



Raising the B.A.R. Better Achievement through Reinvention

Adams County School District 50 Strategic Plan

Executive Summary

The students of Adams County School District 50 (District 50) have changed significantly in recent years. They come from all walks of life. As a result, the District has to change to meet the educational needs of our students and the community. The District is not standing pat—it intends to reinvent itself in order to provide the best education it can for its students. To drive this reinvention, the District has created a powerful vision of its future.

Vision

The District 50 vision describes what the community wants the school district to look like in the future. As a result, the vision of *District 50 is a district that ...*

- ***Ensures students' skills and knowledge meet or exceed the requirements of a successful 21st Century citizen.***
- ***Honors and embraces the diversity of its school community.***
- ***Nurtures the love of learning and inquiry with every District 50 student.***
- ***Serves as a lighthouse district in the state of Colorado for students' academic achievement and life-long success.***

Mission

District 50's mission succinctly describes the overall purpose of the organization, which is:

Push to Excel; Prepare to Succeed.

As part of the District's reinvention, District 50 initiated a strategic planning process. A **strategic plan** is a long range plan, often three years or more in length, identifying key goals and objectives by which the District directs its energies and resources. To ensure the plan reflected the needs of our local community, District 50 brought together a large group of representative stakeholders—students, parents, teachers, administrators, and community business partners—who met regularly to voice their observations and identify

key issues for the District to confront. Subsequently, a strategic plan was created, identifying **four key goals** with strategies and actions slated to begin the Fall of 2007 and to continue until the Spring of 2010. The goals and strategies listed below captured the concerns raised by the key issues:

1. District 50 will seek and implement effective academic programs to raise student performance to the highest levels in the state.

--Strategies:

- Develop alignment between standards, instruction, assessments at all levels (PK – 12).
- Develop common expectations and accountability for students, parents, teachers, staff and administrators.
- Create a culture of respect and understanding for students, parents, and staff of all diverse backgrounds.
- Create a sense of urgency for improvement, awareness and opportunity for inclusion among the community.
- Improve academic scores and graduation rates.
- Improve student access and support for program participation.
- Recruit and retain quality staff.
- Provide consistent, focused, meaningful professional development to improve all staff skills.

2. District 50 will form school/community partnerships that honor and embrace the diversity of the community and nurture the success of its students.

-- Strategies:

- Engage, motivate, and involve students and families in the school community.
- Create a culture of respect and understanding for students, families, and district staff of diverse backgrounds.
- Educate to understand cultural diversity and to increase mutual respect.
- Establish common expectations and accountability for students, families and district staff.
- Improve and provide culturally proficient customer service to all stakeholders, from students, parents, and staff to business leaders.
- Improve and provide culturally proficient communication outreach between District 50 and all its stakeholders.

3. District 50 will operate with fiscal responsibility to utilize resources for maximum effectiveness and efficiency in a standards-based system.

-- Strategies:

- Clearly define and monitor expectations and accountability for students, parents, teachers, staff and administrators regarding financial processes, legal requirements, and stewardship.
- Create a culture of respect and understanding for students, parents and staff of all diverse backgrounds that supports responsible utilization of resources for maximum effectiveness and efficiency.
- Seek outside of general fund resources and funding to address student' needs.
- Align budget development and funding allocation cycles with Strategic Plan priorities and division budget development.

4. District 50 will provide adequate safe and secure schools for students, staff and community in a standards-based system.

-- Strategies:

- Clearly define and monitor expectations and accountability for students, parents, teachers, staff and administrators to increase safety.
- Create a culture of respect and understanding for students, parents, and staff of all diverse backgrounds.
- Increase staff and student sense of security and safety.

With these goals, the strategic plan unifies District 50 by integrating and aligning educational, fiscal, and operational strategies and actions to address the academic and social needs of our students. The successful completion of this plan will bring life to the District's shared vision of the future and to the mission of its work.



How Goals Were Determined

During the strategic planning process, stakeholder groups (i.e., *"All people who work and live in District 50"*) used a SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis to present and discuss what they perceived as strengths, weaknesses, opportunities, and threats in the current district practices and results. Additional sessions reviewed existing academic, workforce, operational, community, and fiscal data to establish an objective view of the current state of the district. By way of the SWOT process the Task Force identified many things that District 50 did well.

Also, the SWOT process and the dialogue that followed identified 34 over-arching issues affecting success in District 50. Through a priority-setting process and discussion, the Task Force targeted 14 issues as being of primary importance.

These issues were grouped under four key Strategic Goals. Supporting strategies for each goal area were then developed to be implemented during the next three years.

Implementation, Progress and Accountability

The Strategic Plan will be directed by a district leadership team whose primary task is to drive the implementation of the plan. Progress will be monitored regularly through the use of several measurement indicators (a "balanced scorecard") that will provide indication of progress.

Measuring Progress: The Balanced Scorecard

The District 50 Strategic Plan will incorporate a set of measures to monitor implementation progress because it recognizes that a single measure of academic achievement alone does not provide a balanced view of changes in an organization's

performance. Some of these broader measures include workforce skill levels, motivation, and student/parent satisfaction and serve as leading indicators of academic success. These collective measures are known as the “balanced scorecard.” An example of the District scorecard summary follows:

District 50 Balanced Scorecard

Summary of Strategic Plan Balanced Progress Measures

Scorecard Dimension	Goal	Frequency of Measurement	Measures	Targets
Academic Achievement/ Results	Increase achievement Improve results	Bi-Annually	Varied: CSAP, ACT NWEA, etc.	Meet or exceed state gains
Stakeholder Satisfaction	Increase partnership satisfaction & security	Annually	Survey State measures	Increase 5%/year satisfaction
Operational Excellence	Increase effectiveness & satisfaction	Bi-Annually	Survey evaluations	Increase 5%/year efficiencies
Workforce / Innovation	Increase effectiveness & satisfaction	Bi-Annually	Survey evaluations	Increase 5%/year satisfaction/improve
Fiscal Responsibility	Increase effectiveness & efficiencies	Annually	State/Federal Compliances	100% within budget requirement

Additionally, the balanced scorecard will be reviewed at regular intervals in order to monitor and make adjustments to the organization’s actions and serve as part of a process for continuous improvement.

Strategic Plan Steering Committee

A formal Strategic Plan Advisory Committee, comprised of representatives from the Task Force, as well as from district stakeholders, will be charged to monitor regular progress on Strategic Plan actions by reviewing data and reports of progress on the Strategic Plan’s goals, strategies, and actions.

It has been said that a *journey of a thousand miles begins with the first step*. District 50 is poised to begin its journey to excellence. The Strategic Plan serves as the road map for the next three years to achieving the District 50 Vision of exemplary achievement.

