



STRATEGIC PLAN 2026-2034

DRAFT

Mapleton Public Schools
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ONE MAPLETON

Dear Mapleton Community,

Every eight years, Mapleton Public Schools pauses to do something important: to listen, to reflect, and to plan together. This is that moment — and it has been shaped by you.

More than 7,000 families, 1,000 staff members, and dozens of community partners across our 25 square miles helped build this plan. The Strategic Planning team spent time shadowing middle schoolers through their days, studying two years of community survey data, and asking a question that matters deeply: what does it truly mean to graduate from Mapleton today — and what should it mean in the future?

What emerged was not just a plan, but a vision. A vision of a district where every student knows they don't just belong, but matter. Where high expectations, equity, belonging, integrity, and authenticity are not aspirations on a wall — they are the living values that guide every decision we make. This is your vision. And it is now our shared commitment.

At the heart of this plan is a single, powerful belief: that every student deserves to discover and live out their best life — their passion, their talent, their purpose — and that Mapleton's role is to make sure nothing stands in the way of that. This plan is organized around five interconnected Strategic Goals, each one in service of the same north star: equipping every student to achieve their dreams and contribute meaningfully to their community and the world.

But a plan is only as strong as the community behind it. Every one of you has a role to play — and every one of you is needed.

We commit to carrying this plan with transparency and accountability. We will track our progress, share what we learn, and create ongoing opportunities to listen and grow together. This is a living document — one that will evolve as our community grows, as new opportunities emerge, and as the needs of our students change.

Mapleton Public Schools is a special place. This strategic plan is our shared promise: that every student who comes to us — regardless of who they are or where they come from — will find extraordinary opportunity, strong preparation, and unwavering support to achieve their dreams.

With deep gratitude and great hope,

Mapleton Public Schools Board of Education &
Mike Crawford, Superintendent of Schools



Front row, left to right: Michelle Ramos, Board of Education Vice President, Mike Crawford, Superintendent of Schools, Paige Kelly, Board of Education Treasurer

Back row, left to right: Jason Sedillo, Board of Education Assistant Secretary/Treasurer, Daisy Lechman, Board of Education Secretary, Mallory Boyce, Board of Education President



Why a Venn Diagram?

Venn diagrams are used throughout the Strategic Plan to illustrate how five key ideas work both independently and collectively to strengthen the organization as a whole. While each item has its own distinct purpose and value, the greatest impact happens where they overlap and support one another. The design reflects the interconnected nature of this work, showing that progress is strongest when these priorities are aligned, collaborative, and working together toward a shared vision.



STRATEGIC PLAN SNAP SHOT



Accelerating Student Learning

Mapleton Public Schools will ensure that all students meet grade-level standards by providing the instruction, experiences, tools, resources, and support they need to reach their full potential.

Objectives:

- Improved middle school experience
- Choice and future readiness
- Strong teachers, strong instruction

Activating and Sustaining a Strong Community

Mapleton Public Schools will activate a unified, inclusive environment where students, families, staff, and community partners feel valued and connected through a shared purpose.

Objectives:

- Student recruitment
- Community partnerships
- Family engagement

Elevating and Engaging Our Workforce

Mapleton Public Schools will invest in our workforce through attracting and retaining high-quality talent and providing the culture, development, tools, compensation, and support all staff need to thrive.

Objectives:

- Culture of belonging and mattering
- Investing in staff
- Attracting and retaining top talent

Fostering Well-Being and Success

Mapleton Public Schools will advance student success by prioritizing mental health, promoting positive behavior change, and enhancing social and soft skill development for all.

Objectives:

- Student and staff health and wellbeing
- Student engagement and behavior
- Student and staff attendance

Optimizing Our Organization

Mapleton Public Schools will work strategically to align resources, systems, and processes to achieve maximum efficiency, effectiveness, and adaptability to fulfill our mission and the goals identified in the strategic plan.

Objectives:

- Inclusive budgeting and planning
- Common frameworks and clear expectations
- Strategic advocacy



OUR VISION

Preparing learners to thrive and to shape their world through curiosity and innovation.



OUR MISSION

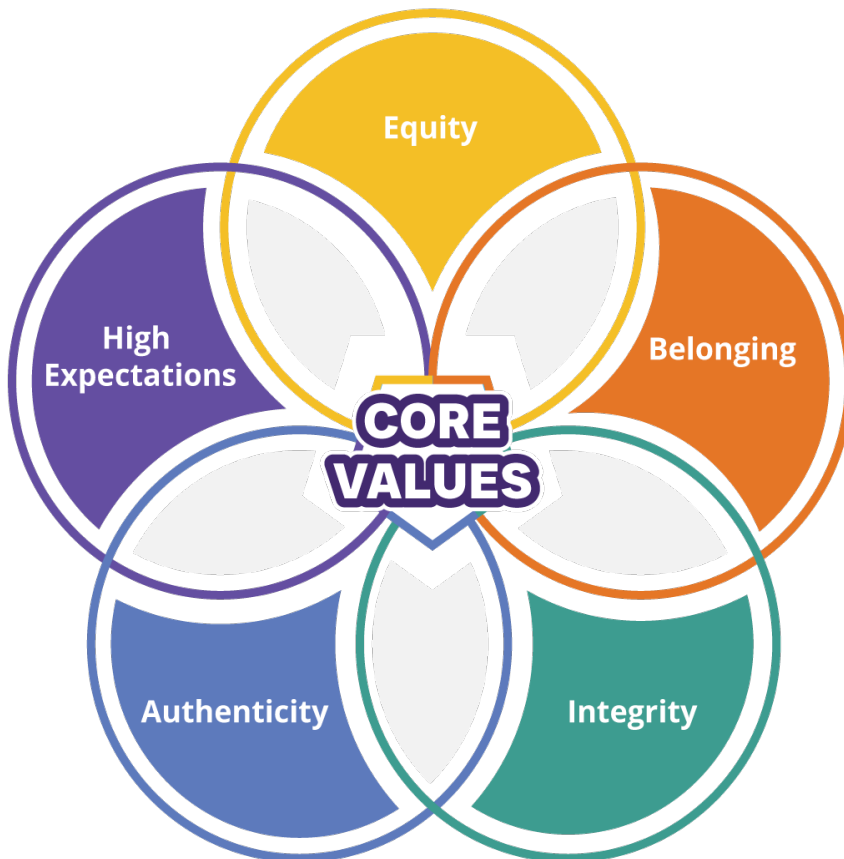
The mission of Mapleton Public Schools, a diverse learning community passionately committed to the unique potential of each student and built on a legacy of continuous innovation, is to equip all students to achieve their dreams and contribute to their community and the world through an education system characterized by:

- An unyielding commitment to academic success and personal growth;
- Learning opportunities that empower students to develop their talents and pursue their interests;
- Highly skilled, compassionate staff who make a difference in each student's life;
- Safe environments of unwavering support where relationships ensure personal achievement; and
- A responsive, adaptable, and reflective community working together to ensure that no obstacle shall impede a student's success.





OUR VALUES



Equity

We believe everyone can achieve at high levels, and each person should receive what they need to reach their full potential.

Belonging

We welcome and include others, making everyone feel safe, valued, and respected for their contributions.

Integrity

We do what is right, keep our word, and follow the highest professional standards.

Authenticity

We are honest, real, and true to ourselves and others. We create a place where people can accept mistakes and celebrate success, while feeling safe to grow and do their best.

High Expectations

We work toward success together by creating a culture of growth, achievement, and accountability.



PORTRAIT OF A GRADUATE

A Mapleton graduate **knows their strengths, collaborates with and understands others, and makes choices guided by integrity and purpose.** They navigate challenges with adaptability, use critical thinking to solve problems, and communicate with clarity. They stay prepared, keep expanding what they can do, and are equipped for success in whatever path they pursue.



