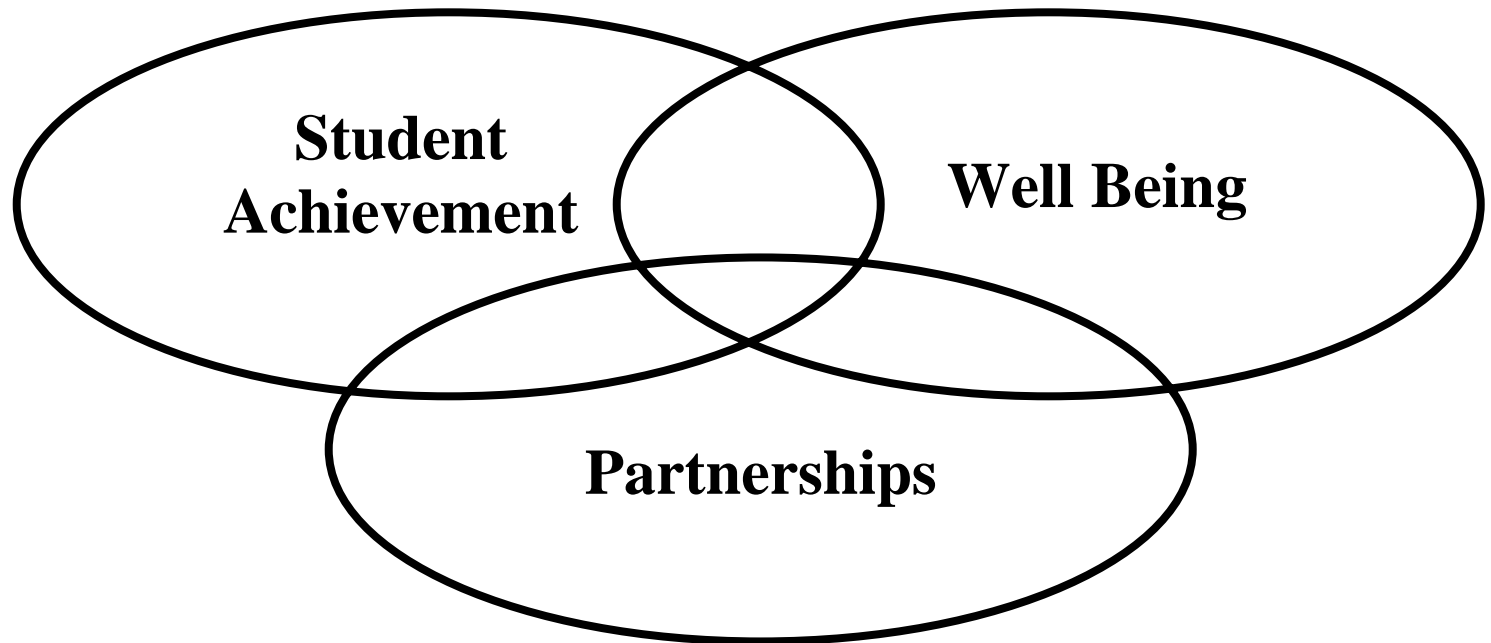




# 2004 – 2009 Strategic Plan

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**St. Vrain Valley School District  
2004 – 2009 STRATEGIC PLAN: Focus Area #1**

**Student Achievement**

**Literacy & Numeracy**

**Objective**

To ensure that all students make continuous improvement toward meeting standards for literacy and numeracy

**Evidence of Success**

1. By 2008-2009, the number of students scoring in the proficient range: 93% in reading, 92% in writing and 89% in math\*
2. The achievement gap in literacy and numeracy for under performing groups of students decreased
3. The numbers of students on literacy plans decreased in each grade level

**Fully Implemented K-12 Standards-based Instructional Model**

**Objective**

To put in place a fully-articulated and well understood standards-based instructional system that includes up-to-date standards, student assessments, data-driven decision-making about instructional planning, and a useful reporting system.

**Evidence of Success**

1. The District conducts ongoing reviews and refinements of standards
2. Common assessments for content areas and grade levels is developed
3. The Supervision/Evaluation process notes the increased use of assessment data for goal setting and instructional planning
4. Achievement gaps for under performing groups in all content areas is reduced

**Preparation for Next Level of Schooling**

**Objective**

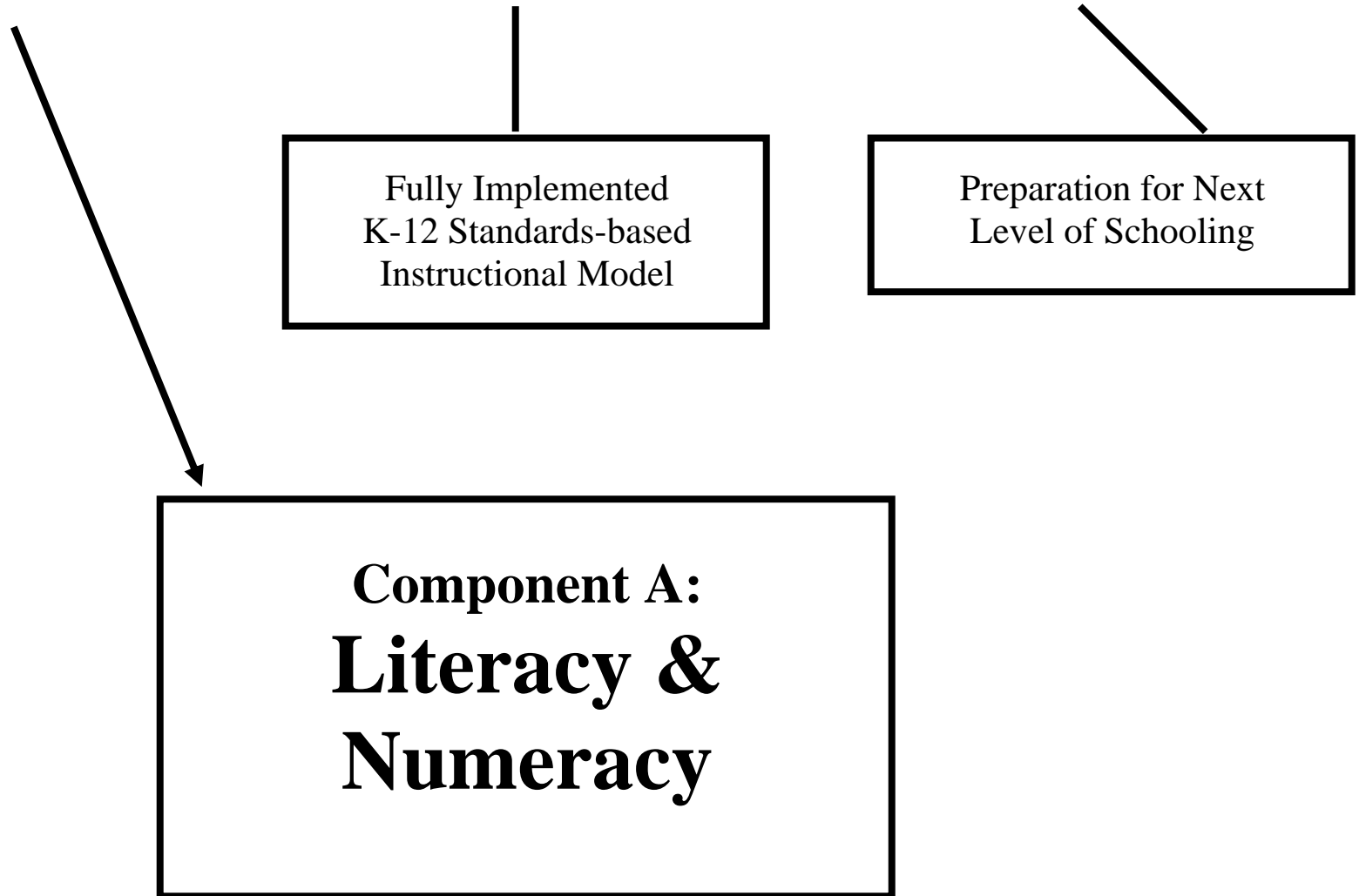
To guarantee that all feeder systems identify a comprehensive plan to guide transitions for students at critical times in their schooling from pre-kindergarten through post-secondary

**Evidence of Success**

1. Each feeder system has a K-12 transition plan identifying competencies needed for student success at the next level of schooling and information regarding the level of accomplishment of in-coming students
2. Increased postgraduate satisfaction and success is measured through a follow-up survey
3. Graduation rate of 90% for all subgroups of students is met or exceeded

\* All student performance goals are based on CSAP target levels including partially proficient, and advanced proficient as mandated by No Child Left Behind.

