



MONITORING REPORT
October 9, 2024

Policy: **1.2**

Policy Category: **Ends**

Period Monitored: **2023 - 2024 School Year**

*This is the monitoring report on the Board of Education's Ends Policy 1.2.
This report is presented in accordance with the Board's monitoring schedule.
I certify that the information is true and complete.*

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BOARD END POLICY AND INTERPRETATION

1.2: Every student will have access to **extracurricular, acceleration, and enrichment** opportunities, including art, music, and physical education.

INTERPRETATION:

We interpret the following language:

1.2: Every student will have access to **extracurricular, acceleration, and enrichment** opportunities, including art, music, and physical education.

To mean every student will have access to:

- **Extracurricular:** Offered within and outside of the academic day, extracurricular activities are an extension of the classroom and an important part of Jeffco's comprehensive educational philosophy. Extracurricular activities are opportunities for students to learn and explore subject areas and interests beyond the core academic curriculum.
- **Acceleration:** Offered within the school day, acceleration includes academic programming that allows students to move more quickly through content and/or opportunities for students who are above grade level and/or have tested as Gifted and Talented. Career-connected learning opportunities and Career and Technical Education (CTE) classes for high school students are also accelerated opportunities providing students with both rigor and real-world skills that set them ahead in their educational and career pathways. These programs offer students early exposure to industries and professions, allowing them to earn industry-recognized certifications, complete internships, and engage in hands-on learning experiences that are typically reserved for post-secondary education.
- **Enrichment:** Offered within the school day, enrichment is the intentional presentation of curriculum content with more depth, breadth, complexity, and connections to other interests or content than the general curriculum.
 - **Co-curricular** - some Enrichment opportunities are also Extracurricular, and are labeled Co-curricular.

E.g. Forensics or Adapted Physical Education & Athletics are taught as courses for credit during the school day, and are also activities in which students compete with other schools outside of the school day (e.g., student leadership, student newspapers, musical/theatrical performances, art shows, mock trials, debate competitions, and mathematics, robotics, and engineering teams and contests).

- **Access:** The ability for students to benefit from **extracurricular, acceleration** and **enrichment** opportunities, regardless of their socio-economic background, physical or cognitive abilities, race, ethnicity, or any other distinguishing factors. Students have an equitable opportunity to participate in, benefit from, and enjoy extracurricular, acceleration and enrichment programs offered by the school district. To provide this access, factors relating to accessibility, affordability, and availability should all be considered.

EXECUTIVE SUMMARY

This monitoring report provides an overview of Jeffco Public Schools' efforts to comply with Board of Education's Ends Policy 1.2, ensuring all students have equitable access to extracurricular, acceleration, and enrichment opportunities, including arts, music, and physical education, for the 2023-2024 school year.

Jeffco remains committed to offering a broad spectrum of extracurricular activities, enrichment programs, and acceleration options. With over 25,000 students participating in various programs, Jeffco continues to make strides in delivering holistic educational experiences that extend beyond the classroom. Through athletics, performing arts, and academic acceleration programs like Advanced Placement (AP), International Baccalaureate (IB), and Concurrent Enrollment, students are exposed to opportunities that develop their academic, social, and emotional skills.

Notable achievements include expanding access to advanced academic tracks, tripling concurrent enrollment courses over five years, and increasing student participation in extracurricular activities despite overall district enrollment declines. Jeffco also continues to address equity challenges by providing fee waivers and targeted initiatives for underrepresented student groups. However, disparities in representation and outcomes persist as challenges, particularly for students of color and those from low-income backgrounds, highlighting areas for further focus and action.

During the 2024-25 school year, Jeffco aims to refine its data collection, enhance support for underrepresented student groups, and expand enrichment and acceleration opportunities to ensure every student can achieve their full potential. The district's continued collaboration with community partners and its commitment to inclusive programming will be critical in addressing gaps and sustaining student engagement in current and future years.

CONTEXT & BACKGROUND

Key Definitions are provided in the [Appendix](#).

Extracurricular, enrichment, and acceleration opportunities are at the heart of the student experience in Jeffco Schools. Recognizing the diverse talents, interests, and needs of our student population, we are committed to providing opportunities in extracurricular activities, enrichment programs, and acceleration. This report highlights the strong and expanding student participation across a multitude of opportunities that provide accelerated, extracurricular, and enriched learning.

Providing all students **access** to extracurricular, enrichment, and acceleration opportunities is also a major priority for Jeffco as the district deeply believes in ensuring equitable access for all students in every facet of their educational journey. We strive for a holistic approach to education, where every student, regardless of background or ability, can pursue their passions, expand their horizons, and achieve their fullest potential. In this report, we will describe the strategic initiatives, programs, and policies that Jeffco has implemented to uphold our commitment to equity and access. From athletics, co-curriculars, and after-school clubs that cater to diverse interests, to advanced academic tracks, and resources for students seeking greater challenges, our aim is to ensure every student has access to opportunities that enhance the student experience.

Rationale and Research:

- [Research](#) consistently indicates a positive correlation between student involvement in athletic and activity programs and increased engagement, attendance, and academic performance.
- Participation in extracurricular activities, including athletics, often enhances students' sense of belonging and commitment to their school community. This increased sense of connectedness can translate into greater enthusiasm for school in general, more active class participation, and a more positive attitude toward academic excellence and student experience.
- Students who are involved in extracurricular activities tend to have better attendance records compared to their non-participating peers. The desire to participate in these activities and the eligibility criteria that often require regular school attendance motivate students to attend school more consistently.
- [Multiple studies](#) have also found that students who participate in extracurricular activities, including sports, often have higher GPAs and perform better academically than those who are not involved due to several factors:

- Shared Goals and Experiences: Athletics and activities bring students together to work towards common objectives, whether it's winning a game, improving skills, or putting on a performance. This shared pursuit can foster a sense of camaraderie and mutual support.
- Social Interaction: These activities encourage interaction among students who might not otherwise cross paths. They provide structured social time, which can be especially beneficial for students who might have difficulty making connections otherwise.
- Transferable Skills: Athletics and extracurriculars can instill qualities like discipline, teamwork, perseverance, and goal-setting, which can be applied to academic endeavors.
- Social and Emotional Benefits: Participating in athletics and activities can provide students with valuable social experiences, allowing them to develop friendships, communication skills, and a sense of teamwork. It also offers an outlet for stress relief and can boost self-esteem and resilience.
- Long-term Outcomes: Participation in extracurriculars has been linked to higher college attendance rates and overall positive life outcomes, including better career opportunities and life satisfaction.

It is important to note that while there is a positive correlation, this does not necessarily indicate causation. Motivated and dedicated students might naturally gravitate towards both academics and extracurriculars. Nevertheless, compelling research indicates that offering diverse athletic and activity programs in schools provides numerous benefits that support and enhance the holistic development of students and their experience while in K-12 education.

Prior to engaging in the remainder of this report, it is critical to thank the hundreds of coaches, club sponsors, directors, athletic and activities directors, and uniquely certified teachers who give their time, mentorship, and passion to this body of work. Jeffco relies on staff to offer these incredible opportunities that benefit so many Jeffco students.

Reimagining High School Alignment:

Jeffco recognizes that the futures our students are preparing for require different skills and experiences than the generations that came before them. Today's students have experienced large-scale shifts in economic, social, and political dynamics that influence their lives and the world in which they live. They have also witnessed the emergence of new technologies that have the potential to transform the world of work at an even greater pace.

It is imperative that Jeffco's high school experience prepares students to thrive in their lives after graduation. The Reimagining High School initiative is working to align key Durable Skills, such as Communication, Collaboration, Critical

Thinking, and Leadership, throughout all high school learning experiences, to ensure that all Jeffco graduates gain the knowledge, skills, and experiences necessary for lifelong success.

With a primary objective to make learning experiences more engaging and relevant for students, Jeffco’s High School Reimagined initiative will lean heavily into the categories listed in this report along with work to redesign the traditional academic day for our high school students.

Please see graphic below for Implementation timeline of High School Reimagined:

High School Reimagined: Roadmap

DESIGN + PLAN + PILOT + IMPLEMENT

▶ Learner Goals & Resume of a Jeffco Grad	Design: 2023-2024	Implementation: 2024-26	
▶ Courses & Credits	Planning: 2023-24	Piloting: 2024-25	Implementation: 2025-26
▶ Pathways & Partnerships	Planning & Piloting: through 2024-25		Implementation: 2025-26
▶ Seminal Jeffco High School Experience	Planning & Piloting: through 2024-28		Implementation: Spring 2029

EXTRACURRICULAR

Opportunities offered primarily outside of the academic day, extracurricular activities are an extension of the learning environment and supplement the extraordinary student experience. Extracurriculars in Jeffco have a long history of

success and are an important part of Jeffco's comprehensive educational philosophy and culture. Jeffco provides positive and inclusive extracurricular opportunities for students to get involved and become connected within their school communities. Extracurricular activities at the high school and middle school levels are managed and overseen by the Athletics and Activities Department. After school activities at elementary schools are facilitated by the school's principal and/or in partnership with local community partners.

