

***Board of Education Points Direction for Performance and Budget***

**GOLDEN, Colo. (April 15, 2016)** – The Jeffco Public Schools Board of Education made some key decisions and set clear marching orders at a marathon meeting Thursday, April 7.

First, the five-member board dove into the District Unified Improvement Plan (DUIP). The Education Accountability Act of 2009 requires each Colorado district and school to create an annual improvement plan. The DUIP process in Jeffco Public Schools starts with data analysis to identify challenges that need to be addressed in the district. Staff from various levels of the school system then work together to develop ideas to address the biggest issues based on root cause analysis. These ideas are then presented to the Board of Education, principals, teachers, and a variety of parent/community committees for input and to streamline the targets for the year.

This year, the DUIP took into account the Jeffco 2020 initiative goals and also tied in the Board of Education goals, “Board Ends”, to have a coordinated plan that supports district challenges with real action and dollars. The attached document summarizes the 2015-17 DUIP and how it ties to Jeffco 2020 and Board Ends. Key issues to be addressed this year include multiple learning pathways; career, college and life aspiration connections; and learning systems and leadership.

Budget discussion lasted until after 10 p.m. The District Accountability Committee (DAC) presented their input on the 2016-17 budget during the regular meeting, followed by a staff presentation on the budget forecast. The Board of Education then rigorously discussed the 2016-17 annual budget in detail to provide staff guidance on the final budget to be voted on in June. The Board referred to the input from the DAC, Financial Oversight Committee (who presented at a Board meeting earlier this year), input from February community meetings, and staff recommendations to consider budget options regarding teacher compensation, mental health support, substitute teacher pay, incentives for hard-to-fill positions, and other key budget issues.

Since the dollars available are limited, decisions on priorities had to be made. Investment in employees through compensation rose to the top and will utilize the largest portion of available funding. The Board also stressed a desire for a multi-year roll-out of mental health increases to better evaluate successful programs and plan for on-going expenses in alignment with DAC recommendations. How to balance use of one-time funds available, while planning for the expectation that on-going funds would continue to be limited, was an extensive discussion.

Board direction highlights include: \$1,125,000 added to clinic aide hours at schools; \$2,786,321 towards mental health support; \$1,000,000 of one-time dollars to support DUIP efforts; and \$634,838 of on-going support for school security. The net proposed increases totaled

\$22,353,900 in on-going support, \$15,822,072 in one-time costs, and \$12,675,000 added to the reserve.

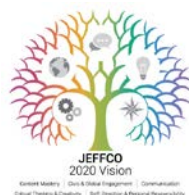
Finally, the Board evaluated teacher compensation and the current negotiations. The Board gave clear direction that competitive salaries are a priority for all Jeffco Public Schools employees. Acceptance of a grid structure for teachers, making adjustments to salary ranges that are currently below market, adding dollars to attract employees for hard-to-fill positions/schools, and recognizing evaluation ratings should affect compensation were a few of the topics discussed. In the end, the Board directed a \$16,119,405 on-going increase for employee compensation and a \$10,400,000 one-time increase for the 2016-17 budget year. The meeting adjourned a few minutes before midnight.

The next Jeffco Public Schools Board of Education meeting is 5:30 p.m., Thursday, April 21. The major topic of discussion is a draft Facilities Master Plan (FMP). The FMP has a number of recommendations ranging from boundary changes to new construction to school consolidations. After the presentation to the Board, the plan will be presented at numerous public meetings to gather input.

### **About Jeffco Public Schools**

Jeffco Public Schools has been providing educational excellence for more than 60 years. Approximately nine percent of all the K-12 students in Colorado attend a Jeffco school. Our mission is to provide a quality education that prepares all children for a successful future. The district serves over 85,000 students at 154 schools on 168 campuses. Find [Jeffco Public Schools](#) on [Facebook](#), [Twitter](#), and [YouTube](#).

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**BOARD ENDS to the JEFFCO 2020 VISION**  
Alignment of Strategic Plan and District UIP strategies

<p><b>Ends 1</b> Engaging Climate and Culture</p>	<p><b>Every school and the district will have an engaging climate and culture that includes:</b></p> <ul style="list-style-type: none"> <li>• Ensures a safe, caring and engaging environment for students, staff and families</li> <li>• Values the diversity of all students, staff and families.</li> <li>• Supports the social, emotional and physical wellness for students and staff</li> <li>• Encourages family and community engagement to support, enhance and maximize learning</li> <li>• Provides opportunities to develop Civic and Global Engagement within and outside of the school setting.</li> </ul>	<p align="center"><b>2015-2017 District UIP Major Improvement Strategies #2</b></p> <p><b>#2 Develop and/or enhance the systems and practices for multiple learning pathways (differentiation and choice programming) that support every student on his/her way to a successful completion of a Jeffco education, and track consistency and use of these systems and practices across the district.</b></p> <ul style="list-style-type: none"> <li>• Focus on improvements to the development, implementation and accountability of current individualized education plans (IEPs, 504s, ALPs, READ Plans, etc.)</li> <li>• Pilot a progress tracking tool to enhance the responses to the early warning system.</li> </ul>
<p><b>Strategy One</b> Empower to Educate, Inspire to Learn</p>	<p><b>Actions for Social, Emotional, Physical and Academic Wellness</b></p> <ol style="list-style-type: none"> <li>1. Prioritize and develop resources and support for social, emotional, physical and academic wellness to promote whole child development.</li> <li>2. Utilize resources/support to implement strategies/tools that support whole child development for the purpose of empowering students through active engagement, leadership and academic excellence.</li> <li>3. Collaborate with families and community to provide opportunities to build student resilience and academic confidence through social, emotional and academic challenges.</li> </ol> <p><b>Actions for Family and Community Engagement</b></p> <ol style="list-style-type: none"> <li>1. Establish feedback mechanisms for families and other stakeholders for two-way communication about performance on student learning outcomes and whole child development.</li> <li>2. Use feedback mechanisms to optimize two-way communication about student progress and recommendations for next steps in learning.</li> <li>3. Develop partnerships with community groups and businesses to enhance student learning experiences.</li> <li>4. Develop opportunities for students to be actively engaged in the community/world to participate and/or learn firsthand.</li> <li>5. Develop community/business participation in classrooms for authentic, relevant real-world engagement for students.</li> </ol>	

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<p><b>Ends 2</b> Career, College, and Life Aspiration Connections</p>	<p><b>Every school and the district will ensure that every student has the opportunity to work towards being connected to career, college and/or life aspirations through systems and practices that:</b></p> <ul style="list-style-type: none"> <li>• Provide effective teaching and measurement of rigorous student learning expectations</li> <li>• Provide access to and opportunity for multiple learning pathways aligned to student needs and interests</li> <li>• Ensure the development of academic confidence through Self-direction and Personal Responsibility skills</li> <li>• Use relevant measures to track progress and communicate meaningful results to students and families.</li> <li>• Address opportunity and achievement gaps through an integrated system of support that ensures equity in meeting all students' needs.</li> </ul>	<p align="center"><b>2015-2017 District UIP Major Improvement Strategies #1 &amp; #2</b></p>
<p><b>Strategy Two</b> Connect to College, Career and Life Aspirations</p>	<p><b>Actions for Student Learning Expectations</b></p> <ol style="list-style-type: none"> <li>1. Expand District Curriculum to enhance integration/emphasis on Jeffco 2020 competencies.</li> <li>2. Develop and implement learning progressions from PreK to 12th for Jeffco 2020 competencies.</li> <li>3. Implement prioritized learning targets for competencies that benefit all students to master.</li> <li>4. Provide success criteria for student ownership of learning (goal setting, body of evidence, self-monitoring, self-reflection).</li> </ol> <p><b>Actions for High Quality Instruction for Engaged Learning</b></p> <ol style="list-style-type: none"> <li>1. Retain and hire high quality educators who are effective in teaching mastery of content and competencies; with diverse backgrounds and experiences.</li> <li>2. Provide learning opportunities that engage students in rigorous, flexible, original complex thinking.</li> <li>3. Provide growth-producing feedback and learning supports that ensure students grow in and achieve the Jeffco 2020 competencies.</li> <li>4. Utilize high quality standards-based teaching and learning strategies/tools that result in evidence-based impact on student learning.</li> </ol> <p><b>Actions for Balanced Assessment Practices</b></p> <ol style="list-style-type: none"> <li>1. Utilize balanced assessment data to track student growth and achievement.</li> <li>2. Provide all stakeholders with useful data on student growth, achievement and post-secondary and workforce readiness.</li> <li>3. Provide performance assessments and alternative measures to assess student learning of the Jeffco 2020 Competencies.</li> </ol> <p><b>Actions for Multiple Learning Pathways</b></p> <ol style="list-style-type: none"> <li>1. Provide multiple pathways of learning to ensure that all students have equity in access to, opportunity for and expectation of the Jeffco 2020 Vision.</li> <li>2. Provide multiple pathways of learning in order to meet all students' needs and aspirations.</li> <li>3. Provide learning opportunities to all students that ensure authentic, relevant real-world engagement.</li> </ol>	<p><b>#1 Develop and/or enhance systemic practices of teaching and learning in a variety of delivery methods to ensure all students have access to, opportunity for and expectation of success in rigorous learning outcomes (e.g. early literacy, algebraic thinking and career, college and life goals ready).</b></p> <ul style="list-style-type: none"> <li>• Focus on clear understanding and implementation of rigorous student learning expectations</li> <li>• Utilize implementation and accountability structures to track evidence of change in classroom practice</li> </ul> <p><b>#2 Develop and/or enhance the systems and practices for multiple learning pathways (differentiation and choice programming) that support every student on his/her way to a successful completion of a Jeffco education, and track consistency and use of these systems and practices across the district.</b></p> <ul style="list-style-type: none"> <li>• Focus on improvements to the development, implementation and accountability of current individualized education plans (IEPs, 504s, ALPs, READ Plans, etc.)</li> <li>• Enhance the role of an "ICAP Plus" as a meaningful goal setting and tracking plan for a student's chosen learning pathway beginning at the end of 6th grade continuously through senior year that connects with college, career and/or post high school pathways.</li> <li>• Pilot a progress tracking tool to enhance the responses to the early warning system.</li> </ul>