# Student Achievement



**St. Vrain Valley School District**  
**2004 – 2009 Strategic Plan**  
**Focus Area: Student Achievement**

**Component A: Literacy and Numeracy – Page 1**

Strategies/Process/Activities	Communication	Responsibility	Budget & Resource Allocation	Timeline (Years) R-P-L-I-M				
				04/05	05/06	06/07	07/08	08/09
<b>A 1</b> Improve the use of data by principals and teachers by acquiring a system that will allow all staff access to individual student data and a variety of useful ways to aggregate and disaggregate the data	Principals, School Staff, Technology Department	Executive Director of Assessment, Principals, Teachers	* Data system * Training	R	P	LI	M	M
<b>A 2</b> Refine literacy assessments to provide teachers with effective and efficient measures that can be used to monitor student achievement throughout the school year	Principals, Teachers, Assessment Director	Literacy Coordinator, Teachers	* Materials purchase * Professional development	LI	I	M	M	M
<b>A 3</b> Create K-5 math assessments that can be used by teachers to monitor student achievement throughout the school year	Executive Director of Assessment, Gifted & Talented Coordinator, Executive Director for Elementary Schools, Principals, Teachers, Technology Department	Math Coordinator, Teachers	* Materials purchase or time for development * Training * Technology	PL	I	M	M	M
<b>A 4</b> Refine the continuous improvement process to reflect the requirements of AYP, state accreditation and state accountability	Principals, School Staff, Accountability Committees	Assessment Director, Executive Directors for Elementary and Secondary Schools	Current resources	I	M	M	M	M
<b>A 5</b> Provide targeted support for schools who fail to meet AYP, state accreditation indicators and/or score low on state accountability reports	Principals, School Staff	Executive Directors for Elementary and Secondary Schools	* Consultant salaries	I	M	M	M	M
<b>A 6</b> Continue to monitor schools and the District in meeting state accreditation and accountability requirements	Executive Directors for Elementary and Secondary Schools, Accountability Committees	Executive Director of Assessment, Accountability Committee, Principals	Current resources	M	M	M	M	M

\* Requires additional Budget and/or Resource Allocation

R – Readiness

P – Planning

L – Learning

I – Implementing

M – Maintenance

**St. Vrain Valley School District**  
**2004 – 2009 Strategic Plan**  
**Focus Area: Student Achievement**

**Component A: Literacy and Numeracy – Page 2**

Strategies/Process/Activities	Communication	Responsibility	Budget & Resource Allocation	Timeline (Years) R-P-L-I-M																																																				
				04/05	05/06	06/07	07/08	08/09																																																
<b>A 7</b> Improve performance of under performing groups of students in reading and math <u>Reading</u> <table style="width: 100%; border-collapse: collapse;"> <tr> <td></td> <td style="text-align: center;"><u>02</u></td> <td style="text-align: center;"><u>06</u></td> <td style="text-align: center;"><u>09</u></td> </tr> <tr> <td>Hispanic</td> <td style="text-align: center;">70</td> <td style="text-align: center;">76</td> <td style="text-align: center;">85</td> </tr> <tr> <td>ELL</td> <td style="text-align: center;">63</td> <td style="text-align: center;">70</td> <td style="text-align: center;">81</td> </tr> <tr> <td>Special Ed</td> <td style="text-align: center;">56</td> <td style="text-align: center;">64</td> <td style="text-align: center;">78</td> </tr> </table> <u>Writing</u> <table style="width: 100%; border-collapse: collapse;"> <tr> <td></td> <td style="text-align: center;"><u>02</u></td> <td style="text-align: center;"><u>06</u></td> <td style="text-align: center;"><u>09</u></td> </tr> <tr> <td>Hispanic</td> <td style="text-align: center;">82</td> <td style="text-align: center;">87</td> <td style="text-align: center;">91</td> </tr> <tr> <td>ELL</td> <td style="text-align: center;">77</td> <td style="text-align: center;">82</td> <td style="text-align: center;">88</td> </tr> <tr> <td>Special Ed</td> <td style="text-align: center;">70</td> <td style="text-align: center;">78</td> <td style="text-align: center;">84</td> </tr> </table> <u>Math</u> <table style="width: 100%; border-collapse: collapse;"> <tr> <td></td> <td style="text-align: center;"><u>02</u></td> <td style="text-align: center;"><u>06</u></td> <td style="text-align: center;"><u>09</u></td> </tr> <tr> <td>Hispanic</td> <td style="text-align: center;">56</td> <td style="text-align: center;">68</td> <td style="text-align: center;">78</td> </tr> <tr> <td>ELL</td> <td style="text-align: center;">58</td> <td style="text-align: center;">66</td> <td style="text-align: center;">77</td> </tr> <tr> <td>Special Ed</td> <td style="text-align: center;">44</td> <td style="text-align: center;">58</td> <td style="text-align: center;">72</td> </tr> </table>		<u>02</u>	<u>06</u>	<u>09</u>	Hispanic	70	76	85	ELL	63	70	81	Special Ed	56	64	78		<u>02</u>	<u>06</u>	<u>09</u>	Hispanic	82	87	91	ELL	77	82	88	Special Ed	70	78	84		<u>02</u>	<u>06</u>	<u>09</u>	Hispanic	56	68	78	ELL	58	66	77	Special Ed	44	58	72	Gifted and Talented Coordinator, Professional Development Office, Principals, School Staff	Student Services, Executive Director of Assessment, Principals, Teachers	* Training * Differentiation coach	L	I	M	M	M
	<u>02</u>	<u>06</u>	<u>09</u>																																																					
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<b>A 8</b> Create a process to provide quality early childhood experiences for 3, 4 and 5 year olds who need these experiences to be better prepared for kindergarten	See Preparation for Next Level of Schooling, C1	See Preparation for Next Level of Schooling, C1	See Preparation for Next Level of Schooling, C1																																																					
<b>A 9</b> Continue to move literacy plans through the system and into high schools	Teachers, Parents, Students, Executive Directors for Elementary and Secondary Schools	Literacy Coordinator, Principals, Teachers, Executive Directors for Elementary and Secondary Schools	* Materials purchase * Professional development	IM	IM	IM	IM	IM																																																
<b>A 10</b> Monitor math performance and adjust materials to meet student needs. Provide training for staff on materials	Principals, Teachers, Parents, Executive Director for Elementary Schools	Math Coordinator, Principals, Teachers, Executive Directors for Elementary and Secondary Schools	* Materials purchase or time for development * Training * Technology	LI	IM	M	M	M																																																