Athletics and Activities Department

The Athletics and Activities Department has developed a collaborative support system that coordinates activity planning and events in a manner that creates some fundamental system wide consistencies, while not taking away an individual school's ability to provide the activities, clubs, and events that best serve their school community. This department provides a plethora of services to our schools, including the following:

- Programming, hiring, and training of athletic coaches and activity sponsors
- Stadium managers to maintain the district's four stadium facilities and coordinate all stadium events, including: competitions, Colorado High School Activities Association (CHSAA) playoff events, tournaments, marching band festivals, school/district events, and high school graduations
- Game-day staff, maintenance crews, and event security
- Coordination with local law enforcement agencies to provide high-profile event support
- Robust athletic training program (Children's Hospital Partnership) and athletic training staff
 - 18 FTE (Full Time Equivalent) - Supporting all 18 high school athletic programs with 1 full FTE
 - 4 FTE - Itinerant trainers to fill gaps, or cover stadium events
 - 1 FTE - Athletic training program coordinator
 - Access to Children's Hospital Sports Medicine department for Jeffco student-athletes and coaches, including: specialized pediatricians, orthopedic surgeons, nutritionists, and dieticians
 - Increased and enhanced access and opportunities for students to learn about and focus on physical health and nutrition

Mission of Jeffco Athletics:

Jeffco Athletics and its 18 high schools are committed to excellence in athletics while supporting the educational mission of Jeffco Public Schools. Athletics are an extension of the classroom and an important part of our district's comprehensive educational philosophy. Our Athletics Department strives to support comprehensive, competitive, and positive athletics experiences for all of our student-athletes, coaches, and community. High school athletics provide a platform for our Jeffco athletics teams, coaches and our amazing student-athletes to showcase their talent and commitment to

excellence, but most importantly high school athletics provide our student-athletes with opportunities to grow as individuals.

Athletics Participation

Jeffco offers a diverse range of athletics at all 18 traditional high schools. Opportunities, to name a few, include swimming, football, golf, lacrosse, unified bowling, field hockey, skiing, tennis, soccer, volleyball, track and field, and softball. A full list of athletic offerings, and which are offered at each school, can be viewed [HERE](#). Notably, Jeffco continues to see an increase in popularity of girls flag football, the 24-25 school year marks the first year the state of Colorado and CHSAA have officially sanctioned girls flag football. During the inaugural season, Jeffco will be hosting 4A & 5A playoffs for Flag Football in our district stadiums, including both state championship games. Jeffco proudly holds the first two (*pilot seasons*) girls' flag football state championship trophies at Chatfield and Arvada West high schools respectively.

- Jeffco proudly uplifts its state champion teams and individuals annually. In 2023-2024, Jeffco brought home **10 team state championships**, and had **38 individual state champions** from 12 different schools. These teams and individual athletes have enriched school pride and spirit for their schools and their local communities.
- For the 2023-2024 school year, **12,518** Jeffco students participated in athletics in Jeffco high schools. This number is up 90 students from the 2022-2023 school year. The conclusion for the 2023-2024 school year marks the third consecutive year of participation growth. These participation increases have continued while overall school enrollment numbers have declined.

Activities Department and Co-Curriculars

Note: Activities offered through Jeffco Schools often serve as both extracurricular and enrichment opportunities, called co-curriculars. See [ENRICHMENT](#) section below for details and clarification.

Jeffco Activities Directors and Central Activities staff are committed to providing positive and inclusive opportunities for students to get involved and become connected within their school community. Jeffco Activities provides extracurricular opportunities for students that support the educational mission of Jeffco Public Schools.

Mission of Jeffco Activities

Jeffco Activities Sponsors, Activities Directors, and Central Activities Staff are committed to providing positive, equitable and inclusive opportunities for students to get involved and become connected within their school community. Jeffco Activities provides extracurricular opportunities for students that support the educational mission of Jeffco Public Schools.

Activities are an extension of the classroom and an important part of our District's comprehensive educational philosophy.

Our Activities Department strives to support comprehensive, inclusive, equitable, and positive experiences for all of our students, sponsors, and communities. Jeffco Activities Directors and the Central Activities staff shall strive to develop a collaborative support system and will coordinate activities plans/events, in a manner that creates some fundamental system wide consistencies, but does not take a school's ability to provide the activities, clubs, and events that best serve their individual school community.

At the high school level, extracurricular activities include opportunities both during the school day and outside of the school day. Jeffco Public Schools offers every activity and sport that is sanctioned by CHSAA. [Activities](#) offerings vary from school to school. Examples of activities and organization offerings are listed below.

- Visual & Performing Arts
 - Marching Band
 - Music (band, choir & orchestra)
 - Pep Band
 - Theatre
- Yearbook
- Speech & Debate
- Student Government
- Esports
- Newspaper

Interest-Based Clubs

At the middle and high school levels, interest-based extracurricular clubs are offered *outside* of the school day. Opportunities vary from school to school, but interest-based clubs may include, and are not limited to:

- CTSO (FCCLA, DECA, FBLA, etc)
- National Honor Societies
- Key Club
- International Clubs (German, Spanish, Japanese, etc)
- Coding & Robotics

- Pokemon Club
- Academic Decathlon
- Chess
- Destination ImagiNation®
- Green Team
- Poetry
- Trivia
- Yoga

Activities Participation

For the 2024-2025 school year, **12,970** Jeffco students participated in activities. Based on our 18 comprehensive high schools, that's an average of **63%** participation per school based on student population.

Due to the timing of this report, some activities and clubs have not fully started. We will continue to update our participation data as the year proceeds. The Athletics & Activities Department will be updating, monitoring, and evaluating these data and school specific program offerings to determine areas of improvement, gaps, and next step opportunities.


Leadership Opportunities

Strong leadership development opportunities for students are notable at both middle and high schools, including Student Council, Student Government, and Peer Counseling. Intentional effort in recent years on behalf of educators and staff has created space and opportunity for students to develop leadership skills in a variety of roles, both inside and outside the school day.

A recent example includes the formation of the Jeffco Student Leadership Board. Twenty student leader representatives from high schools had the opportunity to meet with the district's superintendent to provide consultation, feedback, and brainstorming on a variety of topics that impact student life in Jeffco Schools.

Latinos in Action

Latinos In Action (LIA) offers an evidence-based, asset approach to bridging the graduation and opportunity gap for Latino students, working from within the educational system to create positive change. Taught by a highly qualified educator, LIA operates as a year-long elective course at Jefferson Jr/Sr High School, Bear Creek High School, and Wheat Ridge High School. The program includes about 90 Jeffco students, 60 of which are high school volunteers providing tutoring to 60 elementary students.

WATCH:  You Got Schooled: Latinos In Action

Indigenous Student Council (ISC)

The Indigenous Student Council (ISC) is a student-led organization dedicated to empowering Indigenous students within our district. Founded in 2022, the ISC provides a platform for Indigenous students to connect, advocate, and develop leadership skills. In the 2023-24 school year, the Indigenous Student Council was composed of 13 high school students from across the district. The ISC organized a series of cultural events, workshops, and guest speakers to promote understanding of Indigenous cultures, history, and traditions. These initiatives have helped to foster a sense of cultural pride and belonging among Indigenous students. The ISC has provided leadership development opportunities for Indigenous students, including workshops, training sessions, and mentorship programs. These opportunities have helped to equip students with the skills and confidence to become effective Indigenous leaders.

Unified Physical Education (PE) and Adapted Athletics

The school-based Jeffco Adapted Athletics program is a co-curricular, competition-based athletics program for middle and high school students with disabilities. In the 2023-24 school year, 325 students participated in Jeffco Adapted Athletics. Adapted Athletics supports students who need adaptations in time, equipment, rules, and/or specific events in order to participate in athletics. Provided during the school day, this highly successful opportunity for students with disabilities to be on a competitive sports team allows students to learn and play team sports and compete against other teams/schools from around the Jeffco School District.

This program provides students with the opportunity to learn about specific sports (rules & strategy) and practice the physical skills required to play these sports in their adapted PE class. For their culminating assessment for each unit of instruction, the students attend a district competition with their peers from around the district to compete in the sport they have been learning about. The social opportunities of being on a team are tremendous. The mental and physical attributes that student athletes acquire through participation will contribute to their leading more productive and well-rounded lives.

Peer Mentoring

Peer mentoring programs in Jeffco offer a multitude of benefits that extend to mentors, mentees, and the school community as a whole. For mentees, these programs provide support from peers who can offer insight and understanding from a relatable perspective, often bridging gaps that adults cannot. Mentors gain a sense of responsibility and leadership as they guide their younger or less experienced peers, enhancing their own social and emotional skills in the process. The

reciprocal nature of these relationships often leads to increased self-esteem and confidence for both parties. Academically, mentees receive personalized assistance, which can lead to better outcomes, while mentors reinforce their own knowledge and learning through the act of teaching. Socially, peer mentoring fosters a sense of belonging and connectedness within the school, as students are directly invested in each other's wellbeing, which can lead to a more cohesive and empathetic school culture. Additionally, these programs teach valuable life skills such as empathy, active listening, and problem-solving. By empowering students to take active roles in their educational environment, peer mentoring lays the groundwork for a supportive, engaged, and collaborative school experience.

