

**Trinidad School District #1
Education Improvement Plan
2009-2010**

Vision: Trinidad School District #1 - Continuously Raising The Bar

Mission: Trinidad School District No. 1 will provide a safe environment and ensure that our students develop and demonstrate the knowledge, skills, and values necessary to lead adaptable, fulfilling and passionate lives as well-rounded citizens in our ever-changing global community.

Goal Number 1: All grade levels will achieve a growth percentile greater than the 40th percentile in all CSAP content areas (Reading, Writing, Math, and Science). The overall District will achieve a growth percentile greater than the 47th percentile in all CSAP content areas.

Strategy 1: Create a collaborative culture of learning.

- a. Trinidad School District Staff will meet regularly in **Professional Learning Communities** in an effort to establish the framework for creating a collaborative culture of learning.
- b. Identify **essential outcomes** that we expect students to learn in all core academic areas (Reading, Writing, Math and Science).
- c. Monitor progress on an ongoing basis via **common, formative assessments** in essential learning skills and knowledge.
- d. Provide appropriate **interventions** when **individual** students are learning at a slower pace than the norm, or they are learning faster than anticipated.
- e. Use Colorado Growth Model to monitor summative progress and set formative goals

Strategy 2: Engage **parents** as **essential learning partners** in their child's academic progress.

Strategy 3: Ensure that all teachers are highly qualified and highly effective.

Activity (Action Steps)	Timeline	Person(s) Responsible	Resources & Budget	Implementation Checks, Completion Date
-------------------------	----------	-----------------------	--------------------	--

Strategy 1: Create a collaborative Culture of Learning
1a. Professional Learning Communities

1a.1 Assign every teacher, counselor, and instructional para-professional to at least one PLC focused on student learning.	August/September 2009	Building Principals		Completed by September 15, 2009
--	-----------------------	---------------------	--	---------------------------------

**Trinidad School District #1
Education Improvement Plan
2009-2010**

1a.2 Develop a calendar and schedule so that a combination of early release days and planning time is used to ensure that PLC meeting time is job-embedded on a regular basis.	Spring 2009	Board Superintendent Calendar Committee	General Budget \$\$ to purchase additional days.	Calendar adopted by Board Spring of 2009, New 2010 calendar includes PLC Fridays
1a.3 All PLC team members will attend mandatory training on September 25 and October 23.	September and October 2009	Julie Sumpter	State Grant for district improve. and general budget.	Completed as scheduled.
1a.4 Each PLC will develop team norms, specific student achievement goals, and contribute to the development of their school's mission and vision.	September and October 2009	PLC leaders Principals	Early Release Days Kathy Dyer from the Center for Transforming Learning	Completed by October 30, 2009
1a.5 PLC time will used to facilitate both horizontal (grade level) and vertical (subject-based) team discussions.	Monthly Sept through May	PLC leaders Leadership Council	Early Release Days	Vertical meetings held twice between TMS and THS
1b. Essential Outcomes (Curriculum)				
1b.1 The District will develop a 5 year plan for developing, reviewing, and revising standards-based and aligned K-12 curricula in all content areas.	February 15, 2010	Julie Sumpter Leadership Council		Completed for 4/13/10 Board Review

**Trinidad School District #1
Education Improvement Plan
2009-2010**

1b.2 Fine-tune math curriculum and professional development based on math team feedback.	Summer 2009 & June 2010	Julie Sumpter Math Curriculum Committee	Dist. Improvement Grant-summer 2009 Title I \$\$--June 2010	Curriculum reviewed and revised Aug. 2009
1b.3 Develop, align, and articulate a “Board” approved reading and writing K-12 curriculum.	Summer 2009	Julie Sumpter K-12 Language Arts Curriculum Committee	Dist. Improvement Grant-summer 2009	Curriculum adopted by Board 12/15/09
1b.4 Develop, align, and articulate a “Board” approved science K-12 curriculum.	August 2009 thru February 2010	Julie Sumpter K-12 Science Curriculum Com.	Pat Smith, Curriculum Facilitator General Budget \$\$	Curriculum adopted by Board 5/25/10
1b.5 Ensure that resources are properly matched to approved curricula (textbooks, supplies, online tools, etc.)	After specific curriculum is approved	Julie Sumpter Curriculum committees	\$60K textbook budget in 09/10, need \$90K in 10/11	THS Science textbooks approved 6/8/10 Board meeting
1b.6 Ensure principal monitoring and review of curriculum implementation.	August 2009 through May 2010	Mike Tranter Julie Sumpter		Julie has discussed with Principals. Need to add to Teacher Observation tool.
1c. Common, Frequent, Formative Assessments				
1c.1 Use a combination of DIBELS and MAP for three rounds of formative assessments in K-10 Reading, Language Usage, and Math	DIBELS is used ongoing throughout year; MAP 3 times	Reading Coach Julie Sumpter Principals	BOCES	MAP administered in Oct., Jan., and April/May.
1c.2 Provide training and ensure that staff are accessing and using data in Alpine Achievement and the NWEA website.	August 2009	Julie Sumpter Prof. Dev. Coord.	Dist. Imp. Grant Summer 2009	Over 40 teachers trained in Alpine

**Trinidad School District #1
Education Improvement Plan
2009-2010**

1c.3 Prepare for Jr. year ACT by testing sophomores with PLAN and PSAT and freshmen with EXPLORE.	PLAN—Sept. 2009 PSAT—Oct. 2009 EXPLORE—Oct. 2010	Jennifer Mason Joe DeAngelis Lynette Simpson Julie Sumpter	CDE pilot project, Sept 2009 Gen. Budget \$\$ 2010—2011????	PLAN AND PSAT administered in 2009
1c.4 Develop and implement K-12 Writing rubrics.	August 2009 Implement Sept. 09	Language Arts Curriculum Com. Classroom teachers	Dist. Imp. Grant Summer 2009	Rubrics implemented in all buildings in Sept.
1c.5 Teachers will work individually with students and parents to set goals based on assessment results.	Begin in Sept 09	Principals and classroom teachers	Access to data through Alpine and CO Growth Model	School-wide process at TMS, sporadic based on teacher in other schools, need DW expectation
1d. Response to Interventions				
1d.1 PLC's will meet to analyze, interpret, and use individual student data to make instructional decisions that improve individual student achievement	Ongoing through PLCs and team meetings beginning in September	Classroom teachers		Excellent data dialogues in all PLCs
1d.2 Use data to evaluate effectiveness of interventions for students catching up in math. <ul style="list-style-type: none"> • Middle School – Learning Force • High School - ALEKS 	May 2010	Leadership Council Deana Dunford Jennifer Mason		Getting excellent results in both Learning Force and Aleks with growth greater than avg., will look closely at current CSAP results
1d.3 Use data to evaluate effectiveness of interventions for students catching up in reading and writing. <ul style="list-style-type: none"> • K-5 – Reading First Program • High School - Linguistics 	May 2010	Leadership Council Toni Mangino, Reading Coach Jennifer Mason		Same as above, will analyze CSAP results for specific growth results

**Trinidad School District #1
Education Improvement Plan
2009-2010**

1d.4 Establish specific Gifted and Talented program goals at each school.	February 2010	Julie Sumpter Leadership Council	BOCES CDE GT funds and Regional Consultant	District G&T Plan to be completed June 28, 2010
---	---------------	-------------------------------------	--	---

**Trinidad School District #1
Education Improvement Plan
2009-2010**

1e. Colorado Growth Model				
1e.1 Ensure all instructional staff, Board of Education, and Parents have been trained on elements and meaning of Colorado Growth model.	August 2009	Leadership Council		Leadership team trained in summer 2009; Teachers at M.S. and F.P trained in Oct. 2010, needs more DW focus to ensure training
1e.2 Use individual student growth charts to help establish formative plans and goals with student and parents.	March 2010	Leadership Council		Distributed at Parent Teacher Conferences
Strategy 2: Engage Parents as Essential Learning Partners				
2a.1 Evaluate effectiveness of individual student weekly progress report pilot at THS.				Mixed results, question whether it ever gets in parents hands
2a.2 Parent / Teacher Conferences				Status Quo
2a.3 Love and Logic Parent Training	Spring 2010	Kevin Crosby, Barb Campbell, Jennifer Erickson	Truancy Grant	Classes held throughout second semester of 2010
2a.3 Parent Training?				Next Year
2a.4 Parent Literacy Nights				Excellent Eckhart and TMS Literacy Nights
2a.5 Parent Math Nights?				Next Year
Strategy 3: Ensure that all teachers are Highly Qualified and Highly Effective				
3a.1 Meet Title I School-wide 100% HQ Requirement at Eckhart and FP	February 2010	Dorothy Stelitano Olivia Bachicha, Shonie Pachelli, Virginia Goddard		100% HQ

**Trinidad School District #1
Education Improvement Plan
2009-2010**

3a.2 Identify all teachers not HQ with plan to get HQ by 2011	February 2010	Dorothy Stelitano Leadership Council Virginia Goddard	Title IIA Funds	100% will be HQ in 2010/2011 school year
3a.3 Develop and implement a professional development plan to ensure that all instructional staff have the knowledge and skills to effectively operate in PLC's, to implement the new curricula, and to appropriately use data to drive instruction	May 2010	Julie Sumpter Virginia Goddard Leadership Council	Used 2009 supplemental CADI \$ in summer 2009, Using Title and Gen. Fund in 2010, \$100K	About \$150K spent in 2009, extremely successful 2010 Summer Institute, included 27 teachers from 4 other school districts + HTA
3a.4 Develop and implement a common, informal observation tool to use in frequent classroom spot observations by principals.	January 2010	Leadership Council	1 spot observation per teacher per mo.	Tool piloted and revised by all principals, Full implementation in Feb. 2010

**Trinidad School District #1
Education Improvement Plan
2009-2010**

Goal Number 2 SAFETY: Trinidad School District #1 will provide a safe environment for our students, focusing on two specific goals in 2009/2010. Goal 2a: Develop an action plan to ensure NIMS (National Incident Management System) compliance by June 30, 2011. Goal 2b: During the 2009/2010 school year, Trinidad School District in conjunction with students, staff, parents, and community will implement prevention and intervention programs, school-wide discipline programs, and character building programs to reduce the number of office referrals by 10% and collect baseline data for those detrimental behaviors that reflect bullying in order to provide a safe and civil environment that is necessary for students to learn and achieve high academic standards.				
Activity (Action Steps)	Timeline	Person(s) Responsible	Resources & Budget	Implementation Checks, Completion Date
2a. NIMS Compliance				
2a.1 Board Establishes Date of Compliance	July 2009	Mike Tranter, BOE		June 30, 2011
2a.2 Board formally adopts the National Response Framework and NIMS through resolutions	August 2010	Mike Tranter, BOE		Need to research format
2a.3 Institutionalize ICS (Incident Command System) as the key component of NIMS and the coordinating link between multiple agencies and jurisdictions in an emergency response.	August 2010	Mike Tranter BOE		ICS mgt. structure needs to be written into current response plans
2a.4 Work with key community partners to update our all-hazard, comprehensive emergency response plan	Ongoing	Mike Tranter Jennifer Mason		Currently working with Bill Cordova
2a.5 Enter into a memoranda of understanding with community partners.	September 2010	Mike Tranter		No progress to date
2a.6 Create an all-hazard exercise program based on NIMS, hold coordinated exercises and conduct written evaluation following the exercises	October 2010	Jennifer Mason		Researching Primero program and working with county and city

**Trinidad School District #1
Education Improvement Plan
2009-2010**

2a.7 Inventory emergency equipment	September 2010	Site coordinators		No progress to date
2a.8 Complete appropriate ICS training for key District administrative staff	Ongoing	Charlie Lochard		Have identified a list to train and classes to take. Currently scheduling actual training
2a.9 Work with help of community partners to assess overall compliance with NIMS	Spring 2011	Mike Tranter Jennifer Mason		Will use City and County to review
2b. Student Conduct (Bullying)				
2b.1 Back-to-School TMS Bullying Prevention Presentation for Parents and Students	Back-to-School	SRO – Officer Fredericks		09/14/09
2b.2 Guidance Curriculum at TMS on Life Skills	School Year 2009/10	Kevin Crosby @ TMS	Life Skills Curriculum Workbooks / Supplemental Guidance Activities using College in Colorado.org	1 st Qtr – 6 th Grade 2 nd Qtr – 8 th Grade 2 nd Sem. – 7 th Grade 2 nd Sem. – 8 th Grade Career
2b.3 Use of Help Box at TMS	School Year 2009/10	TMS Staff and Students	Help Box and Location	Oct. 19 Implementation – Checked Twice daily
2b.4 Individual / Group Counseling	School Year 2009/10	All Schools	Guidance Counselors	All year
2b.5 Project Wisdom – Use of daily Character Development Quotes	School Year 2009/10	Eckhart/FP/TMS	Project Wisdom Quotes	All year
2b.6 Collection of Baseline Discipline Data for Bullying Incidents at TMS	Monthly Collection	TMS ISS Para-Professional, Secretary, Assistant Principal	Power School, Power Point	Presentations to PPO and Staff Month-end Report to Board and Super.

**Trinidad School District #1
Education Improvement Plan
2009-2010**

2b.7 Character Building Ronald McDonald Assemblies	Once / year for 2009/10	(K-3) Eckhart and Fisher's Peak Rebecca Gallegos		Spring 2010
2b.8 Slick Tracy / Alcohol Prevention Curriculum	Spring 2010 @ TMS P.E. Classes	Kevin Crosby, Jeannie Ackerman	Curriculum provided by LACPP	Spring 2010
2b.9 Participation with Community-Wide Social Wellness Task Force	Year Long, targeted at TMS / THS	Jennifer Mason, Deana Dunford, Mike Tranter	Address Community-Wide Social Wellness issues such as teen pregnancy with the goals of 1. Educating the greater community, 2. Developing and promoting a life-skills curriculum and 3. Developing and promoting a community based program for referrals from Dept. of Social Services and the Court	Focus has been on the WAIT program. Signed MOU with WAIT, provided assemblies to HS and MS, two-day training to key community members, teachers, received \$3,500 Bar N I grant in support of program, integrated into HS curriculum. Currently in-progress on plan for TMS and Elementary.
2b.10 Guidance Curriculum at Eckhart for Character Development	School Year 2009/10	Jennifer Erickson @ Eckhart Elementary	Guidance Curriculum ---- Kelso, Pumsy, and MADD	12 Week Program with Kelso used daily and supplemented with Pumsy and MADD Spring 2010

**Trinidad School District #1
Education Improvement Plan
2009-2010**

2b.11 Implement Use of Girl Scouts “Power UP” program for use at FP and TMS. Female students taking control of bullying issues.	Spring 2010	Kimber Begano working with TMS and FP	21 st Century Funding and Girl Scouts	Training 81 girls at FP/Eckhart, Plan to use at TMS Health and After-school
---	-------------	---------------------------------------	--	---

**Trinidad School District #1
Education Improvement Plan
2009-2010**

Goal Number 3 Resource Management: In the 2009-2010 school year, the Trinidad School District will align resources to meet district goals for student achievement (technology (T), facilities (F), grants (G), reduction of food service subsidy (F), budget (B)).				
Activity (Action Steps)	Timeline	Person(s) Responsible	Resources & Budget	Implementation Checks, Completion Date
3T. Technology				
3T.1 Implement fiber broadband connectivity DW using SECOM as the internet service provider.	November 2009	Ron Martin	Funded 80% from E Rate and 20% General Fund	Completed in Jan. 2010. All buildings are now directly hard-wired with fiber connectivity.
3T.2 Develop plan for improving internal effectiveness of “intranet” (rewiring, switches, routers), starting with THS and TMS.	September – February 2010	Technology Leadership Team (Bob Stephens, Ron Martin, Jack Bay, Mike Tranter)		Rewired THS B building, plan completed for THS in Nov. 09
3T.3 Create Wireless Environment in THS Library	November 2009	Bob Stephens		Complete in Nov. 09
3T.4 Upgrade all THS teacher / student lab computer equipment with new equipment.	November – December 2009	Bob Stephens	Equipment included in Budget	51 computers purchased / installed in Dec.
3T.5 Purchase DW Microsoft software license and load applicable products on all DW computers	January 2010	Ron Martin	\$8,000 License	License purchased Jan. 1, need plan to push to DW computers
3T.6 Ensure Eckhart and Fisher’s Peak staff are all trained to use new document cameras and laptops effectively	October 2010	Ron Martin	Used \$86K of remaining Reading First Grant	Staff trained and 100% in use