\* Requires additional Budget and/or Resource Allocation

R – Readiness

P – Planning

L – Learning

I – Implementing

M – Maintenance

# Student Achievement

Literacy & Numeracy

Preparation for Next  
Level of Schooling

**Component B:  
Fully Implemented  
K-12 Standards-based  
Instructional Model**

**St. Vrain Valley School District**  
**2004 – 2009 Strategic Plan**  
**Focus Area: Student Achievement**

**Component B: Fully Implemented K-12 Standards-based Instructional Model – Page 1**

Strategies/Process/Activities	Communication	Responsibility	Budget & Resource Allocation	Timeline (Years) R-P-L-I-M				
				04/05	05/06	06/07	07/08	08/09
<b>B 1</b> Update system for developing, refining and sharing standards and common assessments	Principals, Teachers, Learning Services Department	Director of Curriculum, Principals, Teachers	Clerical * Director of Curriculum * Curriculum Facilitators	RP	LI	I	I	M
<b>B 2</b> Update a cyclical textbook/resource adoption system for all content areas	Teachers, Principals, Learning Services Department	Director of Curriculum, Principals, Teachers	Clerical * Director of Curriculum	RP	I	I	M	M
<b>B 3</b> Provide differentiated induction support to all teachers and administrators new to St. Vrain	Novice teachers, Principals, Induction Coaches	Director of Professional Development, Induction Coaches, School Leaders	* Director of Professional Development * Induction Coaches * Principal Coach	Teachers I	I	I	M	M
				Admin. RP	I	I	I	M
<b>B 4</b> Continue standards-based teacher Supervision & Evaluation Pilot	Teachers, Principals, Human Resources, and Learning Services Department	Assistant Superintendent of Human Resources, Principals, Teachers	* Director of Professional Development or Human Resources Consultant, Materials	I	I	I	M	M

\* Requires additional Budget and/or Resource Allocation

R – Readiness

P – Planning

L – Learning

I – Implementing

M – Maintenance

**St. Vrain Valley School District**  
**2004 – 2009 Strategic Plan**  
**Focus Area: Student Achievement**

**Component B: Fully Implemented K-12 Standards-based Instructional Model – Page 2**

Strategies/Process/Activities	Communication	Responsibility	Budget & Resource Allocation	Timeline (Years) R-P-L-I-M				
				04/05	05/06	06/07	07/08	08/09
<b>B 5</b> Design a standards-based process to supervise and evaluate administrators	Administrators, Teachers	Assistant Superintendent of Human Resources, Assistant Superintendent of Learning Services	* Consultant * Assistant Superintendent of Learning Services	RP	LI	I	I	M
<b>B 6</b> Focus professional development for teachers on the development of skills in planning, assessing, differentiating and reporting instruction	Teachers, Principals, Professional Development Coaches and Instructors	Director of Professional Development, Principals, Teachers	Current resources	RP	LI	I	I	M
<b>B 7</b> Develop Instructional Coaches to support low performing schools	Principals, Executive Director of Assessment, Directors of Curriculum, Professional Development, Teachers	Director of Professional Development, Principals, Executive Directors	* Instructional coaches	RP	LI	I	I	M

See Action Plan for Literacy and Numeracy for assessment development, reporting system development (Literacy Plans), and student achievement targets.  
 See Action Plan for Preparation for Next Level for reporting system development (report cards).

\* Requires additional Budget and/or Resource Allocation

R – Readiness

P – Planning

L – Learning

I – Implementing

M – Maintenance

# Student Achievement

Literacy & Numeracy

Fully Implemented  
K-12 Standards-based  
Instructional Model

Component C:  
**Preparation for Next  
Level of Schooling**

**St. Vrain Valley School District**  
**2004 – 2009 Strategic Plan**  
**Focus Area: Student Achievement**

**Component C: Preparation for Next Level of Schooling – Page 1**

Strategies/Process/Activities	Communication	Responsibility	Budget & Resource Allocation	Timeline (Years) R-P-L-I-M				
				04/05	05/06	06/07	07/08	08/09
<b>C 1</b> Identify expectations, instructional approaches, and accompanying competencies and experiences in reading, writing and math that students need at each level of schooling to be successful - Create a process to provide quality early childhood experiences for 3, 4, and 5 year olds who need these experiences to be better prepared for kindergarten - Create comprehensive articulation/transition plans within feeder systems and between levels - Review and revise K-5 transition model for second language learners	Principals and School Staff in feeder systems Early Childhood Staff	Executive Directors of Elementary and Secondary Schools, Student Services, Principals, Teachers	* Time for articulation, development of key skills and activities to address District support for articulation efforts  * Materials  * Job/Salary reclassification for preschool teachers	RP	PLI	LI	I	M
<b>C 2</b> Implement transition plans for students with literacy needs in K-12 - Continue to move literacy plans through the system and into the high schools	See Integration of Literacy and Numeracy, page 5	See Integration of Literacy and Numeracy, page 5	Current resources	RP	LI	I	I	M

\* Requires additional Budget and/or Resource Allocation

R – Readiness

P – Planning

L – Learning

I – Implementing

M – Maintenance

**St. Vrain Valley School District**  
**2004 – 2009 Strategic Plan**  
**Focus Area: Student Achievement**

**Component C: Preparation for Next Level of Schooling – Page 2**

Strategies/Process/Activities	Communication	Responsibility	Budget & Resource Allocation	Timeline (Years) R-P-L-I-M				
				04/05	05/06	06/07	07/08	08/09
<b>C 3</b> Reevaluate and refine K-12 reporting systems and identify and implement systems that better inform parents and teachers about student performance in relationship to standards and readiness for next level of schooling - Research and implement electronic literacy plans K-12 - Reevaluate UnitMaker/Reporting System in grades 6-8	Principals, Teachers, Technology Coordinator, Literacy Coordinators K-12, Executive Director of Assessment, Parents	Executive Directors for Elementary and Secondary Schools, Executive Director of Assessment, School Leaders, Teachers, Technology Staff, Literacy Coordinators	Some current resources, materials purchase, training, professional development, reporting software, equipment	R(LI)	P(I)	L(M)	I	IM
<b>C 4</b> Create a four-year plan for students entering high school to increase graduation rate and address individual diverse needs	Principals, School Staff, Parents	Executive Director for Secondary Schools, School Leaders, Teachers	Current resources	R	P	P	I	M
<b>C 5</b> Implement a post-graduation survey to study success of graduates from SVVSD	Graduates, postgraduate locations (colleges, workplaces), School Staff, Executive Director of Assessment, Data Analysis Coordinator, Executive Director for Secondary Schools	Executive Director for Secondary Schools, Assessment Director, School Leader	* Consultant salaries * Contracted services	RL	LI	I	M	M

\* Requires additional Budget and/or Resource Allocation

R – Readiness

P – Planning

L – Learning

I – Implementing

M – Maintenance

**St. Vrain Valley School District  
2004 – 2009 STRATEGIC PLAN: Focus Area #2  
Student/Staff/Organization**

**Well Being**

**Organization**

**Working Environment**

**Learning Environment**

**Objective**

**Objective**

**Objective**

To upgrade organizational performance in the areas of leadership and organizational responsiveness

To ensure that staff contribute to a safe and productive work environment that embraces diversity

To ensure that students contribute to and thrive in safe, civil, and productive learning environments that embrace diversity

**Evidence of Success**

**Evidence of Success**

**Evidence of Success**

1. Support systems and central services effectiveness measures are in place
2. The District's fiscal plan is viable
3. Collaborative processes are used effectively
4. Stakeholders' contributions are considered in the decision-making process
5. Open lines of communication throughout the organization are increased both vertically and horizontally

1. Employees are satisfied with their jobs, based on Needs Assessment (Central Administration/Department Site)
2. The District's hiring practices reflect diversity
3. Retention rates increase because wages and benefits are comprehensive and competitive
4. Departments and schools demonstrate continuous improvement through structured learning in safety seminars, in-service, Professional Development, Collaborative Training, etc.
5. The numbers of incidents resulting in injuries is reduced
6. The District receives national recognition for continuous improvement

1. Students' perceptions of their safety in school increases
2. Fewer students are suspended or expelled
3. The School Safety Plan reflects physical, emotional and intellectual safety and well being for all students
4. Students maintain a 95% attendance rate across the District
5. All subgroups of students maintain or achieve a dropout rate of 2% or less
6. All subgroups of students meet or exceed a graduation rate of 90%

**St. Vrain Valley School District  
2004 – 2009 STRATEGIC PLAN: Focus Area #2  
Student/Staff/Organization**

# Well Being

Working  
Environment

Learning  
Environment

**Component A:  
Organization**

**St. Vrain Valley School District  
2004 – 2009 Strategic Plan  
Focus Area: Well Being**

**Component A: Organization – Page 1**

Strategies/Process/Activities	Communication	Responsibility	Budget & Resource Allocation	Timeline (Years) R-P-L-I-M					
				04/05	05/06	06/07	07/08	08/09	
<b>A 1</b> Superintendent's Task Force									
1.1 Invite a group of staff to investigate and recommend a systemic framework for organizational excellence which includes: leadership, trust in the governance, process management, faculty & staff focus, stakeholder and market focus, collaborative decision-making, analysis of organizational performance and future strategic planning	The Superintendent's Task Force develops a communication plan for the project	Superintendent of Schools, School and Department Leaders, School and Department Staff	Clerical * Two leadership positions	R(LI)	P(I)	L(M)	I	IM	
1.2 Examine and recommend collaborative decision-making processes for the District in the areas of administrative management, school-based empowerment and accountability	Included in the Superintendent's Task Force communication plan	Superintendent of Schools, School and Department Leaders, School and Department Staff	Clerical	R	PL	IM	M	M	

\* Requires additional Budget and/or Resource Allocation

R – Readiness

P – Planning

L – Learning

I – Implementing

M – Maintenance

**St. Vrain Valley School District  
2004 – 2009 Strategic Plan  
Focus Area: Well Being**

**Component A:            Organization – Page 2**

Strategies/Process/Activities	Communication	Responsibility	Budget & Resource Allocation	Timeline (Years) R-P-L-I-M				
				04/05	05/06	06/07	07/08	08/09
<b>A 2</b> Create a Budget Development Plan	Chief Financial Officer and Community Budget Advisory Committee	Chief Financial Officer and Community Budget Advisory Committee	Current resources	RPL	IM	M	M	M
<b>A 3</b> Maintain a balanced budget that supports District programs and initiatives. The budget should be designed to keep it as resilient as possible to keep programs and initiatives stable while revenues fluctuate.	Chief Financial Officer and Community Budget Advisory Committee	Superintendent of Schools, Chief Financial Officer, School and Department Leaders	Current resources	RPL	IM	M	M	M

R – Readiness

P – Planning

L – Learning

I – Implementing

M – Maintenance

St. Vrain Valley School District  
2004 – 2009 STRATEGIC PLAN: Focus Area #2  
Student/Staff/Organization

# Well Being

Organization

Learning  
Environment

Component B:  
**Working  
Environment**

**St. Vrain Valley School District  
2004 – 2009 Strategic Plan  
Focus Area: Well Being**

**Component B: Working Environment – Page 1**

Strategies/Process/Activities	Communication	Responsibility	Budget & Resource Allocation	Timeline (Years) R-P-L-I-M				
				04/05	05/06	06/07	07/08	08/09
<b>B 1</b> Survey all staff to establish a baseline of the current level of employee job satisfaction				R(LI)	P(I)	L(M)	L(M)	L(M)
1.1 Through committee involvement develop surveys to determine employee satisfaction for all employee groups	Superintendent's Office/ Human Resources	Human Resources/Directors/ Principals	* Clerical position and Leadership position to analyze	R(LI)	N/A	N/A	N/A	N/A
1.2 Established committee evaluates the results of the study and makes recommendations to the Superintendent	Superintendent's Office/ Human Resources	Committee and Superintendent's Office	Committee time and clerical	R(LI)	N/A	N/A	N/A	N/A
1.3 A follow-up survey conducted and reevaluated	Superintendent's Office/ Human Resources	Committee and Superintendent's Office	Committee time and clerical	L	N/A	N/A	N/A	N/A
1.4 Surveys are conducted periodically to assess employee job satisfaction	Superintendent's Office/ Human Resources	Committee and Superintendent's Office	Committee time and clerical	N/A	M	M	M	M
1.5 Modification/Recommendations are based on subsequent surveys	Superintendent's Office/ Human Resources	Committee and Superintendent's Office	Committee time and clerical	N/A	M	M	M	M
<b>B 2</b> Continue salary and benefit studies to ensure all positions are comprehensive and competitive	Superintendent's Office/ Human Resources	Human Resources	* Salary Increases	L(M)	L(M)	L(M)	L(M)	L(M)
2.1 Adjust salaries as is prudent and as funds are available	Superintendent's Office/ Human Resources	Human Resources/Chief Financial Officer	* Salary Increases	L(M)	L(M)	L(M)	L(M)	L(M)

\* Requires additional Budget and/or Resource Allocation

R – Readiness

P – Planning

L – Learning

I – Implementing

M – Maintenance

**St. Vrain Valley School District  
2004 – 2009 Strategic Plan  
Focus Area: Well Being**

**Component B: Working Environment – Page 2**

Strategies/Process/Activities	Communication	Responsibility	Budget & Resource Allocation	Timeline (Years) R-P-L-I-M				
				04/05	05/06	06/07	07/08	08/09
<b>B 3</b> The District’s hiring practices continue to include hiring quality individuals to fulfill all of the diversified positions within the District	Superintendent’s Office/Risk Management	Human Resources, School and Department Leaders	* Competitive salaries and benefits; quality work environment	L(M)	L(M)	L(M)	L(M)	L(M)
<b>B 4</b> District provides safety training to all staff as funds are available	Superintendent’s Office/Risk Management	Risk Management/Directors/ Principals	Current resources	L(M)	L(M)	L(M)	L(M)	L(M)
4.1 Monitor and evaluate training impact using established benchmarks for injuries	Superintendent’s Office/Risk Management	Risk Management		L(M)	L(M)	L(M)	L(M)	L(M)
<b>B 5</b> Staff are encouraged and rewarded for continuous learning and professional development	Superintendent’s Office/ Staff Development/Human Resources	Human Resources/Staff Development, School and Department Leaders	* Increase in Staff Development staff and funds for compensation	L(M)	L(M)	L(M)	L(M)	L(M)
<b>B 6</b> District adopts/employs outside agencies performance standards such as ISO 9000, Baldrige, Six Sigma	Superintendent’s Office	Superintendent of Schools, Leadership	* Two leadership positions and clerical support	R(P)	L	L(I)	M	M
6.1 District trains staff and develops processes and procedures that enhance and support continuous improvement	Superintendent’s Office	Superintendent of Schools, School and Department Leaders		N/A	N/A	I	M	M
6.2 District and staff receive local, state, and national recognition for continuous improvement	Superintendent’s Office	Superintendent of Schools, School and Department Leaders		N/A	N/A	N/A	I	M

\* Requires additional Budget and/or Resource Allocation

R – Readiness

P – Planning

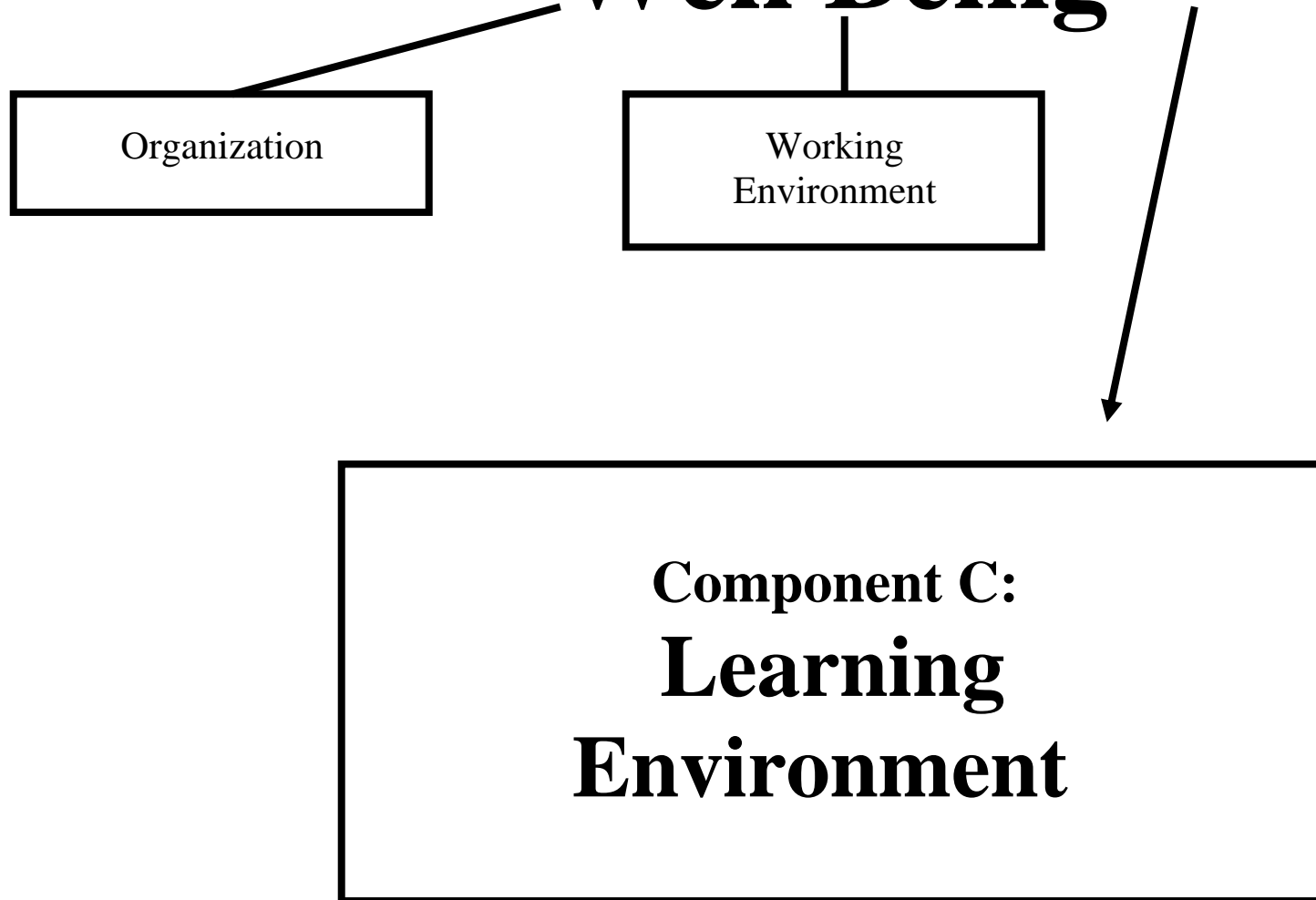
L – Learning

I – Implementing

M – Maintenance

St. Vrain Valley School District  
2004 – 2009 STRATEGIC PLAN: Focus Area #2  
Student/Staff/Organization

# Well Being



**St. Vrain Valley School District  
2004 – 2009 Strategic Plan  
Focus Area: Well Being**

**Component C: Learning Environment – Page 1**

Strategies/Process/Activities	Communication	Responsibility	Budget & Resource Allocation	Timeline (Years) R-P-L-I-M					
				04/05	05/06	06/07	07/08	08/09	
<b>C 1</b> Improve student perceptions and feelings of safety									
1.1 Conduct District survey to inventory programs and efforts currently being used to assist with student well being and the results of those efforts. Share data with schools to assist with plans for future direction.	Executive Directors, Principals, Counselors, Interventionists	Student Assistance Services, School Leaders	Current resources	RPL	I	I	M	M	
1.2 Utilize information gathered from the Youth Risk Behavior Study (YRBS) to assist with District direction to address student issues. YRBS conducted every two years	Principals, Teachers, Parents, Boulder County Mental Health Department, Community Members, District Staff	Student Assistance Services, School Leaders	Current resources from the District; survey costs with Boulder County Health Department	RPL	I	RPL	I	RPL	
1.3 Maintain and expand interventionists, campus monitors and School Resource Officer time assigned to schools	Boulder County Mental Health Department, Law Enforcement, Principals	Executive Director of Secondary Schools, School Leaders	* Additional FTE at secondary schools	RPL	I	I	I	I	

\* Requires additional Budget and/or Resource Allocation

R – Readiness

P – Planning

L – Learning

I – Implementing

M – Maintenance

**St. Vrain Valley School District  
2004 – 2009 Strategic Plan  
Focus Area: Well Being**

**Component C: Learning Environment – Page 2**

Strategies/Process/Activities	Communication	Responsibility	Budget & Resource Allocation	Timeline (Years) R-P-L-I-M					
				04/05	05/06	06/07	07/08	08/09	
<b>C 2</b> Reduce number of suspensions and expulsions									
2.1 Disaggregate suspension and expulsion data over the past 5 years to ascertain trends and District areas of most concern. Provide building principals and District administrators with data	Principals, Teachers, Parents	Student Services, Executive Directors, Principals	Current resources	RPL	I	I	M	M	
2.2 Consider a District-wide task force to study data, develop recommendations to assist with alternatives to suspensions, provide positive behavior supports and customize strategies for the various groups to reduce number of suspensions	District Staff, Parents, Students, vested community interest groups	Executive Director for Secondary Schools, Principals	Current resources, training of staff	RPL	I	I	M	M	
2.3 Implement and adapt plan to address continued and emerging needs	District Staff, Parents, Students, vested community interest groups	Executive Directors, Principals	Current resources, ongoing training	IM	IM	IM	IM	IM	
<b>C 3</b> School Safety Plan									
3.1 District and school Safety/Security Committees review and monitor policy regulations as set forth in Board Policy ADD	Principals	Risk Manager, School Leaders	* Consulting fees for school safety assessment every five years; resources to address recommendations	I	I	I	I	I	

\* Requires additional Budget and/or Resource Allocation

R – Readiness

P – Planning

L – Learning

I – Implementing

M – Maintenance

**St. Vrain Valley School District  
2004 – 2009 Strategic Plan  
Focus Area: Well Being**

**Component C: Learning Environment – Page 3**

Strategies/Process/Activities	Communication	Responsibility	Budget & Resource Allocation	Timeline (Years) R-P-L-I-M					
				04/05	05/06	06/07	07/08	08/09	
<b>C 4</b> Increase student attendance and graduation rates and decrease dropout rates									
4.1 Disaggregate data on attendance, dropout and graduation rates to ascertain trends, areas of concern: provide to building. Principals and District administration to develop plan/strategies for the various at-risk groups.	District Staff, Parents, Community, Students	Student Services, School and Department Leaders	Current resources	RPL	I	I	I	I	
4.2 Consider a District-wide task force to develop recommendations customized to the various at-risk groups to improve the graduation rate and decrease the dropout rate	District Staff, Parents, Students, vested community members	Executive Director for Secondary Schools, School Leaders	Current staff; * resources to meet recommendations	RPL	I	I	I	I	
4.3 Create better linkages between the District and minority parent/community members	All	Student Services and TBD	Current resources	RPL	I	I	I	I	
4.4 Generate additional ways to connect with disenfranchised students and get to know them as individuals	All	Executive Directors of Student Services & Secondary Schools, Counselors, Interventionists, Psychologists	Current staff; * training of staff	RPL	I	I	I	I	
4.5 Conduct a survey of dropouts and past graduates to identify what contributed to their successful or unsuccessful school experience. Utilize that information for future direction.	Dropouts/Postgraduates	Student Services, School Leaders	Current staff; * alternative programming options	RPL	I	I	I	I	
4.6 Support differentiation of instruction in our standards-based classrooms	All	Executive Directors, School Leaders, Teachers	Current staff; * with added literacy, numeracy, core curriculum support personnel with outside consultant support	RPL	I	I	I	I	
4.7 Increase the instructional use of technology to meet the diverse needs of students	Teachers, Principals	Executive Directors, School Leaders, Teachers	Current staff; Plato Lab, Ellis Program, etc.	RPL	I	I	I	I	

\* Requires additional Budget and/or Resource Allocation

R – Readiness

P – Planning

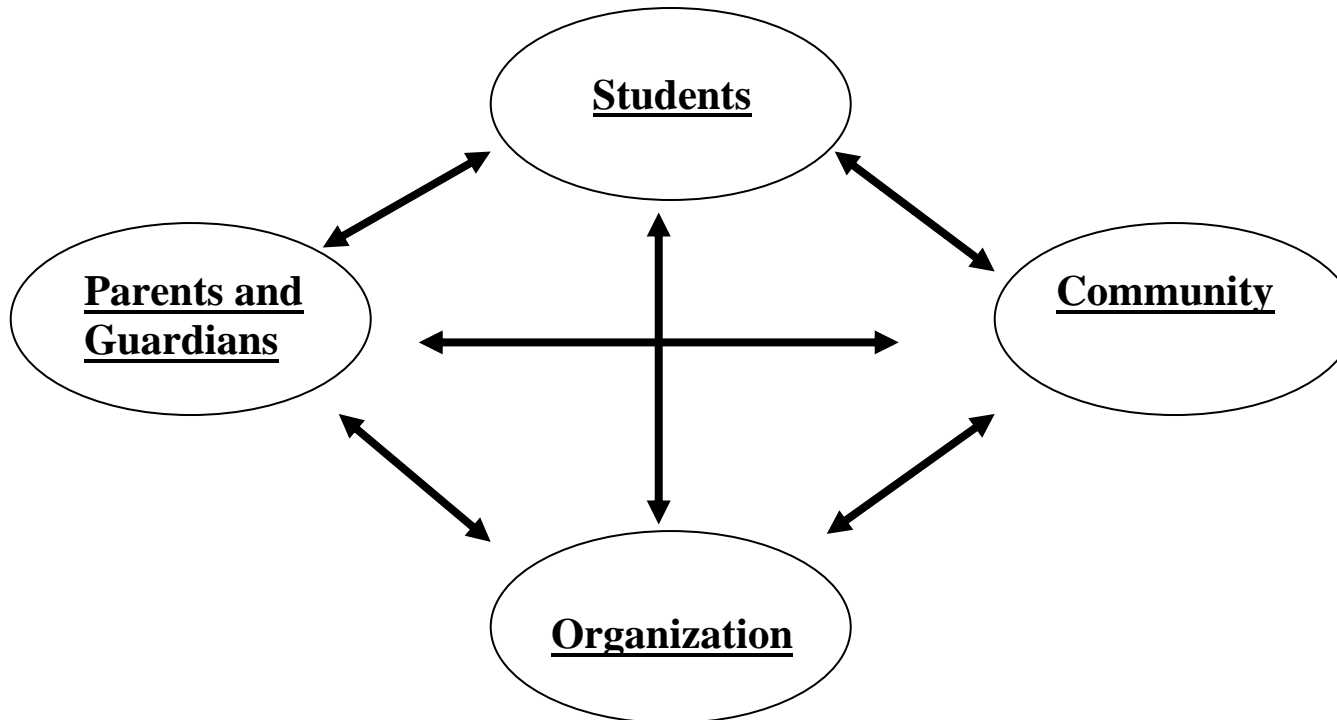
L – Learning

I – Implementing

M – Maintenance

# Partnerships

Building a connected, learning community  
with collaboration and communication



**St. Vrain Valley School District  
2004 – 2009 STRATEGIC PLAN: Focus Area #3**

**Partnerships**

**Organization**

**Parents and  
Guardians**

**Community**

**Objective**

**Objective**

**Objective**

To foster a culture of openness, honesty, and celebration through effective, two-way communications

To give parents and guardians timely information about student achievement gains and challenges, as well as how they can help students succeed

To rebuild the community's trust in and support of the District, using multiple strategies for open and honest communication