In Jeffco there are various types of peer mentoring programs across all levels, however, they are most prevalent in our middle and high schools. These groups have a variety of names based on school choice and some of the most common are “Link Crew,” “Sources of Strength,” and “Web Leaders.” In the 2022-2023 school year, 1,639 students participated as mentors in these peer mentoring programs. For a complete list of all Peer Mentoring programs, please see this link:

[Peer Mentoring Data](#)

Career and Technical Student Organizations (CTSOs)

Career and Technical Student Organizations (CTSOs) are co-curricular activities which are part of every Career and Technical Education (CTE) program. CTSOs extend teaching and learning through innovative programs, business and community partnerships, and leadership experiences at the school, state, and national levels. These organizations offer students opportunities to compete in various skill-based competitions, attend conferences, participate in community service, and network with professionals in their chosen fields. CTSOs play a crucial role in providing practical experiences and enhancing the educational journey of students pursuing career and technical pathways. (NCC-CTSO; 2023)

CTSO opportunities vary from school to school. These organizations may include, and are not limited to:

- [DECA- Distributive Education Clubs of America](#): (9 active Jeffco chapters)
 - DECA prepares emerging leaders and entrepreneurs in marketing, finance, hospitality, and management.
- [FBLA- Future Business Leaders of America](#): (4 active Jeffco chapters)
 - FBLA focuses on developing leadership and business skills for students pursuing careers in business and related fields.
- [SkillsUSA](#): (2 active Jeffco chapters)
 - SkillsUSA empowers students to become skilled leaders in trades, technical fields, and service occupations.
- [HOSA- Health Occupations Students of America](#): (6 active Jeffco chapters)

- HOSA is designed to enhance the delivery of compassionate, quality healthcare by providing opportunities for knowledge, skill, and leadership development of students interested in health professions.
- **[FFA- Future Farmers of America](#)**: (2 active Jeffco chapters)
 - FFA focuses on agricultural education and helps students develop their potential for premier leadership, personal growth, and career success.
- **[TSA- Technology Student Association](#)**: (10 active Jeffco chapters)
 - TSA fosters personal growth, leadership, and opportunities in technology, innovation, design, and engineering.
- **[FCCLA- Family, Career and Community Leaders of America](#)**: (9 active Jeffco chapters)
 - FCCLA is a national student organization that helps students become leaders and address personal, family, work, and societal issues through Family and Consumer Sciences education.
- **[International Thespian Society](#)**: (9 active Jeffco chapters)
 - The International Thespian Society provides a platform for young theater artists to grow, learn, and connect with a larger community of like-minded individuals passionate about the performing arts.
- **[CSMA- Colorado Student Media Association](#)**: (4 active Jeffco chapters)
 - Colorado Student Media Association (CSMA) encourages interest in journalism through participation in school publications, raises the standards of school publications, and encourages the recognition of journalism as an important course of study.
- **SPOC- Student Photographers of Colorado**: (4 active Jeffco chapters)
 - Colorado Student Media Association (CSMA) encourages interest in journalism through participation in school publications, raises the standards of school publications, and encourages the recognition of journalism as an important course of study.
- **Local CTSO**- (73 active chapters)
 - Leadership training opportunity offered by the CTE program. This must be open to all students and bring context to content. Local CTSOs are required to have a student-created program of work, local membership, elected officers, and at least two business meetings per year, conducted by the student leadership.




ENRICHMENT



Enrichment refers to the intentional presentation of curriculum content with more depth, breadth, complexity, or abstractness than the general curriculum. Jeffco offers a plethora of enrichment learning opportunities to enhance a student's education and expand and complement their learning strengths, interests, and passions.

Students taking electives in Jeffco are able to participate in a wide range of curricular, co-curricular, and extracurricular opportunities. These opportunities are supported by the Jeffco Electives Team (JET) which carries the mission to be at the forefront of elective education, providing equitable programming opportunities, space where students belong, and experiences that endure for a lifetime. This team advocates for the needs of standards-aligned, robust programming where students feel safe to take risks, explore their unique interests, develop their potential, and experience diverse perspectives.

At the elementary school level, there is universal participation in the enrichment electives of art, music, and physical education (PE). These learning experiences expand to band, orchestra, choir, and theater at middle and high school as well as visual arts, concert band, and world language at high school. High schools typically offer a variety of enrichment courses and activities based on school-specific interest and resources.

Electives Highlights

	<ul style="list-style-type: none"> ○ Over 200 Jeffco students were selected for All State Ensembles: Elementary, Middle, and High School Choir, High School Band, Orchestra, and Jazz. ○ Arvada West, Bear Creek and Columbine qualified for State Orchestra Festival ○ Lakewood, Bear Creek, Chatfield, and Columbine qualified for State Concert Band Festival ○ D’Evelyn HS was the 3A State Champion in Marching Band and Evergreen and Lakewood were finalists in their classifications ○ Best Community for Music Education recognition from the NAMM foundation, 2020-2024
	<ul style="list-style-type: none"> ○ Unified Physical Education programming at the middle & high school levels ○ Adapted P.E. support K-12 ○ Bike-for-All Cycling program ○ Intramural Athletics in some schools ○ Open & Drop in gym time ○ Field day events ○ Middle school sports partnerships with local recreation districts
	<ul style="list-style-type: none"> ○ Premier Communities for Theatre Education 2023-2026 recognition from the Educational Theatre Association ○ Participation at the Jeffco Theatre Festival and the Jeffco Improv Festival increasing over the past three years ○ 14 Jeffco High Schools and 8 Jeffco Middle Schools have attended the Colorado State Thespian Conference in the last 2 years ○ We have had schools attend the International Thespian Festival each summer representing Jeffco

	<ul style="list-style-type: none"> ○ Approximately 2,100 students at all grade levels participate in one of the four annual Jeffco Schools Foundation art shows; the Equity and Excellence Exhibit and the Elementary, Middle and High School Art Shows ○ 138 Jeffco schools were represented in these four shows ○ Approximately 6,400 guests viewed these shows on their celebration nights, alone
	<ul style="list-style-type: none"> ○ Between 2019 and 2023, 4,524 Colorado and/or Jeffco Seals of Biliteracy were earned¹ ○ Jeffco welcomes approximately 60 international exchange students from all over the world each year ○ Student Awards: National Spanish Exam, National French Exam, National German Exam: Gold, silver and bronze medals ○ UNC World Language Day 2024: Students earned awards in the Presentational speaking and writing, Video, Art, Speech, Skits, Music and Dance competitions. ○ Students taking a language in Middle School can earn High School credit for most courses

Strategic Plan for the Arts

The Strategic Plan for the Arts (SPA) is a multi-year plan created to ensure high-quality, visual and performing arts programs across all grade levels. The importance of this work is driven by the belief that students who engage in Arts programming learn about the world and themselves by *doing*, following their passions, participating in authentic work, and gaining new perspectives on future academic and career possibilities. The SPA is updated yearly in order to continue meeting the mission of expanding and promoting well-rounded educational experiences through the Arts while adapting to needs that have emerged since its inception.

Outdoor Lab

Outdoor Lab has been enriching the lives of sixth-grade and high school students in Jeffco for more than 60 years. In the 2024-25 school year, 4,057 6th graders attended Outdoor Lab and 1,029 High School Leaders contributed over 87,000 hours of community service. With over 400,000 alumni, Outdoor Lab is the longest continually running outdoor education program in the western United States. It is a signature program for our district.

Outdoor Lab carefully integrates several proven youth development models, including experiential education, socio-emotional and life-skills learning, outdoor recreation, and mentorship. Its learning programming includes ecosystems and wildlife, sustainability, a low rope challenge course, archery, leave no trace, site history, and astronomy. These programs immerse students in natural environments, which has been shown to improve mental well-being, reduce

¹ 2023-24 data not yet available.

stress, and boost engagement through increased exposure to Colorado's beautiful mountains. The hands-on learning experiences foster deeper connections with the curriculum by allowing students to observe and interact with the outdoors and their peers. Outdoor Lab also cultivates critical life skills such as resilience, teamwork, and problem-solving. The unpredictable nature of the outdoors presents challenges that encourage students to adapt and think critically. The cooperative nature of Outdoor Lab learning, from group hikes to collaborative problem-solving obstacle courses, promotes social skills and enhances communication, leadership, and interpersonal relations among students. The resulting sense of accomplishment and teamwork increases self-confidence and independence.

Outdoor Lab also includes internship and high school leadership opportunities. In addition to scholarships for high school student leaders, the [Outdoor Lab Foundation](#) operates the Tuition Assistance Program, which creates equity and opportunity for all students to participate.

JeffCon

Jeffcon is an annual student technology conference hosted by the Jeffco Schools' Information Technology (IT) department. The Jeffcon 2023 Event, organized by Jeffco Public Schools, successfully attracted nearly 350 students interested in exploring career opportunities in information technology, computer science, and technology. This year, the event featured over 50 workshops led by industry leaders, including representatives from national tech universities, local businesses such as Denver Water, and organizations like the NSA and Ball Aerospace. These workshops showcased the competitive salaries and diverse career pathways available in the tech sector.

Warren Tech

[Warren Tech](#) is the designated Career and Technical Education (CTE) center for Jeffco and the springboard to a competitive edge in college readiness and career opportunities. Students in 36 innovative programs work with experienced faculty and industry partners to engage in real-world professional projects, and students earn over 13,000 free college credits and over 400 industry certifications yearly. Note that annual data on Warren Tech is included in [Monitoring Report 1.4](#).