Equipped for Success on their Chosen Path

Academically Prepared, Effective Communicator, Collaborative, Self-Directed, Future-Ready, Innovative

Curious and Reflective

Critical Thinker
Problem Solver
Life-Long Learner

Adaptable in the Face of Challenge

Resilient
Risk Taker
Adaptive

Grounded in Strong Character

Principled
Advocate
Values-Driven
Courageous

Community Minded

Empathetic
Compassionate
Culturally-Connected
Inclusive

True to Themselves

Self-Aware
Self-Confident
Autonomous
Purpose-Driven





STRATEGIC GOAL 1

Accelerating Student Learning

Mapleton Public Schools will ensure that all students meet grade-level standards by providing the instruction, experiences, tools, resources, and support they need to reach their full potential.



Objectives

We will design the middle school experience so that learning is engaging, focused, and aligned to middle school student development and grade level standards.

We will create clear opportunities that focus on student choice, meaningful experiences, and post-secondary workforce readiness.

We will equip teachers with the systems, time, and support needed to deliver strong instruction for all learners and future success

Key Initiatives

Redesign the middle school experience to be developmentally responsive, academically rigorous, and engaging—aligning instruction, schedules, staffing, and student opportunities to the unique needs of middle school learners.

Strengthen the instructional core for all learners by equipping teachers with aligned systems, time, and support to deliver high-quality, grade-level instruction and targeted supports for all learners.

Create coherent PK–12 pathways that build student agency through choice, meaningful experiences, and clear connections to postsecondary education and workforce readiness.

How will we measure success?

We will know we are successful when:

- Students at all grade levels build essential skills and knowledge; Students achieve more than one year of academic growth to close learning gaps;
- Students reach or exceed grade-level expectations; and
- Students demonstrate agency and personal success.





STRATEGIC GOAL 2

Activating and Sustaining a Strong Community

Mapleton Public Schools will activate a unified, inclusive environment where students, families, staff, and community partners feel valued and connected through a shared purpose.



Objectives

We will align district initiatives and practices to strengthen student recruitment and retention.

We will intentionally build and activate community partners so that we can address unmet needs and expand resources and opportunities for schools, students, and families.

We will create relevant and authentic opportunities for family engagement so that families feel welcomed, confident, and empowered as partners in their students' learning.

Key Initiatives

Strengthen student enrollment and retention by creating welcoming, accessible, and responsive systems that build trust with families and support students from first contact through graduation.

Deepen authentic family engagement by creating inclusive, culturally responsive opportunities for families to build confidence, voice, and partnership in their students' learning.

Activate and align community partnerships to expand resources, remove barriers, and create meaningful opportunities that support student success and family stability.



How will we measure success?

We will know we are successful when:

- We have high participation and engagement by all stakeholders; We increase school/family partnerships;
- Our student enrollment continues to grow;
- Our daily attendance rates increase;
- We retain strong staff; and
- Our stakeholders report a strong feeling of connection and belonging.





STRATEGIC GOAL 3

Elevating and Engaging our Workforce

Mapleton Public Schools will invest in our workforce by attracting and retaining high-quality talent and providing the culture, development, tools, compensation, and support each employee needs to thrive.



Objectives

We will create meaningful opportunities for collaboration, recognition, and connection so staff find authentic belonging and actively contribute to a positive school culture.

We will provide targeted professional development for high-demand positions to minimize turnover and increase the longevity of high-quality staff.

We will attract top talent, provide a strong induction experience, and create a culture of ongoing, professional growth so that every staff member feels supported in driving student outcomes.

Key Initiatives

Build a culture of collaboration, recognition, and belonging where staff feel valued, connected, and empowered to contribute to collective improvement.

Strengthen professional learning and coaching by providing differentiated, role-specific development and targeted support for high-need positions, teams, and schools.

Attract and retain high-quality talent through aligned recruitment, strong induction, and ongoing career-long growth pathways.



How will we measure success?

We will know we are successful when:

- Staff retention increases;
- Staff report improved workplace conditions and satisfaction in their jobs; and
- Staff actively engage in collaborative opportunities for personal and collective improvement.





