School Board Training & Resource Development Plan (HB25-1278)



Background & Legislative Context

In response to the requirements of House Bill 25-1278 (HB25-1278), the Colorado Department of Education (CDE) is charged with supporting locally elected school boards in understanding the accreditation process and its relationship to their role in the approval and oversight of Unified Improvement Plans (UIPs). CDE has chosen to collaborate with partner organizations, including the Colorado Association of School Boards (CASB), to ensure that local boards receive consistent guidance on reviewing and monitoring accreditation and improvement plans.

To inform this work, CDE conducted two focus groups with CASB Board members in June 2025. The purpose of these sessions was to better understand the local experience with UIPs, explore the board's role in the process, and identify areas where support is most needed. The protocol introduced participants to HB25-1278, encouraged open discussion about improvement planning, and captured feedback on current practices and desired support. A summary report of the findings of the conducted focus groups, which include recommendations for support delivery and the development of core resources, is available here.

Vision and Goals

Based on the legislative requirements and focus groups findings, the primary goal of this project is to make available training, resources, and supports for school boards that will:

- Clarify the purpose and processes related to school accreditation and improvement planning.
- Define appropriate governance roles and responsibilities for board members in relation to accreditation and improvement planning.
- Equip boards to effectively monitor and support district improvement efforts in collaboration with district leadership and accountability committees.

Timeline and Development Plan

A draft timeline related to the Board support work is presented below. The plan timeline has been established with a target of having related support and training opportunities available to interested Boards of Education by September 2026. Early support opportunities for board members will be associated with relevant sessions being conducted by CDE at the December CASB convention. The plan will be further informed and modified by additional future conversations with CASB, CASE and CSI leadership along with feedback from an internal CDE work group.

Phase 1: Resource Development and Design (July 2025–March 2026)

- **July 2025:** Analyze focus group data obtained from CASB Board members and align findings to the mandates in HB25-1278. Discuss findings with CASB leadership and identify areas of possible collaboration.
- **January 2026:** Convene a small team of CDE staff members, to provide feedback related to developed project plan, prioritize resource development, and support co-development of training content and resource materials.
- **February 2026:** Develop and administer a needs assessment survey to obtain feedback from leadership in charter schools and districts related to the needs of their boards related to the understanding of accreditation and improvement planning.
- **Late June 2026:** Integrate survey findings with those of the focus groups to identify a comprehensive list of needed resources, supports, and training. Prepare a summary report of the needs assessment results and recommendations.
- **Late July 2026:** Finalize a prioritized core set of deliverables, possibly including:
    - A guidance document clarifying board and DAC roles in improvement plan approval and monitoring
    - Sample review and monitoring protocols for district use
    - Case studies and scenarios illustrating effective board practices
    - A draft multi-format training curriculum (in-person, virtual, and self-paced modules)
    - A learning cohort based on feedback and direction from the District Improvement Strategy Office
- **July - December 2026:** Produce resource development plan and obtain feedback from CASB, CSI, and CASE leadership.

Phase 2: Delivery and Feedback (September 2026–January 2027)

- **September 2026–May 2027:** Incorporate training modules and resources into a year long DISO learning cohort in support of leadership development of Boards of Education and Superintendents.
- **December 2026:** Solicit structured feedback with release of materials and training to allow for revisions of materials for clarity, usability, and alignment with varying local contexts. The sharing of materials and training will also occur as part of the scheduled CASB annual convention sessions.
- **January 2027:** Finalize a toolkit of support, schedule training opportunities with recurring calendar of support, and onboard any CDE staff that will help facilitate training.

Phase 3: Training Delivery and Resource Dissemination (February–July 2027)

- **February–April 2026:** Launch formal training opportunities statewide, including:
    - Regional in-person workshops for school boards
    - Live webinars on core topics and best practices in governance
    - Office hours and possibly consultation sessions with CDE and CASB staff

- **July 2027-Ongoing:** Establish annual review and training cycle to continue to meet requirements of HB25-1278.

Evaluation and Continuous Improvement

CDE will collect feedback from participants during each phase and track indicators of impact, such as increased board confidence in UIP oversight, improved collaboration with district accountability committees, and more consistent alignment between local plans and state expectations.

Conclusion

The development of these training resources and resultant support will meet both the statutory obligations of HB25-1278 and the expressed needs of Colorado's school boards. By September 2026, all design work will be complete and school boards across the state are expected to have access to timely, relevant, and high-quality support materials to guide their work related to improvement planning and district accountability. Opportunities for direct support and training will be initiated in the Fall of 2026 and expand into 2027.

For questions related to the UIP Board support plan, contact Dan Jorgensen at: Jorgensen_d@cde.state.co.us.

Appendix A. CDE Workgroup Members

Member	Title	Unit/Office
Lindsey Jaeckel	Assistant Commissioner	School Quality & Support
Christina North	Executive Director	Field Services & Supports
Dan Jorgensen, PhD	Field Services Manager	Field Services & Supports
Adrienne Cruz	Director	District Improvement Strategy Office
Darcy Hutchins, PhD	Director	Family, School & Com. Partnerships
Erin Loften	Special Projects Supervisor	School & District Transformation
Stephanie Knox	School Transformation Specialist	School & District Transformation
Lisa Steffen	Director of Continuous Improvement	Improvement & Innovation
Renee Martinez	Director	Online & Blended Learning