An extension of all Jeffco high schools, enrolled juniors and seniors can attend Warren Tech Central, North, or South for half the day and their home high schools for the other half. Credits earned at Warren Tech count toward graduation from students' home high schools.

Programs include culinary, automotive, fire science, emergency dispatch, nurse aide, graphic design, computer gaming, cyber security, EMT, forensics, criminal justice, sports medicine, and many more.

Student testimony

“Warren Tech is an amazing place to learn a unique trade that you can use for the rest of your life. I'm in their Culinary Arts Program and I gotta say it has helped me in so many ways. It has helped me further understand not only cooking and serving but also professionalism and everyday life. Warren Tech has truly changed my life for the better and definitely is something I'll remember for days to come. Highly recommend it for hard working individuals.”

- Warren Tech student and Jeffco Schools graduate

SPARKS GT Enrichment Program

Offered exclusively to students who are identified as gifted and talented (GT), the SPARKS program is a one-week summer course designed to stimulate and enrich GT students. Partial scholarships are available for students with demonstrated financial needs. View additional details on Jeffco's GT program in the [Acceleration](#) section below.

Jeffco's GT Department also supports multiple enrichment activities throughout the district. Examples include Destination Imagination and Reading and Writing contests sponsored by educational nonprofit organizations. These activities are available to all students, not only those identified as GT.

ACCELERATION

Acceleration is an academic intervention that moves students through an educational program at a faster than typical rate, or at an age that is younger than typical in order to create a better match between the readiness and motivation of a student and the level and pace of instruction. Academic acceleration can include grade skipping, early entrance to kindergarten or college, moving ahead in a single subject, and other ways of moving a student ahead to more challenging coursework. For the purpose of this report, we will briefly describe acceleration opportunities primarily available to students in high schools. Additional explanation of these opportunities in K-8 is available in the Monitoring Report [3.1 & 3.3](#), as well as in [Jeffco Board of Education Policy IKE Promotion, Retention, and Acceleration of Students](#)

Gifted and Talented

The Jeffco Gifted and Talented Department's vision is to 'Actualize learner's potential for gifted and high-ability learners through a focus on access, equity, inclusion, and diversity. We believe all students deserve an education that will provide meaningful growth academically, socially, and emotionally.'

GT children are those learners between the ages of four and 21 whose abilities, talents, and/or potential for accomplishment are so exceptional or developmentally advanced that they require special provisions to meet their educational programming needs. Children under five who are gifted may also be provided with early childhood special educational services.

Gifted students include students with disabilities (i.e., twice-exceptional) and students with exceptional abilities or potential from all socio-economic and cultural populations.

In 2023-24, the GT department continued to utilize their recently streamlined and updated whole-grade acceleration (grade skipping) process. The team utilizes the online and automated Integrated Acceleration System (IAS), which solicits and integrates data from a variety of sources, including academic data, parent, teacher, and student input. This simplified a process that was somewhat arbitrary in the past. While it is not commonly used (less than 10 students are whole-grade accelerated in an average year), it is important to have an equitable and consistent process for the students that qualify and would benefit from acceleration. Please see [the IAS protocol for more details](#) about this updated process.

The GT Department has also worked with the math department to streamline and standardize the math acceleration process in the district. In the past, schools utilized numerous different assessments and protocols to determine whether a student should be accelerated in math. The implementation of new district guidance has helped ensure that students who qualify for acceleration with a robust body of evidence will be accelerated, keeping in mind the pathways that acceleration puts students in and also taking into account 'compaction' opportunities. Compaction, which is incorporating the same learning into shorter time windows, is much easier to standardize with the adoption of curricular resources by the majority of district schools. The adoption of Illustrative Math, for example, creates a logical compaction of all three middle school grades of math into two grades (6th and 7th). Once the new protocols for math acceleration are implemented throughout the district, math acceleration should be much more consistent, equitable, and data-driven than it has been in the past, while providing the same opportunities for students to accelerate their math education.

While the GT Department provides guidance for and identifies students as Gifted and Talented in art, music, psychomotor, leadership, and other talent areas, it does not provide specialized programming for these areas. Individual teachers and schools in Jeffco work with students to best meet their learning needs (and Advanced Learning Plans or ALP goals) in these areas. See the [Enrichment section](#) above for details on GT enrichment activities.

International Baccalaureate

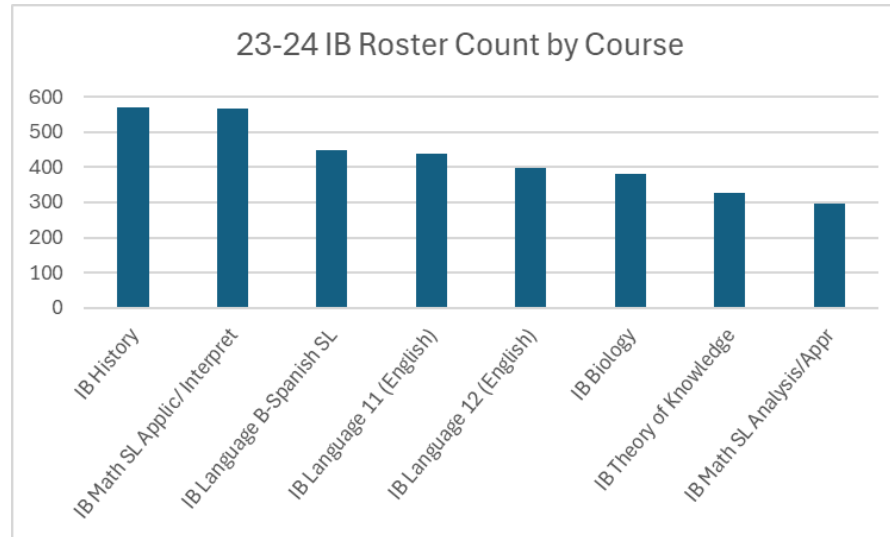
International Baccalaureate (IB) programmes give high school students an opportunity to pursue college-level studies while still in high school. Depending on the college they attend, these courses can lead to advanced placement (skipping entry-level courses) or sometimes receiving college credit. Students can receive an IB Diploma which comes in two forms:

1. IB Diploma Programme (DP)
 - The DP curriculum is made up of six subject groups and the DP core, comprising theory of knowledge (TOK), creativity, activity, service (CAS) and the extended essay.
2. IB Career Related Programme (CP)
 - The CP is a framework of international education that incorporates the values of the IB into a unique program, addressing the needs of students engaged in career-related education. At this time, Alameda International provides this option.

Extensive IB courses are offered at four Jeffco high schools: Alameda, Dakota Ridge, Lakewood, and Standley Lake. Figure 1 below shows the highest enrolled IB courses for these schools. See the [appendix](#) for the full list of IB courses offered. In the 2023-24 school year, 886 students were enrolled in IB courses, up from 850 in 2022-23.

Three middle schools in Jeffco offer the IB Middle Years Programme: Alameda International, Mandalay, and Summit Ridge. The IB Primary Years Programme is available for students at Patterson International, Rose Stein, and Semper. Students in these programs can continue the IB pathway at the high schools in their matriculation area.

Figure 1. 2023-24 Highest Enrolled International Baccalaureate Courses

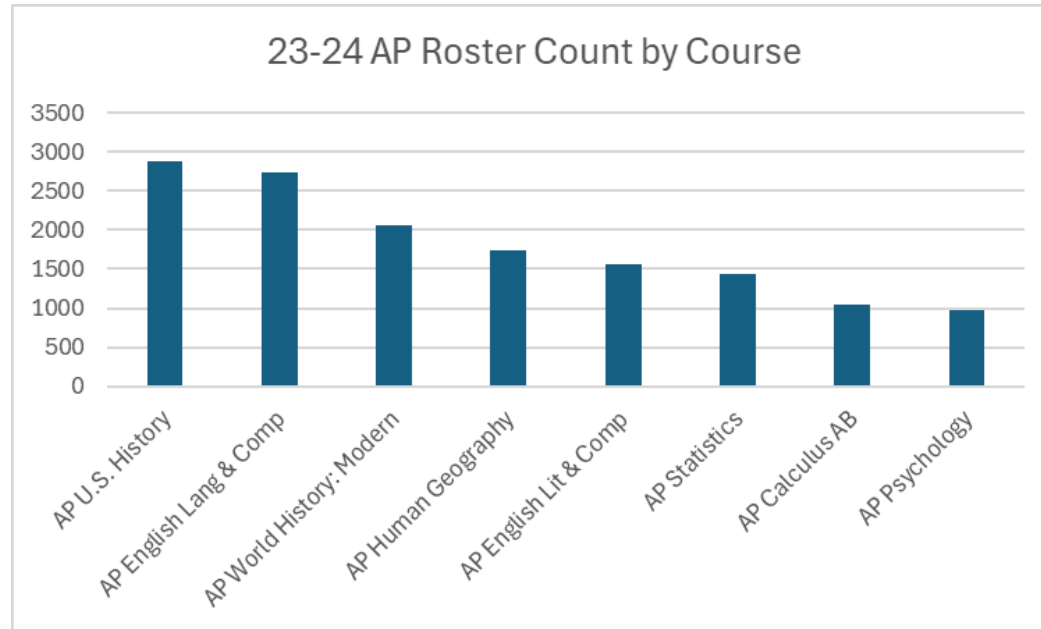


Advanced Placement

Advanced Placement (AP) programs give high school students an opportunity to pursue college-level studies while still in high school. Depending on the college they attend, these courses can lead to advanced placement (skipping entry-level courses) or sometimes receiving college credit. In the 2023-24 school year, 6,924 students enrolled in AP courses, compared to 7,034 in 2022-23.