STRATEGIC GOAL 4

Fostering Well-Being and Success

Mapleton Public Schools will advance student success by prioritizing mental health, promoting positive behavior change, and enhancing social and soft skill development for all.



Objectives

We will determine the root causes of mental, emotional, and behavioral health challenges to implement and scale strategies to address the needs of staff and students.

We will implement best practices for addressing student engagement and challenging behaviors to increase staff retention and student success.

We will create systemic change in attendance procedures, interventions, and support resources to adequately address the root causes of attendance challenges.

Key Initiatives

Implement a district wide, tiered mental health and behavior support system that emphasizes prevention, early intervention, and consistent practices across schools.

Strengthen student engagement and relationships—particularly at the middle school level—by implementing developmentally responsive practices that build strong connections between students, staff, and families.

Create a consistent, proactive attendance system that removes barriers, strengthens family partnerships, and provides timely supports to keep students engaged in school.



How will we measure success?

We will know we are successful when:

- Attendance rates, student engagement, and student success rates increase;
- Behavior incidents decrease;
- Staff efficacy and retention increases; and
- Joyful and healthy relationships flourish.





STRATEGIC GOAL 5

Optimizing our Organization

Mapleton Public Schools will work strategically to align resources, systems, and processes to achieve maximum efficiency, effectiveness, and adaptability to fulfill our mission and the goals identified in the Strategic Plan.



Objectives

We will design a budget and planning process so all stakeholders are included in the process.

We will establish and elevate clear, common expectations and frameworks so that schools can focus on student learning without duplicating efforts.

We will engage strategically with policymakers and community stakeholders so that district priorities and student success are advanced.

Key Initiatives

Align budget planning and resource allocation to strategic priorities through transparent, inclusive processes and clear communication that build understanding, trust, and long-term sustainability.

Standardize and streamline key district systems, frameworks, and processes to reduce duplication, increase clarity, and enable schools to focus on student learning.

Leverage collective impact by engaging policy makers and community stakeholders to secure increased resources aligned to district priorities and student success.



How will we measure success?

We will know we are successful when:

- Resources are purposefully and transparently aligned to our Strategic Goals;
- Systems and structures across the organization are streamlined and synchronized to support student learning; and
- Meaningful engagement with policymakers and community stakeholders leverages collective impact to secure resources that advance district priorities and student success.





A SPECIAL THANKS

The development of the Mapleton Public Schools Strategic Plan is a testament to the power of community, and this plan belongs to all of you.

A special thank you to the coordinating and design teams whose dedication made this Strategic Plan a reality. The quality and integrity of this plan are a direct reflection of your commitment to getting it right for our students, our schools, and the Mapleton community.

To the students of Mapleton: Your voices, your dreams, and your potential shape our vision and remind us every day why this work matters.

To the teachers and staff of Mapleton: Your dedication, creativity, and commitment to every learner you serve are the foundation upon which this plan — and every student's future — is built. You are the true leaders of vision and success in our schools.

To the parents and families of Mapleton: Your trust, your partnership, and your belief in the promise of public education inspire us to reach higher.

To our community: Your investment in Mapleton's students and schools reflects the very best of what it means to be a neighbor, and what makes Mapleton a special place to learn and to live.

To the Mapleton Board of Education: thank you for your steady guidance, your thoughtful leadership, and your deep commitment to investing in our community and our collective future. Your vision provides the direction we need to move forward with purpose and confidence.



STRATEGIC PLAN PLEDGE

Mapleton Public Schools is excited to have the support of the community in bringing this strategic plan to life. You are an important part of the success of our work. You can use this page to think about how you can support Mapleton Public Schools by making a commitment to one or more of the Strategic Goals in this plan.

We would love to hear from you about how you want to be a part of our work!

As a _____
*(parent, guardian, student, teacher, staff member,
community member, business owner, alumni)*

I will support Mapleton Public Schools in the
successful implementation of:

Strategic Goal

by: _____

How you will help Mapleton Public Schools.



**Mapleton
Public Schools**