**Evidence of  
Success**

**Evidence of  
Success**

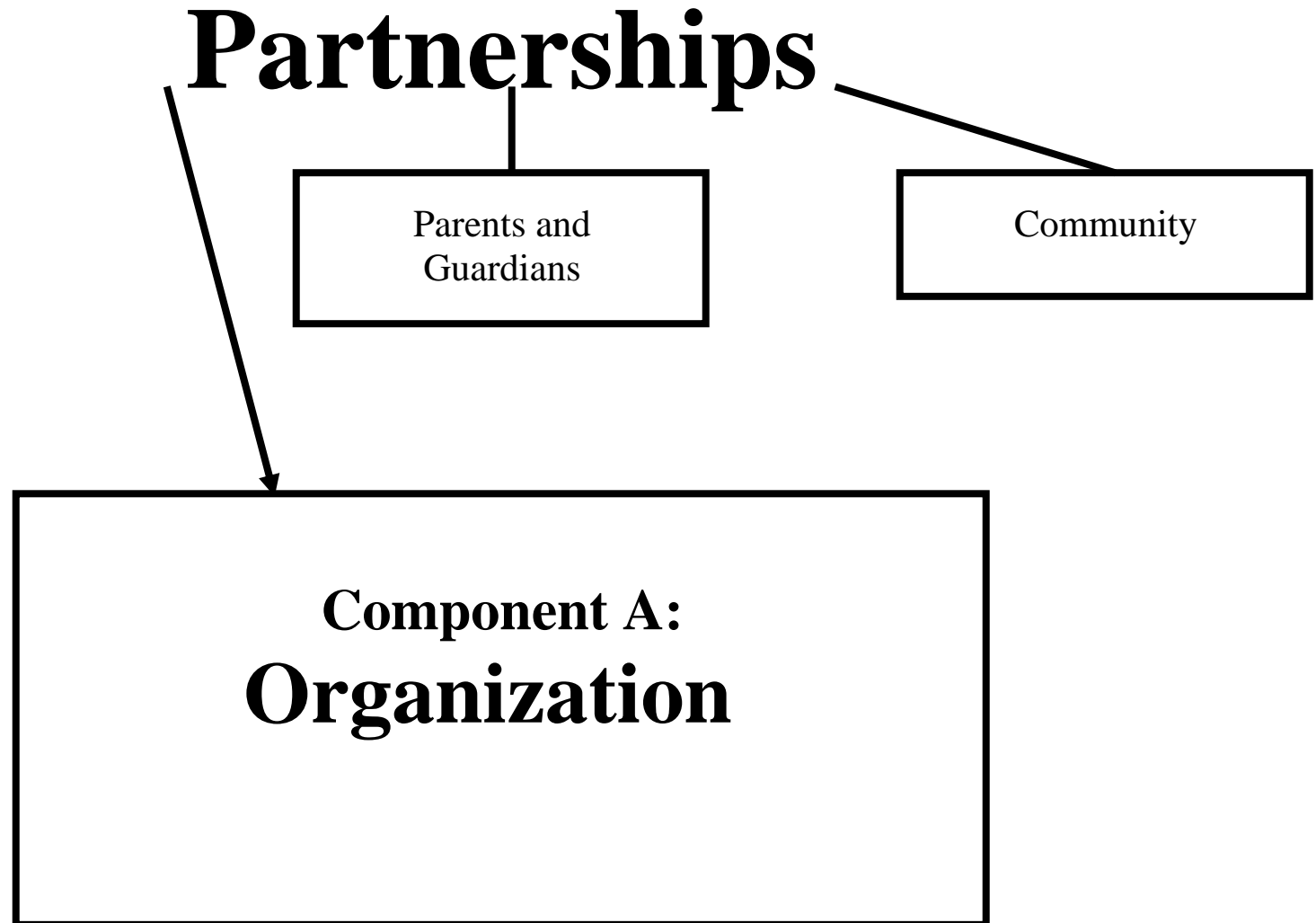
**Evidence of  
Success**

1. Staff feedback indicates the District is more successful in its efforts to communicate
2. Staff improves their expertise, communicating with each other and the public
3. Staff actively participates on school level and District level committees and councils

1. Parent and guardian feedback shows the District has been more successful in its efforts to communicate
2. Parents and guardians see enhanced communication activities and materials that provide information about student achievement, schools and programs
3. Parents and guardians actively participate on school level and District level committees and councils

1. Business and community leaders feedback denote the District is more successful in its efforts to communicate
2. The District sees increased collaborative partnerships with business and community leaders
3. Business and community leaders actively participate on school level and District level committees and councils

St. Vrain Valley School District  
2004 – 2009 STRATEGIC PLAN: Focus Area #3



**St. Vrain Valley School District  
2004 – 2009 Strategic Plan  
Focus Area: Partnerships**

**Component A: Organization – Page 1**

Strategies/Process/Activities	Communication	Responsibility	Budget & Resource Allocation	Timeline (Years) R-P-L-I-M				
				04/05	05/06	06/07	07/08	08/09
<b>A 1</b> Form a Strategic Communications Advisory Council for assistance with communication efforts/programs	Publicity about formation of the Council and reports the Council generates	Public Information Staff, Volunteer Communication Professionals	Current resources	RP LI	IM	IM	IM	IM
<b>A 2</b> Provide a communications professional development course for staff (which provides course credit opportunities) that includes, but is not limited to, customer service and marketing	Advertise to appropriate employee group	Professional Development, Public Information, Human Resources	Current resources	RP	LI M	IM	IM	IM
<b>A 3</b> Redesign web site with a focus on building-out a user-friendly and comprehensive technological information center for all schools and departments	Publicize redesigned web site	Public Information, Technology Services, School and Department Leaders, School Web Site Editors	* One FTE web-master position * One FTE web-designer/editor position Ongoing cost	RPL	IM	IM	IM	IM
<b>A 4</b> Incorporate a communications component into each school or department improvement plan for more expansive information dissemination	Internal messaging to school and department leaders	School and Department Leaders, Public Information	Current resources	--	RPL	IM	IM	IM
<b>A 5</b> Devise more efficient procedures to communicate crisis messages to internal and external stakeholders	Internal organizational distribution and presentations	Public Information, Risk Manager, District Safety Committees	* One full time clerical position – Public Information	RP LI	IM	IM	IM	IM
<b>A 6</b> Expand advisory committees to include a high school student representative group	Publicize in high schools	Superintendent, Office Staff and School Leaders	Current resources	RP LI	IM	IM	IM	IM

\* Requires additional Budget and/or Resource Allocation

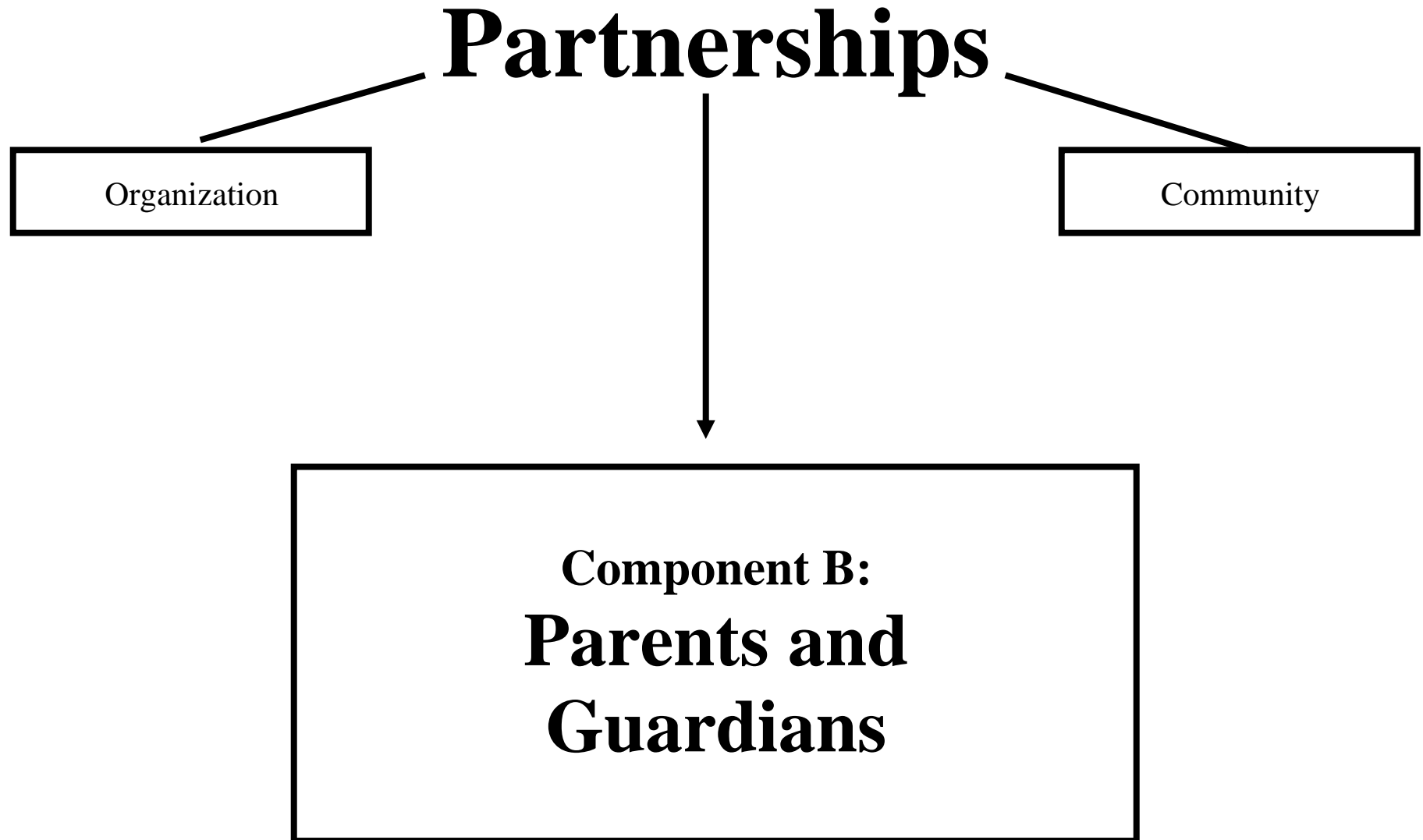
R – Readiness

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**St. Vrain Valley School District  
2004 – 2009 Strategic Plan  
Focus Area: Partnerships**