A wide variety of AP courses are offered across Jeffco’s high schools. In Figure 2 below, the AP courses with the highest student enrollments are provided. While Figure 2 charts the highest enrolled AP classes, the courses available to students are extensive (see full list in [appendix](#)).

Figure 2. 2023-24 Highest Enrolled Advanced Placement Courses



Concurrent Enrollment

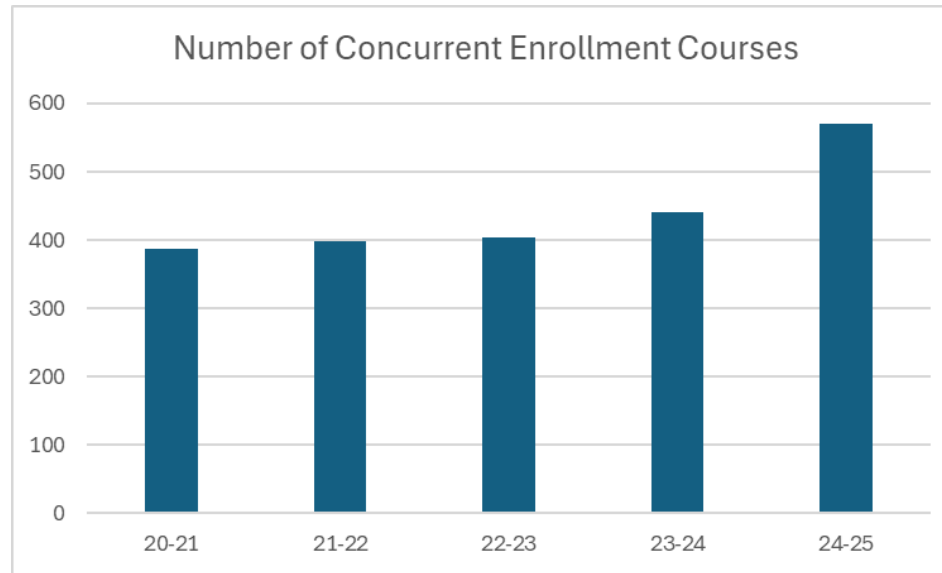
High school students have two Concurrent Enrollment (CE) options available to them:

1. High School Select: Students may enroll in college-level classes offered on our high school campuses, taught by Jeffco teachers, during the regular school day. These courses are tuition-free to students.
2. Campus Select: Students who have exhausted non-elective graduation-required coursework but still need credit to meet graduation requirements may enroll in college-level classes offered on an approved college campus with prior district approval. Jeffco will pay tuition for these courses, and the student is responsible for textbooks, materials, fees, and transportation.

Overall, Jeffco students save nearly \$7 million per year in tuition through completing Concurrent Enrollment courses. Over the last five years, Jeffco has nearly tripled the number of concurrent course options for our students.

Figure 3 below shows the increase in concurrent enrollment courses offered by the district over the past five years. In 2019-20, 155 classes were offered compared to 570 in 2024-25. In the past five school years, the number of concurrent enrollment courses offered throughout Jeffco has more than doubled.

Figure 3. Jeffco Concurrent Enrollment 5-Year Trend



Dual Enrollment

Students have two Dual Enrollment (DE) options available to them:

1. Students may enroll in a Dual Enrollment class at their home high school if they offer this opportunity. Students are charged a nominal cost which is their responsibility to pay. High schools work directly with students and families to communicate Dual Enrollment offerings.
2. With prior approval from the high school principal, a student can enroll at approved colleges and take courses that meet graduation requirements, up to 2.0 high school credits (approximately 4 college courses). The student is responsible to pay all tuition costs and fees.

The CU Succeed program through University of Colorado partners with the district on these options at a few of our home high schools. Metropolitan State University partners with the district for these options at our Warren Tech Campuses. Currently Jeffco offers 12 courses through CU Succeed and 6 courses through Metropolitan State University.

Career and Technical Education and Postsecondary Workforce Readiness

Colorado Career & Technical Education (CTE) leverages workforce and education systems so that each learner has quality CTE experiences leading to lifelong career success. (Colorado State Plan, 2023)

A Jeffco CTE pathway offers students the opportunity to delve deeply into an industry area of interest. Career pathways include opportunities for students to participate in career connected classes, gain industry knowledge and skills, learn with industry partners, practice leadership through Career and Technical Student Organizations (CTSOs - see above), earn concurrent enrollment credits, and graduate with an industry certification related to their career area of study. As a culmination of technical knowledge and skills, CTE students have the opportunity to participate in work-based learning related to their area of study or interest (see below).

Jeffco offers CTE pathways in all 7 [Career Cluster](#) areas across all comprehensive middle and high schools. Middle school programs are called [Combined Exploratory](#) where students explore several pathways. High school students can participate in career pathways depending on what is offered at their home school and their career aptitudes and interests. (Colorado State Plan, 2023)

Note that additional information on CTE programming and enrollment can be found in [Monitoring Report 1.4](#).

The [appendix](#) displays the distribution of CTE programs offered by district high schools.

Postsecondary Workforce Readiness (PWR) is a term that encapsulates the skills, knowledge, and competencies students need to possess to be prepared for both post-secondary education (such as college or vocational training) and the workforce. It goes beyond just academic readiness to encompass a broad range of skills that are essential for success in today's complex and ever-changing economy.

"Postsecondary Opportunities" means programming Jeffco students can access in order to jump start their college experience. These opportunities take place at a student's home high school or on a college campus, and most of these opportunities are free to the student. Through partnerships with postsecondary institutions, Jeffco has created opportunities for students to begin their college career before ever setting foot on a college campus.

Jeffco believes that every student should have access to the opportunity of experiencing college before they finish high school. Free or low-cost college credit means thousands of dollars in savings over the course of a student's academic career, reducing financial burden on families. Additionally, students can challenge themselves with the rigor of a college course in an environment in which they are already familiar, reducing anxiety about the college experience.

Work Based Learning

Work Based Learning (WBL) is a continuum of activities that occur, in part or in whole, in the workplace, providing the learner with hands-on, real world experience. It combines skill development with training opportunities and is a key strategy in Colorado for developing talent and preparing Coloradans for the workforce and evolving labor market. WBL programs are instrumental in quality career pathways that enable students and job seekers to secure industry-relevant skills, certifications, and credentials and advance to higher levels of education and employment. ([Quality Work Based Learning Indicators in Colorado; p. 1](#))

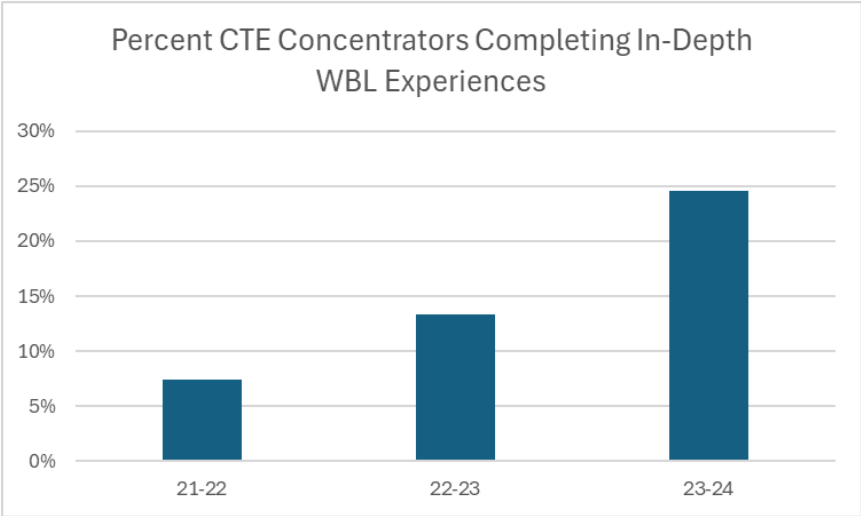
The Jeffco Career Links team in partnership with Jeffco high schools and Warren Tech are expanding Work Based Learning opportunities for students by consistently seeking and maintaining partnerships with key industry partners such as the Arvada Chamber, Jefferson County Business and Workforce Center, CareerWise, Lockheed Martin, Ball, 9 News, Denver Water, Construction Education Foundation, Saint Anthony Hospital and many others. Many of these WBL opportunities are embedded into existing courses and programs. Some examples include:

- Summer 2024 paid internship program through the Jefferson County Business and Workforce Center (JBWC) resulted in 47 students completing a minimum of 60 hours at a variety of internships sites, including opportunities in health sciences, parks and recreation, automotive, finance, and education.
- Jeffco Schools Information Technology department hosted 4 student interns during the Spring of 2024. After a successful launch, Jeffco IT continues to host year-long and summer internships for Jeffco students.
- NASA HUNCH program is currently serving over 360 students at 8 schools including 6 high schools and 2 middle schools. For the 2024-2025 school year, we have added 2 additional schools and a new Sewn Flight Articles program to NASA HUNCH programs within Jeffco.
- The JCL team facilitated and provided guidance for a new state-approved Registered Apprenticeship with Merrick & Company for CAD-1 training aligned to engineering CTE pathways currently being marketed to students. Jeffco

Schools CTE programs will provide the required related technical instruction as a part of this apprenticeship program.