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<p><b>Ends 3</b> Learning Systems and Leadership</p>	<p><b>Every school and the district will have effective learning systems and shared leadership that:</b></p> <ul style="list-style-type: none"> <li>• Provides high quality core instructional practices, interventions and enrichments</li> <li>• Ensures that there is an effective teacher in every classroom and an effective principal in every school</li> <li>• Provides high quality professional development and professional growth support structures.</li> <li>• Develops high quality leaders through leadership development for teachers, staff, administrators, students and families.</li> <li>• Utilizes continuous improvement processes that incorporate problem-solving approaches to reduce or eliminate root causes of student performance challenges.</li> <li>• Ensures the success of diverse learners through evidence-based resource allocation that matches resource to need.</li> </ul>	<p align="center"><b>2015-2017 District UIP</b> <b>Major Improvement Strategy #3</b></p> <p><b>Develop and/or enhance continuous improvement processes to determine what is working and not working in order to make informed choices and decisions.</b></p> <ul style="list-style-type: none"> <li>• Focus on short cycle improvements in the development, implementation and accountability of current continuous improvement processes (UIPs, evaluation systems, resource allocation structures, etc.)</li> <li>• Establish a pilot model for short cycle, rigorous analysis for timely identification of successful practices and programs</li> </ul>
<p><b>Strategy Three</b> Leadership Development for All Stakeholders</p>	<p><b>Actions for Professional Learning and Growth</b></p> <ol style="list-style-type: none"> <li>1. Provide high quality professional learning aligned to students' needs in achieving Jeffco 2020 Vision.</li> <li>2. Use evaluation processes to establish priorities for professional growth that impacts student learning.</li> <li>3. Provide high quality professional learning that advances student use of technology as a tool for blended learning and effective communication.</li> <li>4. Provide evidence-based impact of professional learning on practice that increases student learning.</li> </ol> <p><b>Actions for Leadership Development and Collaboration</b></p> <ol style="list-style-type: none"> <li>1. Provide leadership opportunities in the Jeffco 2020 work that supports educator leadership, shared leadership and school/district leadership.</li> <li>2. Utilize shared leadership opportunities with families and community to advance student learning of the Jeffco 2020 competencies.</li> <li>3. Provide learning opportunities for all students to development leadership skills through implementation of the Jeffco 2020 competencies.</li> </ol> <p><b>Actions for Continuous Improvement</b></p> <ol style="list-style-type: none"> <li>1. Provide clear meaningful expectations for students, educators, leaders, schools and district staff for the Jeffco 2020 Vision.</li> <li>2. Improve the use of current continuous improvement strategies and tools in order to identify and expand proven practices that increase student achievement and post-secondary and workforce readiness.</li> <li>3. Implement evidence-based impact models that identify successful practices that can be shared throughout the district.</li> </ol>	

