



HINSDALE COUNTY SCHOOL DISTRICT RE-1

January 1, 2020

2020-2025 DISTRICT STRATEGIC PLAN

This is a public document we want to share with our community members and stakeholders across the state of Colorado as we embark on a new chapter of education in Lake City, Colorado.

In August 2016, the Hinsdale County School District RE-1 Board of Education and Welborn & Associates initiated the research phase of the facilities planning project gathering historical, comparative, and current facility data. Input from stakeholders was obtained through surveys and public meetings. With this information in hand, the process included assessment of the desired state, a needs analysis, options development, and solution alternatives.

Funding opportunities and next steps were identified. District needs were assessed in two primary categories: educational adequacy and safety/environmental. Needs were identified in four primary groups – capacity, health, safety and environmental, technology infrastructure, and space design:

- Capacity – To achieve a capacity comparable to the average of similar districts surveyed, District facilities need to more than double in size.
- Health, Safety and Environmental – Issues include security, lack of a building public address system, lack of fire suppression, off-campus foot travel to other facilities, heating, ventilation, sound proofing, electrical, and structural concerns.
- Technology Infrastructure – The existing infrastructure and internet access is inadequate and unreliable for modern educational and learning support.
- Space Design – The combination of original building design and the result of additions result in significant use challenges and inefficiencies for staff and students.

With the building facility needs assessment as a guiding document, building design for an addition/renovation project began in 2018 with the District, RTA Architects and community input. The District applied for and was awarded a Building Excellent Schools Today (BEST) grant award from the Colorado Department of Education. Combined with District and local tax funding, the groundbreaking for the addition/renovation was in May, 2019 and the building is currently under construction with a projected completion date in August 2020. This strategic plan is a road map grounded in meeting students' educational needs and providing opportunities in a safe, secure, healthy environment for students and staff to flourish.

This strategic plan will be posted on the District website allowing for public access and will be updated annually.

Adopted January 23, 2020

<p>Board of Education</p> <p><u>Board President</u> Phillip Virden</p> <p><u>Board Vice President</u> Rob Hudgeons</p> <p><u>Board Secretary</u> Tara Hardy</p> <p>Bill Reinhardt Camille Richard</p>

<p><u>Superintendent/Principal:</u> Rebecca Hall</p> <p><u>Business Manager:</u> Susan Thompson</p> <p><u>Administrative Assistant:</u> Shawn Arthur</p>
--

Our Vision

All students who pass through our halls shall be prepared for lifelong learning, responsible citizenship and a balanced, productive life.

Our Mission

Hinsdale County School District is committed to building an equitable and safe learning environment utilizing our individual capabilities that exemplifies ethical, diverse and inclusive civic leadership.

Our Values

- **Community** - Stakeholders are partners in the educational process and journey.
- **Leadership** – Integrity, accountability and respect is modeled at all levels within the district.
- **Inclusive School Culture** – Students and staff thrive and take pride in an atmosphere where they feel supported, valued and safe regardless of individual beliefs and backgrounds.
- **Holistic Approach to Learning** – Physical, mental, emotional and social health are integral to a child's ability to learn.
- **Academic Rigor/Relevance** – Focus is on educational quality where students apply core knowledge, skills and concepts to solve real world problems in a challenging and engaging environment.

Governing Style

The Board will govern with emphasis on organizational vision rather than on interpersonal issues of the Board; encourage diversity in viewpoints; focus on strategic leadership rather than administrative detail; observe clear distinction between Board and Superintendent roles; make collective rather than individual decisions; exhibit future orientation rather than past or present; and govern pro-actively rather than re-actively.