Jeffco has been focused on increasing high quality, Work Based Learning experiences through our Career and Technical Education programs. In alignment with state goals, we have focused on providing concentrators, or students that complete 2.0 or more credits in a career pathway, opportunities to engage in in-depth pathway-aligned experiences, such as internships, industry-sponsored projects, and student-led school-based enterprises. The percentage of CTE concentrators completing these in-depth WBL experiences has more than tripled in the last three years, from 7.4% in 2021-22 to 24.6% in 2023-24 (Figure 4).

Figure 4. Jeffco CTE Concentrators Completing In-Depth Work-Based Learning Experiences



G.R.O.W. Jeffco Career Hubs

Thanks to our ongoing community partnerships, G.R.O.W. (Get Ready for Opportunities at Work) Jeffco Career Hubs opened in five Jeffco High Schools in 2023-2024, resulting in a significant increase in career-connected learning opportunities. On average, 70% of all students across the five schools engaged in at least one career connected work-based learning opportunity through their school’s Career Hub, and nearly 350 business / industry partnerships were fostered throughout the year.

Career Expo

Jeffco also hosts an annual Career Expo. The expo, part of the Jeffco Career Links program, provides students an opportunity to explore and meet with professionals from a variety of industries, careers, and postsecondary options.

Participation and involvement by the numbers:

- More than 30 schools
- Approximately 90 exhibitors (business, non-profit, military, and postsecondary education)
- Nearly 3,000 students
- 4 dozen volunteers
- 200 school staff

Executive High School Internship - Sunset Summer 2024

Warren Tech's Executive High School Internship Program was a highly competitive program that offered students professional experiences in a real-world setting. In its final year, the program successfully served 150 students. In light of this program coming to an end, along with the need for increased access to these high impact opportunities, we have added an Internship Coordinator to the Jeffco Career Links Team. We are currently engaging a variety of stakeholders to develop a comprehensive internship program that will expand high quality internship opportunities to students throughout Jeffco Schools.

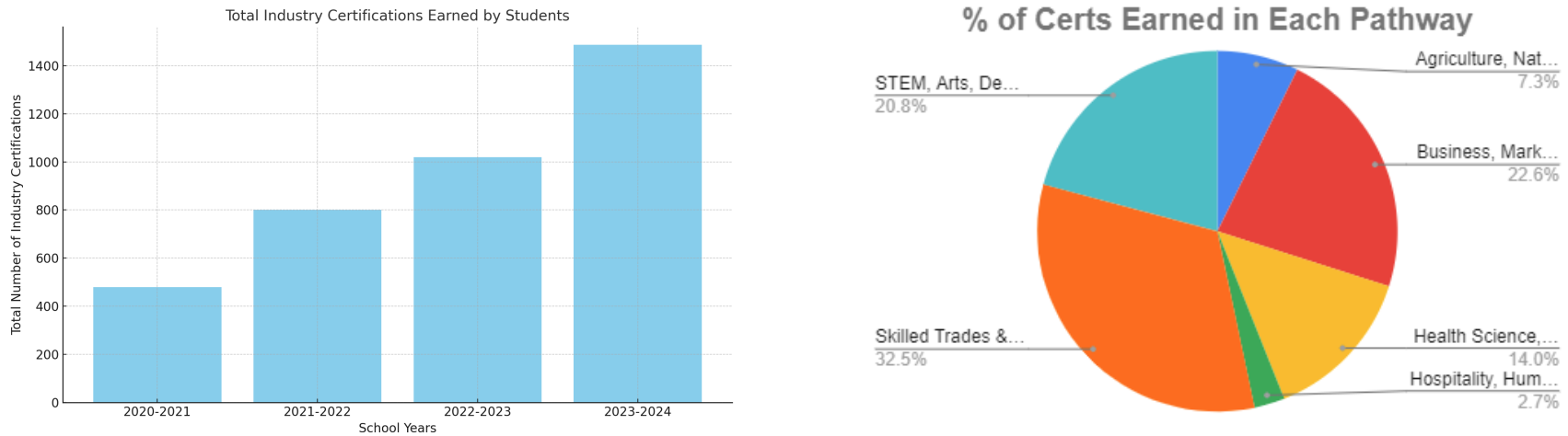
Industry Certifications

An industry certification is a credential recognized by business and industry at the local, state, or national level. It could be an examination or a license that is administered and recognized by an industry third-party or governing board. Industry certificates measure competency in an occupation, and they validate the knowledge base and skills that show mastery in a particular industry. In Jeffco, industry certification that is included on the approved [Career Development Incentive Program \(CDIP\)](#) list counts for both students' Math and English graduation knowledge demonstration. These credentials also bring money back to programs where they are obtained through the CDIP.

Over the past four years, the number of students earning industry certifications has more than doubled across 18 high schools with data growth in all pathways(see Figure 5 below). In the 2023-2024 school year, the top-earned industry certifications were Solidworks 3-D modeling with 307 certifications, Adobe Certified Professional with 230 certifications, and Project Management Institute with 141 certifications. As specialized certifications such as phlebotomy continue to

expand in schools, the total number of certifications earned by students is expected to rise, reflecting an increased focus on career-ready skills.

Figure 5. Jeffco Industry Certification Trends and Pathway Alignment



ACCESS

Over the last decade, considerable investment, time, effort, and focus has been placed on improving equity and access to extracurricular, enrichment, and acceleration opportunities. Long committed to teaching to the whole child and offering whole child learning experiences, Jeffco is dedicated to providing robust, diverse, and ever-growing opportunities for students beyond core academic subjects and to prepare them to be global citizens.

Most notably, Jeffco’s efforts have improved access for students to athletic programs for male and female athletes, as well as students with disabilities. Furthermore, participation fees are waived for students eligible for Free and Reduced Lunch (FRL) to ensure access to athletics and activities for students who may struggle to cover the costs of participation fees.

Jeffco has also made great strides to ensure that enrichment opportunities in our schools are available to all students. Visual arts programs and physical education are available in every school in Jeffco and world languages are available in every district secondary school. Additionally, performing arts, such as band and theatre, are offered in every Jeffco school.

In addition, there have been significant increases in opportunities for acceleration particularly at the high school level across the system. Jeffco continues to increase the number of concurrent enrollment courses offered to students, providing increased access to free college credit. As a result, 7,295 students (includes duplicate counts) enrolled in a concurrent enrollment course in 2023-2024, up from 5,960 in 2023. Jeffco also continues to have AP course offerings across the 18 high schools with some high schools offering up to 27 AP courses to their students. We also continue to see an increase in students accessing and earning industry certifications, with 1,487 students earning a certification in 2023-2024.

While we continue to see increases to postsecondary opportunities for students, not all schools in Jeffco are able to offer the same access, with some schools offering more options than others. Combined AP/IB course options range from as low as 5 to as many as 27, and Concurrent Enrollment course options at neighborhood high schools range from 2 to 49. Additionally, multiple postsecondary courses have enrollments of less than 10 students at many schools. Similarly, students at some Jeffco high schools do not yet have access to any industry certification opportunities, while others offer multiple certification pathways.

As with AP, we see an underrepresentation of students of color identified as gifted in earlier grades. Unfortunately the gaps seen in GT participation and performance mirror the gaps in earlier years in terms of gifted programming.

Table 1. Jeffco Equity Representation for GT Enrollment

Subpopulation	Jeffco Enrollment Percentage (S)	Jeffco GT Enrollment Percentage (G)	Representation Index (RI) (G/S)
White	64.1	81.1	1.27
Hispanic	26.3	9.5	0.36
Male	51.4	57	1.11
Female	48.6	43	0.88
2 or more races	5	5.8	1.16

Asian	2.7	3.1	1.15
FRL	32.5	12.4	0.38
Am. Indian	0.4	0.2	0.50
Native Hawaiian or other Pacific Islander	0.1	0	0.00
Black	1.3	0.3	0.23

Source: Dr. Donna Ford’s Equity Representation Index, applied to Jeffco

According to Dr. Ford, the RI should fall within a 20% variance (represented as a range between .8 and 1.2). An RI of .8 would indicate a 20% underidentification of a subpopulation, while an RI of 1.2 would indicate a 20% overidentification. While some of the categories (white, female/male) barely fit within those parameters, the most glaring disparity categories in our data are underrepresentation of Hispanics and also our FRL populations.

What we can learn from the data above is that simply providing access does not solve gaps in representation and performance for historically underserved students. In order to learn more, Jeffco continues to work to identify what additional barriers exist that are preventing students from being identified as gifted or encouraged to take on more challenging courses. Ongoing efforts to meet this goal include expanding the use of Talent Pools in schools and adding additional assessment options to increase identification of underidentified populations. A Talent Pool is created when teachers identify the top performing students in their class. Those students are then connected to a program where further data is examined to see if they are able to be identified as gifted.

