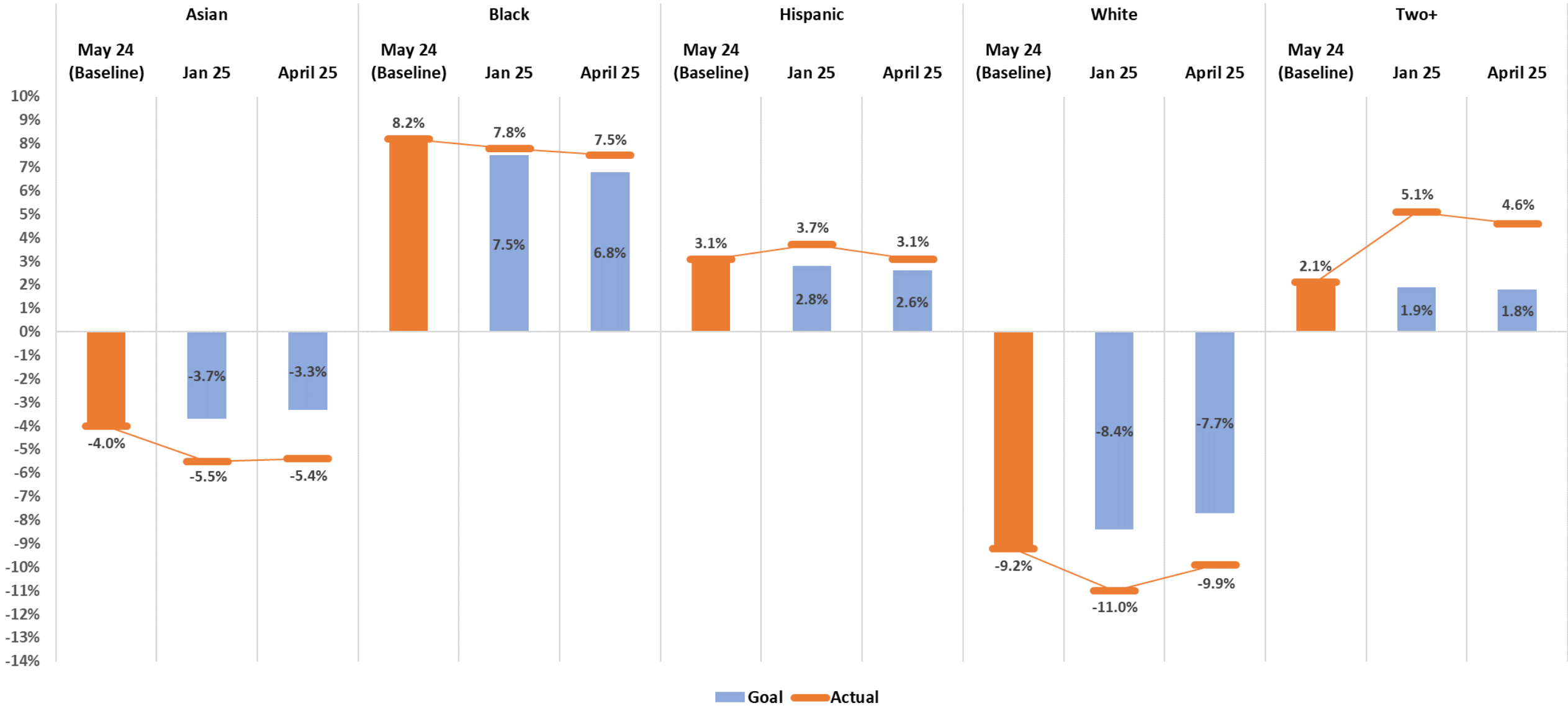
# Goal: Reduction in Disproportionate Discipline rate for male students with multiple incidents

## 2024-24 Quarterly Updates Racial Inequity Difference for male students

Data as of 2/19/2025

	American Indian	Asian	Black	Hispanic	White	Native Hawaiian	Two+
<b><i>End of 2023-24 Baseline</i></b>							
<b>May 2024</b>	-0.1%	-4.0%	8.2%	3.1%	-9.2%	-0.1%	2.1%
<b><i>2024-25 Quarterly Data</i></b>							
<b>January 2025- Goal</b>	-0.1%	-3.7%	7.5%	2.8%	-8.4%	-0.1%	1.9%
<b>February 2025- Actual</b>	-0.1%	-5.5%	7.8%	3.7%	-11.0%	-0.1%	5.1%
<b>April 2025 - Goal</b>	-0.1%	-3.3%	6.8%	2.6%	-7.7%	-0.1%	1.8%
<b>April 2025 - Actual</b>	-0.1%	-5.4%	7.5%	3.1%	-9.9%	0.0%	4.6%

# Reduction in Disproportionate Discipline Rate Male Students with Multiple Incidents





# Discipline

Data Trends in  
24-25 School Year

## **Districtwide Celebrations:**

- 74.4% reduction in expulsions over a 4-year period
- 21.8% reduction in students experiencing multiple behavior incidents over a 4-year period

## **Decrease in Overrepresentation of Males with Multiple Incidents:**

- 20 elementary schools
- 3 programs
- 3 middle schools
- 4 high schools

# Discipline

Moving Forward  
2025-26

COMMUNICATION & CONTINUOUS FEEDBACK LOOP



```
graph TD; A[COMMUNICATION & CONTINUOUS FEEDBACK LOOP] --> B[CLEAR DIRECTION THROUGHOUT THE SYSTEM]; B --> C[DASHBOARD AND RESOURCE ALIGNMENT]; C --> D[ACCOUNTABILITY];
```

CLEAR DIRECTION THROUGHOUT THE SYSTEM

DASHBOARD AND RESOURCE ALIGNMENT

ACCOUNTABILITY



# Questions and Feedback

# Closing

## **Important Dates:**

- May 13, 2025 6pm-7pm UIP Subcommittee Monthly meeting