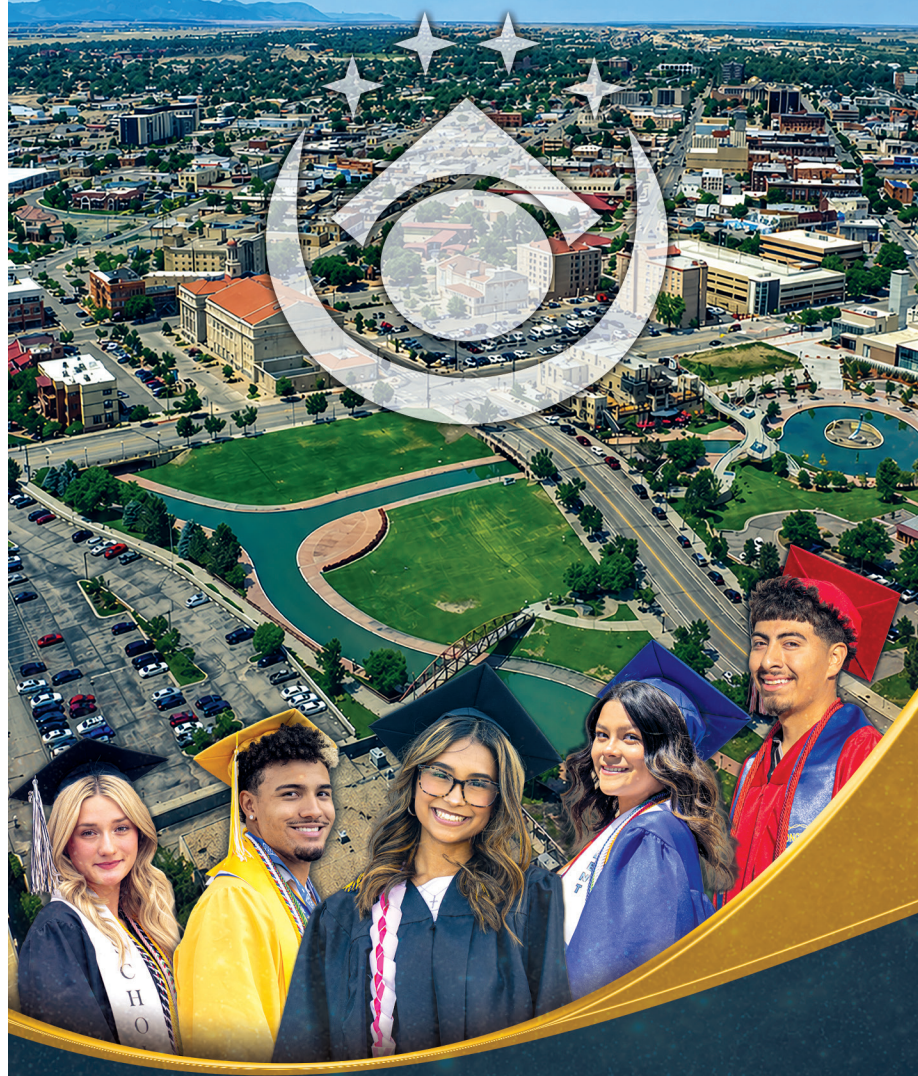


PUEBLO SCHOOL DISTRICT 60
EXTENDED STRATEGIC PLAN
FALL 2026 - SPRING 2028



Present, Powerful, and Empowered By Reading



Dr. Barbara R. Kimzey
Superintendent

WELCOME FROM THE SUPERINTENDENT

Dear Pueblo Community Members:

In D60, we recognize and honor our connection and commitment to our broader community, knowing that powerful schools serve as the key to inspiring our community and attracting newcomers to our great city, ensuring Pueblo's bright future.

While we recognize that we continue to have significant work ahead to reach our bold vision of "becoming a high-performing district that inspires community confidence," we invite our community to explore the bold steps and significant progress we have made in reaching our goals shared in this booklet.

Pueblo School District 60's Board of Education, in collaboration with the entire Pueblo community, initially developed and adopted our vision in 2018, while also creating an accompanying strategic plan to serve as a road map for achieving our goal. In 2023, the D60 Board of Education extended the strategic plan through the spring of 2026, citing significant progress D60 had made toward reaching the plan's goals. During 2026, our D60 Board once again extended our strategic plan through the spring of 2028, noting that we continue to make significant progress toward reaching our bold vision.

In this booklet, we share the progress we have made since our last report to our community, including increasing graduation rates, reducing dropout rates, reducing our rate of students who are chronically absent, and garnering state recognition for the academic excellence of multiple schools through implementation of multi-tiered systems of support and a renewed focus upon significantly improving literacy instruction. In addition, though we have been faced with fiscal challenges, as the majority of districts in our state have, we developed and are implementing a community-driven right-serving plan designed to maximize available resources while increasing access to innovative, best-practice, engaging instructional and social-emotional programming and supports from preschool through

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graduation. Additionally, we have continued to invest in our staff through high-quality professional learning and by prioritizing staff pay and benefits, allowing us to recruit and retain the absolute best staff for our students.

I invite you to explore our results and plans shared here and to continue to engage with us as we work toward our vision of becoming a high-performing, destination district by being *Present, Powerful, and Empowered by Reading!* As we continue to work together, the future for our students, our district, and our entire Pueblo community is blindingly bright!

Sincerely,

Barbara R. Kimzey, Ed.D.
Superintendent of Schools
Pueblo School District 60



As the district continues to advance its mission and vision, these key benchmark accomplishments demonstrate the progress being made toward those goals.

Goal 1: Student Academic Success

- ✓ Developed and implemented a district-wide curricular enhanced scope and sequence aligned in content and rigor to the Colorado standards
- ✓ Implemented a district-wide assessment system that includes universal screening and progress monitoring aligned to the Colorado standards
- ✓ Implemented a district-wide literacy focus
- ✓ Opened the district's first early learning center, expanding opportunities for free, full-day preschool
- ✓ Implemented a Science of Reading and content knowledge-based curricular resource in grades K-5
- ✓ Created new middle school opportunities, including a precollegiate pathway
- ✓ Reimagined academic and Career and Technical Education pathways, streamlining and expanding offerings across the district and providing a unique focus for each high school
- ✓ Significantly increased concurrent enrollment participation by removing cost and transportation barriers for students and families
- ✓ Garnered state and national honors/recognitions for multiple schools and programs
- ✓ Increased graduation rates and decreased drop-out rates while closing achievement gaps for groups of students
- ✓ Enabled graduating students to earn scholarships at a rate above the national average



Goal 2: Community Engagement

- ✓ Significantly reduced chronic absenteeism to below pre-pandemic levels by involving the community in our *Present, Powerful, and Empowered by Reading* campaign
- ✓ Engaged our community through town halls, a priorities workshop, civic group meetings, resulting in strategic plan goals prioritization and better community understanding of the district's goals and initiatives
- ✓ Developed and implemented a comprehensive communications and marketing plan to better align with the district's vision and proactively share our progress
- ✓ Expanded partnerships with community organizations and businesses
- ✓ Facilitated extensive community engagement to develop a right-serving decision framework, resulting in a plan that prioritizes creation of community schools
- ✓ Implemented district-wide engagement events to encourage school choice, enrollment, and attendance

Goal 3: Safe and Positive Culture

- ✓ Developed a district-wide Multi-Tiered Systems of Support (MTSS) to proactively support students' academic achievement, attendance, and social-emotional wellness and ensure consistency across schools
- ✓ Expanded restorative practices and mental health resources
- ✓ Implemented a district-wide social-emotional screener with aligned ready-to-use strategies to support students, based upon data
- ✓ Implemented an integrated data dashboard to support staff in providing targeted, proactive and individualized supports to students
- ✓ Significantly reduced chronic absenteeism to below pre-pandemic levels through MTSS implementation and community engagement
- ✓ Implemented mentoring and transition programs for middle and high school students to support students' well-being and sense of belonging
- ✓ Piloted advisory periods in middle schools to support students' academic achievement, growth, and social-emotional wellness