COMMUNITY PARTNERSHIPS

Community partnerships are essential in providing students with access to enrichment programming within Jeffco because they facilitate a multifaceted support system that extends beyond the classroom. These partnerships can range from local businesses and nonprofits to municipalities and civic organizations, each bringing unique resources and expertise to the table. Jeffco engages with many community non-profits, as well as maintaining strong relationships with municipalities and recreation districts to provide better access for students in our communities. In particular there are community partnerships below that help us with our goal to increase access to extracurricular, enrichment, and acceleration opportunities.

Jeffco Schools Foundation

Jeffco Schools Foundation (JSF) is a nearly forty-year long partner to Jeffco Public Schools. As an independent nonprofit partner, Jeffco Schools Foundation cultivates partnerships to ensure Jeffco students thrive through equitable, excellent, and engaging educational experiences. During the first half of the last school year, JSF spent several months listening and learning. JSF leadership met with 58% of JPS school principals along with district leadership to understand the unmet needs throughout the district. JSF took this information and developed program priorities to intentionally meet the needs identified. Current program priorities of JSF are to Strengthen our Community, Invest in our Educators, and Stimulate Growth.

- In the 2023-24 school year, Jeffco Schools Foundation funded the following areas:
 - Provided \$80,000 to Strengthen our Community
 - Supplied 15 Title I schools with healthy snacks for low income students
 - Funded Jeffco READS grocery program to supply weekly groceries to families utilizing the program
 - Provided funding for meals at several JPS events such as Summit Jeffco and Alliance committee meetings
 - Invested \$50,000 in our Educators
 - Funded 39 educators throughout 28 schools, grants to further their classroom goals
 - Funded the 1st Annual Jeffco Thrives Awards night to celebrate Jeffco teams and individuals living out the Jeffco values
 - Provided funding for meals at several JPS events such as Leadership Launch, New Educator Kick off, and School Connect AZ training
 - Funded nearly \$400,000 to Stimulate Growth in JPS
 - Boosted funding to Jeffco Visual & Performing Arts Departments for art shows, theater festivals, music festivals, educator trainings, and more
 - Provided 5 High Schools with funding to expand career exploration opportunities for students

Outdoor Lab Foundation

The Outdoor Lab Foundation was founded in 2003 to spearhead strategic decision-making and fundraising efforts on behalf of Outdoor Lab. Over time, and as the fund grew, the Foundation began working more closely with Jeffco and Outdoor Lab leadership to set strategic programming priorities and to discuss alternative funding models that would

facilitate growth and sustainability for the program. Over the past several years, the Foundation has made the Tuition Assistance Program their highest priority ensuring that every Jeffco sixth-grader can attend Outdoor Lab regardless of their financial means. .

- 2023-2024 the Outdoor Lab Foundation provided over \$175,000 in Outdoor Lab tuition assistance to 35 schools to ensure student fees are not a barrier to participation.
- The foundation also contributed in the following:
 - \$22,000 for Intern Stipends
 - 144 Volunteers contributed over 1,000 hours to maintain the sites
 - \$37,500 to renovate a teacher’s residence
 - \$21, 000 for High School Leader hoodies
 - \$16,000 various maintenance and site support upgrades

Parlando School of Music and Arts

Parlando, a Boulder-based musical arts educational center, provides supplementary instruction to student musicians in eight of Jeffco’s Title I schools.

ArtistYear

AristYear, a division of AmeriCorps, places full-time teaching artists in theater, music and visual arts classrooms within six Jeffco schools.

American Heart Association

Schools throughout Jeffco host the Kids Heart Challenge (formerly Jump Rope for Heart) which promotes heart healthy physical activity through service learning through our partnership with the American Heart Association.

In 2023-2024 the American Heart Association, in partnership with private donors, provided every Jeffco middle school and high school with a hands-only CPR training kit. These kits teach the life-saving skill of hands-only CPR and what a bystander can do to support a person experiencing cardiac arrest. The kits were given to all neighborhood middle and high schools, and charter/option schools that support 6-12th grade students.

For a full list of community partnerships, refer to [Board Monitoring Report 2.2](#) presented on May 1, 2024.

On Track

High School Athletics & Activities

Jeffco athletics and activities provide comprehensive programs that foster physical health, teamwork, and leadership skills crucial for student development. With the diverse array of sports and extracurriculars, Jeffco ensures that every student has the opportunity to engage in interests that enhance their school experience and academic performance. The continuous growth and development in this space offers students a supportive environment where students can thrive both competitively and collaboratively. With over 12,500+ students participating in athletics, and approximately 13,000 participating in extracurricular activities and co-curricular opportunities, Jeffco remains a leader in the metro area in providing many opportunities for students to be engaged in both athletics and activities across our 18 high schools.

During the 2023-2024 school year, the Athletics & Activities Department conducted an assessment/audit of our District's coach/sponsor compensation structure. This work included a market analysis of coach/sponsor compensation in the Denver Metro Area, an evaluation of the coach/sponsor lane placement on the stipend schedule, a review of stipend amounts, and an analysis of coach/sponsor allocations per sport/activity. This review led to the creation of and revisions to key resource documents that will better support our coaches, sponsors, and administrators. Additionally, this work led to the coach/sponsor compensation proposal that was adopted during negotiations.

In order to assess our compensation structure and make the necessary improvements to department resources, the Central Athletics & Activities Staff worked collaboratively with two advisory committees (representing Activities Sponsors & Athletics Coaches), Activities Directors, Athletics Directors, targeted staff from within the Human Resources Department, and members of the Strategic Plan for the Arts Team.

High School Reimagined

Jeffco Public Schools is on track with its commitment to preparing students for the demands of the future. Recognizing the evolving needs of today's students due to shifts in local and global dynamics, along with the rapid changes in the needs of our future workforce, Jeffco is actively engaged in the Reimagining High School initiative. This initiative is focused on aligning key Durable Skills across all high school learning experiences.

Enrichment Learning Opportunities

Jeffco's enrichment programs in art, music, physical education (PE), world languages and electives are vital as they cater to the holistic development of children, nurturing creativity, cultural awareness, and physical well-being. These programs offer

students a balanced educational experience, allowing them to explore and develop their interests and talents beyond core academic subjects. The inclusion of art and music helps in cultivating students' fine motor skills, critical thinking, and emotional intelligence, while PE is essential for instilling the values of healthy living and teamwork. Jeffco continues to prioritize art, music and PE (AMP) for all students in grades K-5 as well as electives that include AMP and more throughout a student's 6-12 experience.

AMP Inventory Purchasing & Delivery

Over the 2023-2024 school year and through the Fall of 2024, the Division of Teaching & Learning completed the extensive purchase of nearly \$2,000,000 worth of elementary Visual Arts, Music and Physical Education (AMP) materials and the reallocation of resources from schools closed in 2022-23. These resources have been delivered to schools across the district to ensure consistent delivery of curriculum to meet CDE standards and provide extraordinary student experiences for all elementary students in Jeffco Public Schools.

Adaptive PE & Athletics

Adapted Athletics is an opportunity for students with disabilities to be on a competitive sports team and earn their Varsity Letter from their high school for competing in sports in one year. The Adapted Athletic program allows students to learn and play team sports and compete against other teams/schools from around the Jeffco School District. The social opportunities of being on a team are tremendous and students thrive in this program. The mental and physical attributes that student athletes acquire through participation help them lead more productive and well-rounded lives. This programming is available in 23 of our middle and high schools.

Access to Acceleration Opportunities (AP, IB, Concurrent Enrollment)

Over the last five years, Jeffco has increased opportunities for high school students in both concurrent enrollment and AP courses. This increase in access has made Jeffco a leader in the availability of these programming options for our students, with opportunities available across all 18 of our high schools.

Postsecondary Workforce Readiness (PWR), Career Technical Education (CTE), Industry Certification

Jeffco has increased opportunities in Concurrent Enrollment, CTE and Industry Certifications three-fold over the last five years. In 2023-24, 1,481 students achieved Industry Certifications, compared with 998 students the previous school year. These increases have allowed thousands of students to access programming that gives them insight into post high school career and industry prospects that might interest them.

Math Acceleration

The adoption of Illustrative Math, for example, creates a logical compaction of all three middle school grades of math into two grades (6th and 7th). Once the new protocols for math acceleration are implemented throughout the district, math acceleration should be much more consistent, equitable, and data-driven than it has been in the past, while providing the same opportunities for students to accelerate their math education.

Jeffco Student Leadership Board (JSLB)

The Jeffco Student Leadership Board (JSLB) is entering the second year of the current format. This group was formally launched in September 2023. JSLB includes a representative from each comprehensive high school and a few option and charter schools. Students participate in several leadership development opportunities over the course of the school year which include engaging with District leaders, the Board of Education, and local elected officials, and culminating in organizing and hosting a student-led conference for high school age peers across Jefferson County. The agenda for the Advisory Group is closely aligned with high school reimagined and creates space and opportunity for students to develop durable skills emphasized in the recently created Resume of a Jeffco Graduate.