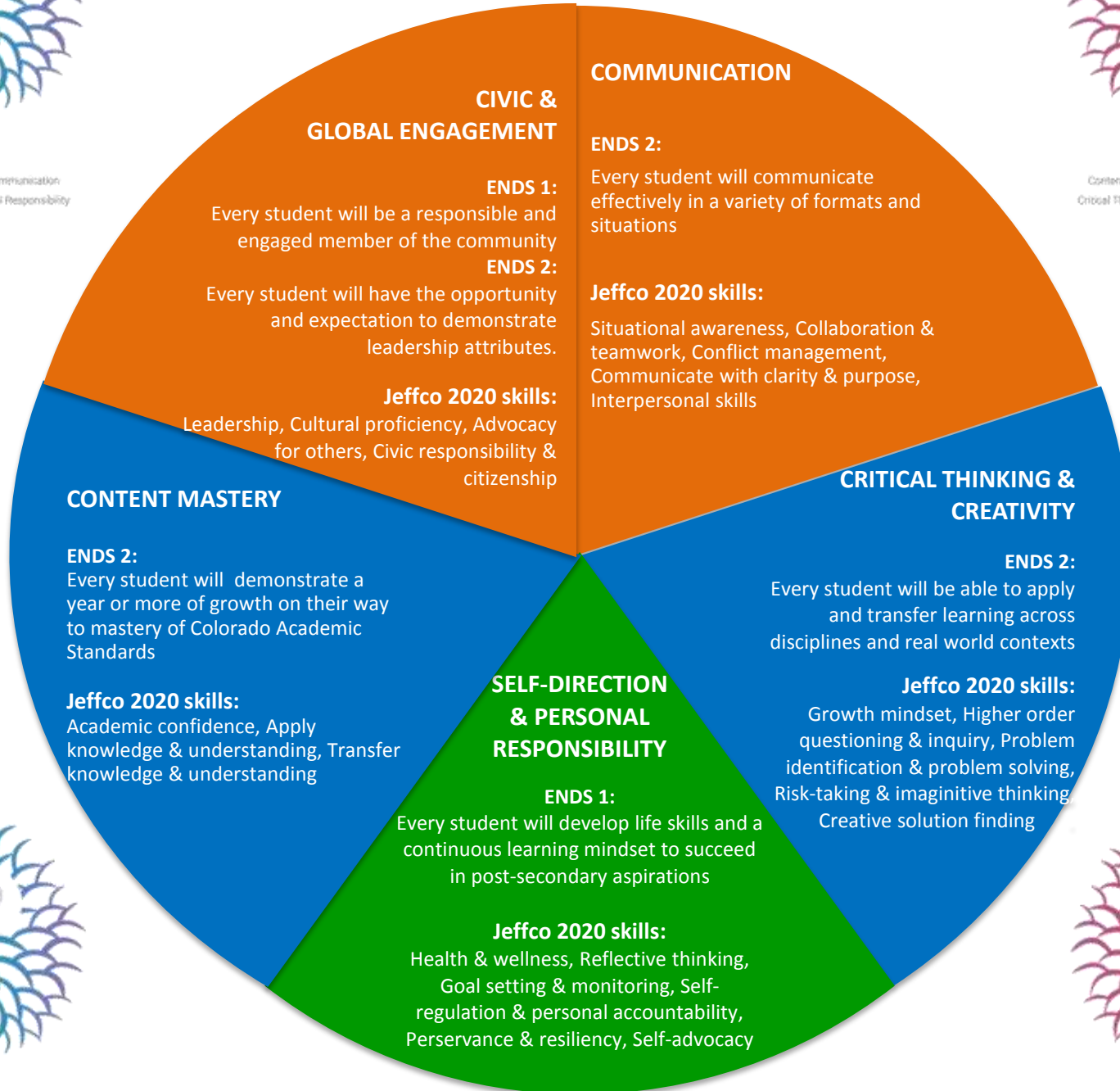
# STUDENT OUTCOMES – JEFFCO 2020 VISION AND BOARD ENDS



Content Mastery | Civic & Global Engagement | Communication  
Critical Thinking & Creativity | Self-Direction & Personal Responsibility



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