**Trinidad School District #1
Education Improvement Plan
2009-2010**

3T.8 Improve Web site awareness and functionality for more effective outreach to parents, students, staff, community, and recruitment of new staff	Ongoing	Leadership Council		Adding Links for Meal Pay, current calendars.
3T.9 Reduce copier cost and improve productivity with use of network printers and scanning to PDF capabilities.	Ongoing	Leadership council		Implemented scanning to PDF in Adm.
3F. Facilities				
3F.1 Develop Five-year Facilities Master Plan	May 2010	Mike Tranter Jack Bay, Jeff Roybal, Master Planning Team	DOLA Grant	Complete
3F.2 Use Best Grant to replace High School Doors	June 2010	Jack Bay, Jeff Roybal	Best Grant	Reapplied into recent Spring cycle
3F.3 Apply for additional Best Grants in Spring Cycle	April 2010	Jack Bay		Applied for \$632K representing 8 projects
3G. Grants				
3G.1 Write three competitive grants in excess of \$100K 3G.2 Develop 2010 Grant Strategy that includes Rural Philanthropy Days, increase in competitive / private grant opportunities	All year	Leadership Council Virginia Goddard Jack bay		Won 21st Century (\$500K) Best Grants in Progress, Food Service Equipment grant in progress (\$289K) Won small Drama grant Plan for Technology and Rural Philanthropy Days in-progress

**Trinidad School District #1
Education Improvement Plan
2009-2010**

3F. Food Service				
3F.1 Reduce 2009/10 General Fund Subsidy from \$210K in 08/09 to \$140K in 09/10	All year	Jack Bay And Food Service Team		Major Success! Joined co-op, Improving collections, Cut waste
3F.2 Develop Operational Plan to reduce subsidy to \$0 in 2010/11	March 2010	Jack Bay		Budget has \$0 subsidy in 2010/11
3F.3 Recover at least 50% of 2008/09 uncollected receivables (\$76,700 total)	All Year	Jack Bay		Collected \$36K to date
3F.4 Implement new Horizon Point of Sale Software	August 2009	Jack Bay, Ron Martin and Food Service team		Complete
3B. Budget				
3B.1 Revise 2009/10 Budget for shortfall in enrollment, ensuring District's Educational priorities are clearly aligned with budget.	January 2010	Jack Bay		Complete, managing significant decline in enrollment.
3B.2 Develop 3 yr. budget plan, taking into account projected enrollment, state per pupil funding, current wage structures, and future priorities such as technology, facilities, and transportation upgrades.	June 2010	Jack Bay	Ex	Significant 2010/11 Budget Challenges – balanced budget Developed 3 yr. budget salary structure. Developed budget process, successful inclusion of budget advisory committee

**Trinidad School District #1
Education Improvement Plan
2009-2010**

Extra:

- **Board turnover**
- **Union Negotiations (development of new Teacher's agreement)**
- **Thirteen Expulsions**
- **Development of COPE**
- **SCRT / School District Drama / Bar NI Collaboration**
- **Rotary / School District Literacy Collaboration**
- **Geometry in Construction Investigation**
- **Multiple Lawsuits and investigations**
- **Multiple Parent Interventions**
- **Excellent Progress on Several Severe Special Needs Issues**
- **Bond Refinancing**