Challenges

Expand Activities and Career Technical Student Organization (CTSO) Options at More High Schools

While Jeffco provides a strong and diverse offering of activities, not all activity opportunities are offered at all high schools. In some cases, our most historically-underserved student populations have the least amount of access to activities and CTSOs. Jeffco intends to improve CTSO opportunities at more high schools as a part of the high school reimagined project.

- Operationalized:

- Assistant Director of District Activities Position/hiring May 2024. A newly hired district administrative level position within the Central Athletics and Activities department focused on overseeing activities for the district, including partnering with high school activities directors, facilitating monthly professional learning, being a collaborator with various departments such as the Arts and CTE teams in Curriculum and Instruction, School Leadership, the Office of Student Engagement, Risk Management and CHSAA.
- REVISED: Jeffco Activities Handbook (effective 2024-2025). This handbook provides standardized systems and structures to support high school Activities Directors and Activity Sponsors.

- NEW: Activities Sponsors- Roles and Responsibilities (effective 2024-2025). This document provides clarity of the job, roles and responsibilities and professional learning for each compensated position.
- Data Audit: Collection Phase I - student participation counts for CHSAA (Speech & Debate, Student Leadership, Esports, Music (theatre, choir, band, orchestra and visual arts,) Yearbook, Newspaper and other school based clubs. This annual auditing process will help determine successes, gaps, and areas of growth at the building and district level.
- **Ongoing action items:**
 - Monthly activities directors meetings and school site visits, which include student focus group panels, professional learning, and collaborative workshop sessions, including:
 - Feedback/coaching cycle training- hire and retain quality sponsors/coaches.
 - Auditing types of events and activities, and recruiting, retaining, and sustaining programming from an equity lens, including fundraising and boosters support.
 - Promoting, celebrating and fundraising to support program sustainability that enhances, enriches and expands students' extraordinary experiences, including co-curricular and CTE offerings (school community, district communications, school/district websites, social media, and media outlets).
 - Rschools as a registration system for data collection, liability, and field trips.

Middle School Athletics, Activities, and Clubs

As we look at creating a greater sense of belonging as well as supporting student success, especially at the middle school level, we recognize the role of athletics, activities, and clubs in connecting students meaningfully to school. Therefore, Jeffco will explore expanding middle school programming opportunities in the areas of athletics, activities, and clubs. This will include a landscape analysis of what is offered for middle school aged students in Jeffco through community and/or municipal-based programs to determine the gaps. That analysis will help us determine the unique programming Jeffco could consider to enhance thriving student experiences. We also recognize there is potential of great expense to this initiative and district budget limitations may impact any ability to advance athletics at the middle level.

- Starting this semester the new Assistant Director of Activities is meeting with middle school principals to gather data regarding extracurricular program offerings and inquiring about what types of support middle school leaders need to maintain and grow their programming. Additionally the Assistant Director and our High School Activities Directors will be working to determine what vertical alignment exists within our activities programming, specific to each articulation area.

- Collaborate with CTE and the Arts team focusing on middle school programming, events and articulated pathways with high schools, including promoting, celebrating, and partnering with feeder schools.

Athletic and Activities Data Collection and Data Dashboard

Collecting better data on extracurricular and enrichment activities is a key part of our focused acceleration goals. Historically and currently, athletics data collection has been more robust and comprehensive, due in part to requirements under Title IX, a federal law that removed many barriers that once prevented participation from educational opportunities and careers of their choice on the basis of sex. The Athletics and Activities Department is committed to expanding data collection practices currently used for student athletics participation to all student activities and integrated into the data dashboard for effective monitoring. Currently in development, the Athletics and Activities Department is collaborating with the district data dashboard team to establish an athletics and activities dashboard to help the district understand participation by school, by student group, and by activity. This dashboard will support decision making related to opportunity gaps and activity programming overall.

- Data Audit: Analysis Phase II and Synthesis Phase III- Determine building and district wide successes, gaps and areas of improvement. Based on the complete audit, activities directors and the district activities directors team will determine focused acceleration to add value and sustainability for the successful activities, and close the participation gaps with concrete actions plans so access and opportunity are fair, equitable, accessible, and extraordinary for all students, including increased overall participation numbers.

Adapted Athletics in All Schools with Need

Adapted Athletics programming will be made available in all Jeffco middle & high schools that have an Significant Support Needs (SSN) Program.

The physical education portion of this program is a direct service that is provided to a student with a disability and is a curriculum that may be adapted or modified to address the individualized needs of children and youth who have gross motor developmental delays. The Adapted Physical Education Teacher addresses the unique needs of the child that results from the child's disability to ensure access to the general physical education curriculum.

The Adapted Athletics component of this program provides students with a hands-on opportunity to participate in a district wide culminating experience that directly correlates to their current unit of instruction. These district wide adapted athletics events also provide students with disabilities the same benefits/opportunities to experience an extraordinary middle or high school athletics experience.

Increased Participation in AP, IB and/or Concurrent Enrollment

While access has been a major priority for Jeffco for a number of years, we acknowledge the gap in access across schools. Many of our Jeffco high schools are able to offer over 50 different postsecondary courses (AP/IB/CE), while others have fewer than 10 postsecondary opportunities available for students. Additionally, many schools have enrollments of fewer than 10 students in at least one of these courses, making it challenging to sustain. Through High School Reimagined, Jeffco is investigating solutions to provide increased access for all students, and striving to remove the barriers that limit student participation in these acceleration options.

High Quality Pathways - High School Reimagined

Jeffco Public Schools is undertaking a focused acceleration on the development of high-quality high school pathways criteria to ensure equitable access for all students. Currently, the district recognizes that there is inconsistency in criteria across pathways, and that not all students have equal access to these opportunities. This acceleration effort is aimed at addressing these gaps by establishing clear, consistent, and equitable criteria for all pathways, ensuring that each student has the opportunity to engage in a meaningful, high-quality educational experience.

APPENDIX

Complete List of High School Interest Based Clubs by School

[w 2024-25 Club Offerings at Jeffco High Schools.docx](#)

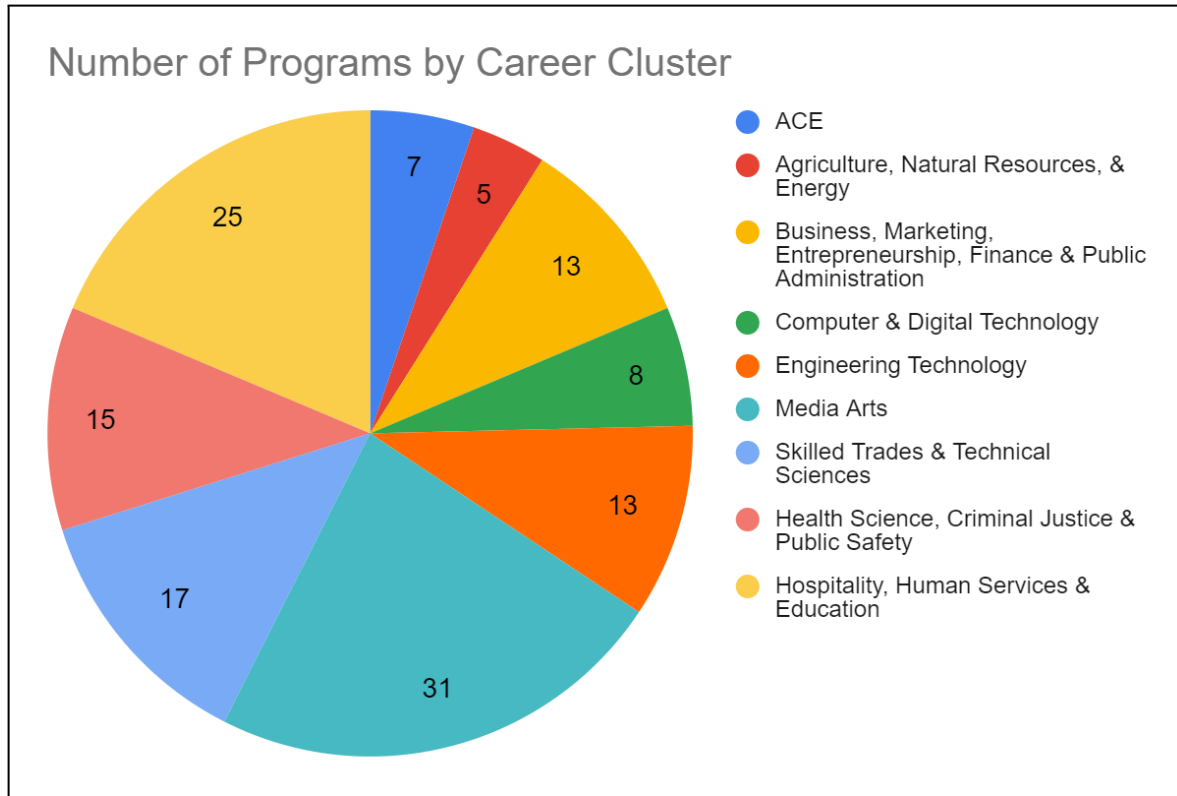
Complete List of IB Courses Offered in Jeffco

[x IB 23-24.xlsx](#)

Complete List of AP Courses Offered in Jeffco

[x 23-24 AP Course Counts.xlsx](#)

Colorado CTE Approved Pathways by Area



Citations:

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