Goal 4: Quality Staff

- ✓ Prioritized increased compensation, improved staff retention, and improved staffing rates
- ✓ Developed a professional learning plan that provides staff with choice based upon their individual needs
- ✓ Prioritized conducting observations and targeted coaching to increase staff capacity for instruction and student support
- ✓ Expanded mentoring, coaching, and professional learning for new teachers
- ✓ Created new pathways to grow our own through apprenticeship and college partnerships
- ✓ Enhanced employee wellness programs
- ✓ Engaged staff through regular superintendent's chats and surveys to inform professional learning offerings and support
- ✓ Celebrated employee excellence by revising the district-wide teacher and staff of the year processes, culminating in a district-wide awards gala and statewide recognition for staff

Goal 5: Budget and Sustainable Funding

- ✓ Maximized available resources based upon economy of scale and return on investment to develop a strategic right-serving plan
- ✓ Strategically invested and expended funds to support reaching goals
- ✓ Strengthened budgetary planning support for schools
- ✓ Provided support for schools in using available federal funding
- ✓ Expanded staff collaboration and involvement in budgetary planning and development
- ✓ Began development of a position control process to align staffing needs with budgetary resources while more accurately predicting future staffing expenditures
- ✓ Aligned staffing levels with enrollment and school needs
- ✓ Advocated at state and national level for appropriate funding

The following pages provide the District's Strategic Plan, originally adopted in 2018 and now extended through 2028, reflecting our continued commitment to student success and organizational excellence.



Strategic Plan 2018–2028

GOAL 1: Student Academic Success

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

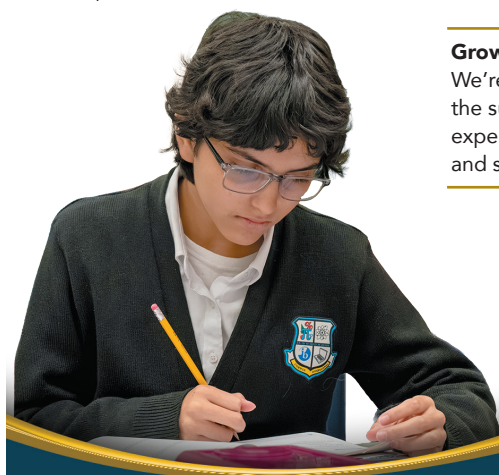
Objective 1:

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

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

Growing Strong Learners Every Day

We’re focused on giving every student the support, resources, and learning experiences they need to keep growing and succeeding.



Objective 2:

Ensure every building is led by highly effective instructional leaders.

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

Strong Teachers. Strong Classrooms

Your child is supported by educators who are always learning, improving, and focused on helping students succeed.



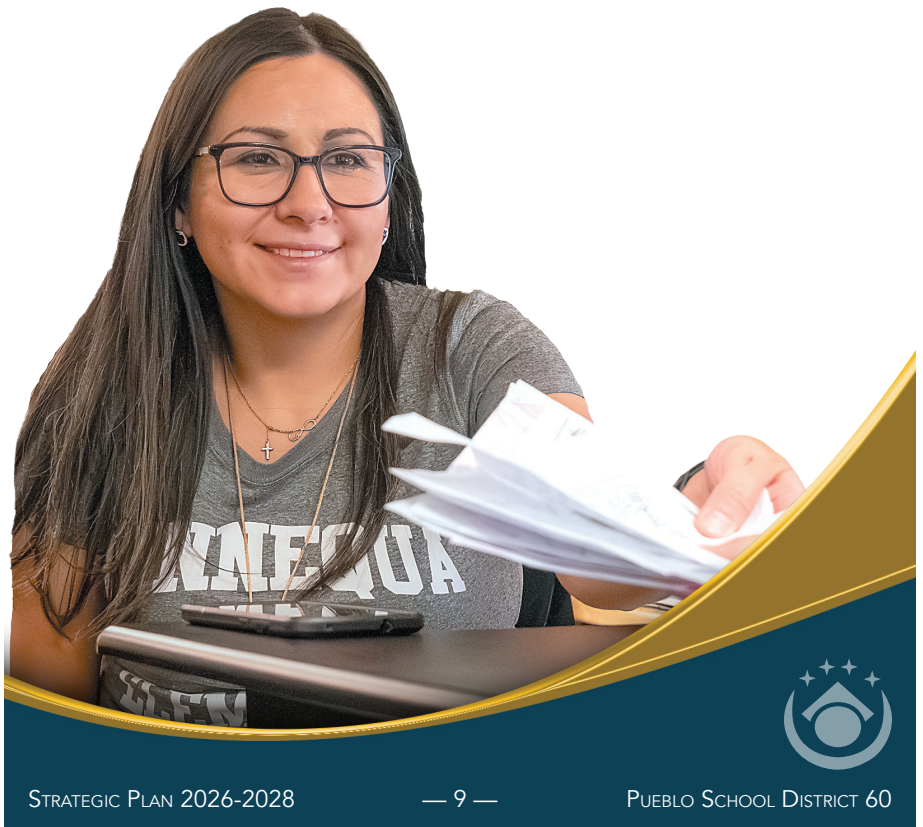
Objective 3:

Ensure every classroom is led by a highly effective teacher.

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

Learning That Keeps Kids Interested

We equip our educators with the support and resources needed to keep your child engaged, motivated, and making progress.



Strategic Plan 2018–2028

GOAL 2: Community Engagement

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

Objective 1:

Implement a coherent communications system and strategy.

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

Keeping You Informed

We share timely, accurate updates through our website, social media, and direct messages so you always know what's happening at your child's school.



Objective 2:

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

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

Powered by Partnership

From student leadership to family partnerships, we're building a district shaped by the people it serves.



Strategic Plan 2018–2028

GOAL 3: Safe & Positive Culture

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

Objective 1:

Ensure that behaviors, practices, and decisions align with our District Core Values.

- A. Communicate and develop a shared understanding of District Core Values with all stakeholders, including students.
- B. Promote a culture of reflective practice centered around District Core Values.
- C. Affirm and celebrate actions that exemplify district goals, priorities and core values.

Guided by Strong Values

We model and celebrate the behaviors that help every child feel safe, supported, and ready to succeed.

Objective 2:

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

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

Safe. Supported. Ready to Learn.

We provide the care and support your child needs to feel safe, confident, and ready to learn—inside and outside the classroom.



Objective 3:

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

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

Strong Relationships. Stronger Students.

We build strong relationships and value family input to support your child’s social and emotional growth.

Objective 4:

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

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

Support at Every Step

We make sure every child gets the right level of support. Whether your child needs extra help or more of a challenge, we provide the support that helps them thrive.



Strategic Plan 2018–2028

GOAL 4: Quality Staff

Recruit and retain high-quality staff.

Objective 1:

Recruit, hire, and retain high-quality staff.

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

Investing in Great Educators

By supporting and retaining our staff, we create stable classrooms where your child will grow and succeed..

Objective 2:

Enhance culture to ensure engagement of all staff.

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

Caring for Our Team

With a District Wellness Coordinator now on board, staff benefits from consistent wellness programming, initiatives, and health-focused activities.



Objective 3:

Provide high-quality career development and training.

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

Growing Great Educators

By supporting new hires and growing our team, we ensure your child learns from educators who are prepared and improving every day.



Strategic Plan 2018–2028

GOAL 5: Budget & Sustainable Funding

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

Objective 1:

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

- A. Refine budgetary process to honor and expand stakeholder input and promote transparency.
- B. Annually review and publish district priorities aligned to the district budget.
- C. Aggressively seek and secure sustainable supplemental funding sources, including Mill Levy Overrides, to support the District Strategic Plan initiatives.
- D. Vigorously advocate for dependable, sustainable public school funding at the State and Federal levels.

Smart Spending. Strong Schools

We use every dollar wisely and bring in additional resources to benefit your child's education.

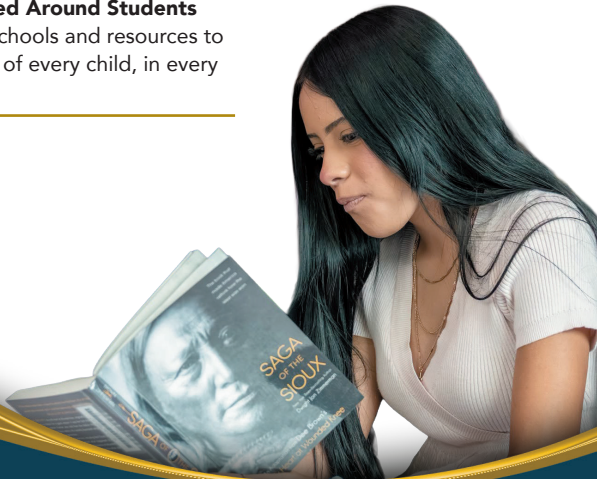
Objective 2:

Develop a plan to address identified capital needs for facilities.

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

Right-Serving Designed Around Students

We're organizing our schools and resources to better meet the needs of every child, in every classroom.



Objective 3:

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

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

Future-Ready Learning Starts Here

We bring hands-on STREAM learning into our schools so your child builds skills that matter.



D60 SCHOOLS

HIGH SCHOOLS

Centennial High School –
Design and Innovation Academy
Central High School
East High School
South High School

MIDDLE SCHOOLS

Heaton Middle School
Hyde Park Precollegiate Middle School
Pueblo Academy of Arts
Risley School of Exploration

K-8 SCHOOLS

Goodnight School
Nettie S. Freed Expeditionary

INTERNATIONAL MAGNET SCHOOLS

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

ELEMENTARY SCHOOLS

Baca Elementary
Belmont Elementary
Bradford Early Learning Center
Columbian Elementary
Franklin School of Innovation
Haaff Elementary
Heritage Elementary
Highland Park Elementary
Irving Elementary
Minnequa Elementary
Morton Elementary
Park View School of Discovery
South Park Elementary
Sunset Park Elementary

ONLINE SCHOOLS

D60 Online Middle School
Dutch Clark Digital Online High School

CHARTER SCHOOLS

Pueblo School for Arts and Sciences
(Jones and PSAS-Fulton Heights)



PUEBLO SCHOOL DISTRICT 60

315 W. 11th St., Pueblo, CO 81003

BOARD OF EDUCATION

William Thiebaut, Jr. (President)

Thomas Farrell III (Vice President)

Dr. Derion Ibarra

Judge Dennis Maes

Susan L. Pannunzio

SUPERINTENDENT

Dr. Barbara R. Kimzey

Email: communications@pueblod60.org

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For more information, please visit:
www.pueblod60.org.



www.facebook.com/PCSD60



www.instagram.com/Pueblo_D60

Pueblo School District No. 60 does not discriminate on the basis of race, creed, color, sex, sexual orientation, gender identity/ expression, marital status, national origin, religion, ancestry, age, disability, need for special education services, genetic information, pregnancy or childbirth status, or other status protected by law in admission, access to, treatment or employment in its educational programs or activities. Additionally, a lack of English language skills is not a barrier to admission or participation in activities. The following individual has been designated to handle inquiries regarding the non-discrimination policies: Interim Executive Director of Student Support Services, Cheryl Madrill, cheryl.madrill@pueblod60.org, Title IX Coordinator/Compliance Officer for complaints. This individual can be located at 315 West 11th Street, Pueblo, Colorado 81003, (719) 549-7100. Inquiries about Title IX can be directed to Pueblo School District No. 60's Title IX Coordinator/Compliance Officer named herein; the Assistant Secretary for Civil Rights of the Department of Education at (800) 421-3481, OCR@ed.gov; or both. Complaint procedures have been established for students, parents, employees, and members of the public. (Policy AC, AC-R-1, AC-R-2, AC-E-1, AC-E-2, AC-E-3).

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



ENGAGEMENT RESPECT SUCCESS COMMUNITY SUPPORTIVE EQUITY

MISSION

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

VISION

To become a high-performing school district that inspires community confidence.

CORE VALUES

We believe that...

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