**Component B: Parents and Guardians – Page 1**

Strategies/Process/Activities	Communication	Responsibility	Budget & Resource Allocation	Timeline (Years) R-P-L-I-M				
				04/05	05/06	06/07	07/08	08/09
<b>B 1</b> Expand advisory committees to include a District-wide parent representative group	Publicize parent and guardian stakeholders	Superintendent and Office Staff, School Leaders	Current resources	RP LI	IM	IM	IM	IM
<b>B 2</b> Develop a marketing plan for every school and department	Each school and department establishes their own communication plan for their marketing plan	School and Department Leaders, Parent Group Representatives, Public Information	* One full-time writer with graphic designer and marketing skills. Printing costs: \$10,000	RP LI	IM	IM	IM	IM
<b>B 3</b> Establish a regularly scheduled message directly from the Superintendent and/or Board of Education member about District issues to internal and external stakeholders	This is a communications activity	Superintendent, Board Members, Public Information, Media, Strategic Communications Advisory Council	* One clerical position	RPL	IM	IM	IM	IM
<b>B 4</b> Research and review public engagement and survey opportunities available to help enhance parent communication and participation as well as gauge opinions	Full range of communication tools including advertising, direct mail and possibly direct phone contacts	Public Information, Learning Services, School Leaders	* Outsourcing research: \$1,000 * One half-time Communications Specialist	RPL	IM	IM	IM	IM
<b>B 5</b> Expand Parlant phone message system to all schools to enhance dissemination of important or urgent information	Publicize new system within each school community	Technology Services, Operations & Maintenance, School Leaders	Current resources	RP LI	IM	IM	IM	IM

\* Requires additional Budget and/or Resource Allocation

R – Readiness

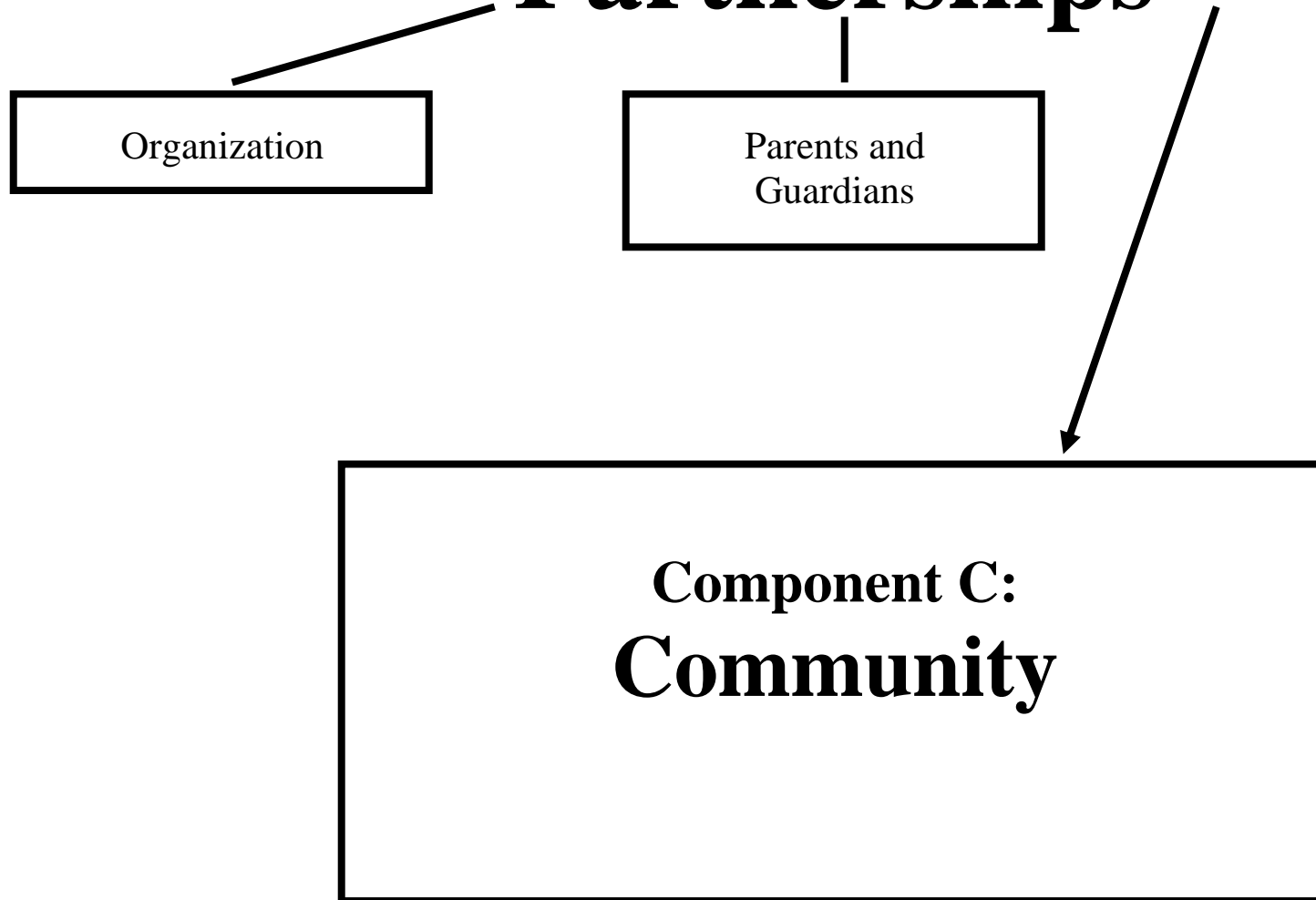
P – Planning

L – Learning

I – Implementing

M – Maintenance

# Partnerships



**St. Vrain Valley School District  
2004 – 2009 Strategic Plan  
Focus Area: Partnerships**

**Component C: Community – Page 1**

Strategies/Process/Activities	Communication	Responsibility	Budget & Resource Allocation	Timeline (Years) R-P-L-I-M				
				04/05	05/06	06/07	07/08	08/09
<b>C 1</b> Expand advertising and publications to announce regularly scheduled District meetings/events	This is a communications activity	Public Information, Strategic Communications Advisory Council, School and Department Leaders	Yet to be determined * Range: \$10,000 to \$15,000	RP LI	IM	IM	IM	IM
<b>C 2</b> Expand distribution of general District information to reach more Latino and Hispanic communities	This is a communications activity	Public Information, Strategic Communications Advisory Council, Learning Services, Community Groups and Businesses	Yet to be determined	RP L	LIM	IM	IM	IM
<b>C 3</b> Establish additional means (such as a video format) to update District communities about Board of Education decision-making action	Publicize using a large array of communication tool	Public Information, Superintendent, Board of Education, Strategic Communications Advisory Council, local cable entities	Yet to be determined * Range: \$1,000 to \$5,000	RP L	LIM	IM	IM	IM
<b>C 4</b> Conduct a series of Board of Education work sessions in multiple community locations, which are followed by open sessions with area community members	Use a wide range of communication tools including advertising	Superintendent, Board of Education, School Leaders, Community Leaders, Public Information	Current resources	RP LI M	IM	IM	IM	IM
<b>C 5</b> Establish a new District-wide school-business partnership effort with a team of staff and business volunteers	Announce findings, publicize plan and network for collaboration	Public Information, former & present School-Business Partnership leaders, School Leaders, Strategic Communications Advisory Council	* One half-time communications specialist	--	RPL	IM	IM	IM

\* Requires additional Budget and/or Resource Allocation

R – Readiness

P – Planning

L – Learning

I – Implementing

M – Maintenance