Accordingly:

1. The Board will cultivate a sense of group responsibility. The Board will work in partnership with the Superintendent, staff, students, parents and the community. The Board, not the Superintendent or staff, will be responsible for excellence in governing. The Board will use the expertise of individual Board members to enhance the ability of the Board as a body, but will not substitute individual judgments for the Board's collective values.
2. The Board will hold itself accountable to govern with excellence. This self-discipline will apply to matters such as attendance, preparation for meetings, policymaking principles, respect of roles, and ensuring the continuity of governance capability.
3. The Board will direct, control and inspire the district through the careful establishment of written policies reflecting the Board's values and perspectives. The Board's major policy focus will be on the intended long-term benefits for students, not on the administrative or programmatic means of attaining those benefits.
4. Continuous Board development will include orientation of new members in the Board's governance process and periodic Board discussion and evaluation of process to assure continued improvement.
5. The Board will endeavor to not allow any officer, individual, or committee of the Board to hinder or be an excuse for not fulfilling its commitments.
6. The Board will monitor the Board's process and performance quarterly. Self-monitoring will include comparison of Board actions and behaviors to policies in the *Governance Process* and *Board-Superintendent Relationship* categories.

PRIORITY 1: BUDGET

	Resources Required	Responsible Person/People	Timeline	Evaluation	Completion date	
GOAL: School District is able to continue to operate in the black each year into the foreseeable future to demonstrate responsible fiscal stewardship of tax payer funds.						
Objective 1	During the next three years, the district will continue to employ financially sound management practices to avoid the implementation of a mill levy override with taxpayers.		Business Manager Board, and Superintendent	Dec - June annually	Clean annual Audit, Monthly monitoring of BOE financials	June 30 annually
Task 1	Ensuring good fiscal management of the annual budget, board will complete training as needed to ensure understanding of sound fiscal management.	Board receives training/education at regional and state CASB meetings.	Business Manager Board, and Superintendent	Each year	Reports from attendees and sharing of new knowledge	June 30 annually
Task 2	Identify/pursue/acquire new reoccurring revenue streams to address short term and long-term expenses specific to staffing /programming and facility needs.	Network of legislators and decision makers at state level. Focused grant writing	Administrative staff and all board members	Ongoing	Reports from attendees and sharing of new knowledge	June 30th annually
Task 3	Alert constituents of annual posting of District audit for public access and review.	Website	Board, Staff	Annual	Information is current	June 30th annually

Notes and Outcomes: Task two will require attendance at legislative meetings, network opportunities and diligence to advocate and educate decision makers at the state level.

PRIORITY 2: FACILITY NEED AND GAPS

		Resources Required	Responsible Person/People	Timeline	Evaluation	Completion date
GOAL: By 2023, our facility will provide a safe, healthy, secure and energy efficient learning environment for all students, staff and stakeholders that effectively and efficiently utilizes all existing and potential resources.						
Objective 1	We will have maintained the 2019 electrical expenses while increasing the building footprint by 100%.	Solar grant funds	Board, Superintendent, Business Manager	Ongoing	Annually	6/30/2023
Task 1	Identification and procurement of grant funding for solar installation project		Board, Superintendent, Business Manager	Ongoing	Annually	6/30/2023
Objective 2	We will have decreased absenteeism by 20% compared to 2019 attendance with the addition of a nurse's station, hot lunch program, and other health and safety related additions in the new building and associated new programming.	Superintendent, Administrative Assistant	8/1/2020	8/1/2020	Annually analyze and maintain data for progress	6/30/2022
Task 1	Gather and establish baseline data on student absences from three fiscal years: 2018, 2019 and 2020 for analysis.	End of the year report	Staff	Annual	Information is current	June 30th annually
Task 2	Gather data on student absences in fiscal years 2021, 2022 and 2023 and produce analysis/comparison of baseline data.	End of the year report	Staff	Annual	Information is current	June 30th annually

Objective 3	Manage currently owned and/or leased real estate acquisitions for long-term proactive impact for the district.	Current assets Additional funding sources	Board, Superintendent, Business Manager	Evolving timeline	Plan is in place and active	Ongoing
Task 1	Identify alternative ways to leverage the existing and future school owned and leased properties.	Board Workshops	Board, Superintendent, Business Manager	Ongoing	Plan is in place and active	Ongoing

Notes and Outcomes:

PRIORITY 3: Students

		Resources Required	Responsible Person/People	Timeline	Evaluation	Completion date
GOAL: All students will be prepared to make an informed choice for higher education, technical training or to enter the work force upon graduation.						
Objective 1	Work with current staff to explore, develop and introduce CTE focused curriculum with a staged implementation plan 2020-2022	CTE Committee	Superintendent	2019-2022	Monthly update	6/1/2022
Task 1	Engage CTE curriculum committee, develop criteria/ process for selection of curriculum and an associated timeline for implementation and evaluation periods.	CTE Committee; Curriculum Mapping Additional grant funding	Superintendent	Ongoing	Modify areas for improvement	Ongoing
Task 2	Incorporate CTE and STEAM related programming into district UIP for continuity.	UIP Committee	District Accountability, Superintendent, Counselor	April 2020	Successfully approved annually	Ongoing
Objective 2	Beginning in the Fall 2020 academic year, the district will increase its post-secondary and workforce readiness performance CDE rating to achieve the level of "meets or exceeds" expectations by June 2022.	District Accountability Committee	Superintendent, Counselor, Staff	Ongoing activity	Successful completion annually	Annual
Task 1	Utilize test scores and College acceptance, concurrent enrollment, certifications, and workforce readiness skills to measure progress and student success.	Year-end reports	Superintendent, Counselor and Staff	As needed	Maintain or increase level of student success every year	Ongoing

Task 2	Establish community partnerships related to specific student interests which provide internships and experiential activities within the community to increase student readiness skills at graduation based on student, parent and community partner feedback throughout the school year.	UIP Committee, CTE Committee, curriculum mapping	Superintendent, Counselor, Staff - including teachers and technology support	As needed	Maintain or increase level of student success every year	Ongoing
Task 3	Continue to review student plans and academic course work to ensure post-graduate readiness.	ie: ICAP/ALP/Behavior Plans	Superintendent	Annual	Information is current	June 30th annually

Notes and Outcomes:

PRIORITY 4: HOT LUNCH PROGRAM

		Resources Required	Responsible Person/People	Timeline	Evaluation	Completion date
	GOAL: Provide a hot lunch every day to students incorporating the federally funded hot lunch program for eligible students.					
Objective 1	Uphold the federal hot lunch nutrition policy to ensure continued delivery of the hot lunch program.	Budget, Staffing	Board, Superintendent, Business Manager, Kitchen Staff	Annually	Program is successfully delivered	Ongoing
Task 1	Review policy, procedures and regulations to ensure federal funding for the program.	Policies/regulations	Superintendent, Board, Business Manager, Kitchen Manager	Annually	Program is successfully delivered	Ongoing
Objective 2	Explore alternative/additional uses of the kitchen facility	Alternative grants opportunities	Superintendent, Board, Business Manager, Kitchen Manager	Ongoing	New partnerships and programming, community use	Ongoing
Task 1	Collaborate with local businesses and other entities/organizations to increase use of kitchen facility i.e. intergenerational meals, cooking classes, farm to school, events.	Funding, partnerships	Superintendent, Board, Business Manager, Kitchen Manager	Ongoing	New partnerships and programming, community use	Ongoing

Notes and Outcomes: This is a cross reference Priority 2, Objective 2 regarding student absenteeism

PRIORITY 5: STAFFING

	Resources Required	Responsible Person/People	Timeline	Evaluation	Completion date	
GOAL: By Fall 2022 staffing will be in place to deliver priority programming associated with new spaces and new curriculum.						
Objective 1	Optimize the number and quality of staff to address facility and curricular needs.	Workshop(s) for board to stay informed of staffing and curriculum needed	Superintendent		Annual staff evaluation	Ongoing
Task 1	Assess and prioritize staffing demand to meet current and future curricular and facility needs annually	Budget, assessment criteria	Superintendent, Board	Annually	Annual assessment detail/ report	Ongoing
Task 2	Board will prioritize the annual budget provides funding for professional development of staff to meet annual needs.	Budget	Board, Superintendent			
Task 3	Participate in community planning associated with affordable housing needs to facilitate new and existing employee recruitment and retention.	District representative will attend and advocate for teacher and staff housing.	Board, Superintendent	Ongoing	Exit surveys build data for possible funding proposals.	Ongoing

Notes and Outcomes: