Jeffco 2020 Vision

Portrait of a Graduate
Why a Vision and a Plan?
System Alignment
## Jeffco 2020 Vision Workgroup

<table>
<thead>
<tr>
<th>Representative Groups</th>
<th>Total members:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business Community</td>
<td>8</td>
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<tr>
<td>City &amp; County Governance</td>
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<tr>
<td>Community &amp; Advocacy Groups</td>
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<tr>
<td>Educators</td>
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<tr>
<td>Higher Education</td>
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<td>Jeffco Central Staff</td>
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<tr>
<td>Parents</td>
<td>9</td>
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<tr>
<td>School Leaders</td>
<td>11</td>
</tr>
<tr>
<td>Students</td>
<td>9</td>
</tr>
</tbody>
</table>
In order for students to pursue their life goals, by 2020 all Jeffco graduates will be able to successfully apply the following competencies:

<table>
<thead>
<tr>
<th>Content Mastery</th>
<th>Critical Thinking &amp; Creativity</th>
<th>Civic &amp; Global Engagement</th>
<th>Communication</th>
<th>Self-Direction &amp; Personal Responsibility</th>
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</thead>
<tbody>
<tr>
<td>• English Language Arts</td>
<td>• Problem Identification</td>
<td>• Leadership</td>
<td>• In all Forms</td>
<td>• Perseverance</td>
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<tr>
<td>• World Languages</td>
<td>• Problem Solving</td>
<td>• Community Service</td>
<td>• Collaboration</td>
<td>• Emotional Intelligence</td>
</tr>
<tr>
<td>• Science</td>
<td>• Analysis &amp; Decision-making</td>
<td>• Citizenship</td>
<td>• Active Listening</td>
<td>• Integrity</td>
</tr>
<tr>
<td>• Mathematics</td>
<td>• Innovation &amp; Imagination</td>
<td>• Cultural Proficiency</td>
<td>• Conflict Management</td>
<td>• Personal Accountability</td>
</tr>
<tr>
<td>• Financial &amp; Economic Literacy</td>
<td>• Adaptability</td>
<td></td>
<td>• Humor</td>
<td>• Health and Wellness</td>
</tr>
<tr>
<td>• Technology</td>
<td></td>
<td></td>
<td>• Respectfulness</td>
<td>• Lifelong Learning</td>
</tr>
<tr>
<td>• Social Studies</td>
<td></td>
<td></td>
<td></td>
<td>• Self-advocacy</td>
</tr>
<tr>
<td>• Global Understanding</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Arts</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Physical Education</td>
<td></td>
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</tr>
</tbody>
</table>
Jeffco 2020 Vision
Implications for Jeffco Public Schools

Culture & Climate
- starting point shift of culture
- equity of expectation

Leadership
- clarity of messaging
- collaboration of effort
- autonomy & system

Systems of Professional Support
- structures and models
- resources & support system
- professional learning
- proof points

Partnerships
- families
- broader community
- business and community organizations

Alignment to Strategic Plan
- continuous improvement
- current state
- strategic work
- evaluation of progress
- implementation factors

Assessment & Accountability
- balanced measurements
- transparency of performance
- clarity of accountability
- alignment of expectations
Stakeholder Outreach

**Post-Secondary Connections**
- Business Organizations
- Higher Education Institutions
- Teacher Education Programs
- Medical Institutions
- Jefferson County Business Education Alliance
- Trade & Technical Fields
- Law Enforcement
- City & County Governments

**Jeffco Public Schools Connections**
- School Leaders & Staff
- District Leaders & Staff
- JCEA
- School Accountability Committees
- PTA/PTO
- Recent Jeffco Graduates

**Advocacy Connections**
- Jeffco State Legislators
  - Diversity Counsel
  - Diversity Advocacy Organizations
- Denver Indian Family Resource Center
- Senior Citizen Organizations
- Social Services Organizations
- Philanthropists and Non-Profit Organizations
- Civic Organizations

**Alternate Education Connections**
- Homeschooling Programs
- Online Education Programs
- Early Childhood Educators

**Social Media**
- Facebook
- Twitter
- "Blogger" communities
### Vision Development

**Vision Workgroup**
- Jan 28, 1:30-5:00: Kickoff Meeting
- Feb 19, 12:00-4:00: Meeting #2
- Mar 19, 12:00-4:00: Meeting #3
- Apr 16, 12:00-4:00: Meeting #4
- May 7, BoE Mtg: Presentation of Vision

**Facilitator Checkin**
- Jan 15, 3:00-4:00: Planning
- Feb 6, 2:00-2:30: Debrief/Prep
- Mar 5, 1:00-1:30: Debrief/Prep
- Mar 30, 10:30-11:00: Debrief/Prep
- Apr 20, 10:30-11:00: Debrief/Prep
- May 18, 10:30-11:00: Wrap Up

### Strategic Planning

**Cabinet Plus**
- Mar 31: Big Rocks & Priority Strategies
- Apr 28: Priority Strategies & Actions
- May 11: Finalize Strategic Plan
- June 1: Review input from stakeholders
- BoE: Presentation of Strategic Plan

**Stakeholders**
- April: Priority Strategies input
- May: Strategic Plan review
- July: Strategic Plan rollout

### System Alignment

**Central**
- District UIP
- Department plans
- Professional goals

**Schools**
- School plans
- School UIPs
- Professional goals
SIET UPDATE FOR 2015-16
SUPPORTING THE BUILDING OF BRIGHT FUTURES

JEFFCO PUBLIC SCHOOLS
Building Bright Futures

May LCD 2015
“Flipped District”

Schools

- Defined Expectation
- Defined Accreditation
- Allocation of Revenues

Education Center

- Staffing
- Resources
- Support
- Functions

Education Support Services

Budget reporting
- Improvement Plans
- Innovation requests
Aligning Efforts

- Vision 2020
- Strategic Plan
- Defined Autonomy & Enhanced Accreditation
“Flipped-District” Needs For Effective School Service and Support

• Efficient Communication Channels

• Clear Alignment of Structures to Support Schools
  – Local/Area Solutions
  – Local/Area Decision Making
Need: Efficient Communication Channel

• To be effective, we need to enhance our formal two-way communications with principals.
Empowering shared decision making and leadership to lead the implementation of Jeffco’s Vision 2020

Ensuring we implement and deliver innovative solutions for complex systems

Why?
Principal Advisory Committee

- **Committee Structure**
  - Articulation Principal (K-12) Representatives,
  - Option and Charter Principal Representatives

- **Meeting Structure**
  - Advanced Agendas
    - SIET Facilitated
    - Forward Planning/Thinking
    - Issue/Concern/Problem Solving
    - Collaborative Decision Making

- **Communication Structure**
  - Posted Minutes & Agendas for All to Access
Aligned Regions for 2015-16

North (35)
East Central (41)
West Central (37)
South & Mtns. (42)

4 Regions
Articulation Areas; Option(s); Charters
North Region

Articulation Areas

- Arvada West
- Pomona
- Ralston Valley
- Standley Lake

Options

- N/A

Charters

- Jefferson Academy
- Lincoln Academy
- Woodrow Wilson
- Excel Academy
- Two Roads
### East Central Region

#### Articulation Areas
- Arvada
- Golden
- Jefferson
- Wheat Ridge

#### Options
- Brady Academy
- Manning
- McClain
- Warren Tech
- Longview
- Sobesky Academy

#### Charters
- Compass (WR)
- Mountain Phoenix
West Central Region

**Articulation Areas**
- Alameda
- Bear Creek
- Green Mountain
- Lakewood

**Options**
- Connections
- Dennison ES
- Fletcher Miller
- Jeffco Open
- Jeffco Virtual Academy

**Charters**
- Compass (Golden)
- Free Horizon
- Golden View Classical
### South & Mountain Region

<table>
<thead>
<tr>
<th>Articulation Areas</th>
<th>Options</th>
<th>Charters</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chatfield</td>
<td>D’Evelyn</td>
<td>Addenbrooke Classical</td>
</tr>
<tr>
<td>Columbine</td>
<td>Outdoor Education Schools</td>
<td>Collegiate Academy</td>
</tr>
<tr>
<td>Conifer</td>
<td></td>
<td>Montessori Peaks</td>
</tr>
<tr>
<td>Dakota Ridge</td>
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<td>New America</td>
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<tr>
<td>Evergreen</td>
<td></td>
<td>RM Academy of Evergreen</td>
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<tr>
<td></td>
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<td>RM Deaf School</td>
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</tbody>
</table>
Principal Advisory Committee

- Structured communication channel on a monthly basis
- Enables systemic problem solving and insight gathering
- Opportunity and assurance that all "Voices" are engaged in delivering Excellence for our Students
Need: Clear Alignment of Structures to Support Schools

• To be effective, we need to enhance our support and alignment of Articulation Areas & Achievement Directors

Supporting Articulation Areas
De-Evolution of the Artic Focus

Artic Meetings

Quadrant Meetings

Ach Dir Meetings
Need for More Artic Alignment

• Responsive Education Support Services
• Enable Efficient Communication
• Facilitate Local Needs and Decision Making
Need: Clear Alignment of Structures to Support Schools

• To be effective, we need to enhance our support and alignment of Articulation Areas & Achievement Directors

Strategic Alignment of Achievement Directors
Evolution of Ach Dir Assignments

2013-14

3 Areas

3 Unique Approaches

2014-15

Flattened Organization

Filled Vacant Assignments
Current Realities of Ach Dir Assignments

- Ineffective Communication
- Lack of clarity for School Support Services
- Multiple Decision Points per Artic Area
Effective Principal Supervisory Systems

“[organizational structures] are only relevant when those structures serve to improve the overall quality of teaching and learning district wide.”

Rethinking Leadership: The Changing Role of Principal Supervisors, Corcoran, et.al., October 2013, p. 38
Improving Ach Dir Alignment

Review of research; formal & informal input from various stakeholders; & SIET reflective analysis....

• Need for a systemic approach
  – Recognizing a limited span of control is important
• Align with artic areas
  – Ability to measure impact on student achievement over time
• Enable networks (or “teaming”) with educational support services
• Leverage strengths of Ach Dirs.
• Significantly improve communication & collaboration
Ach Dir 2015-16 Assignments

• 2 per Artic Area
  – Elementary
  – Secondary

• School Support Partners
  – Budget Model
    • Curriculum/Instr.
    • SPED
    • Educator Effectiveness

Articulation Area

High School

Middle School(s)

Elementary Schools

Ach Dir

ERD

Budget

SPED
Achievement Director Draft Day

Confidence in all our Ach Dirs
North Area
Ach Dir Alignment 2015-16

Arvada West
Kristopher
Robin

Pomona
Matt
Jef

Ralston Valley
Kristopher
Jef

Standley Lake
Kristopher
Jef

Charter Schools
Tim
- JA; Lincoln; Woodrow Wilson; Excel; Two Roads
East Central Area
Ach Dir Alignment 2015-16

Arvada
Kristopher
Celeste

Golden
Scott
Brenda

Jefferson
Robin
Karen

Wheat Ridge
Scott
Karen

Option Schools
Matt
- Brady; McClain; Warren Tech; Longview

Charter Schools
Brenda
- Manning; Sobesky

Tim
- Compass (WR); Mtn. Phoenix
West Central Area
Ach Dir Alignment 2015-16

Alameda
- Eric
- Wanda

Bear Creek
- Dan
- Mike

Green Mtn.
- Eric
- Wanda

Lakewood
- Eric
- Wanda

Option Schools
- Matt: Connections; Jeffco Open
- Brenda: Fletcher Miller
- Eric: Dennison
- Scott: Jeffco Virtual (K-12)

Charter Schools
- Tim: Compass (Golden); Free Horizon; Golden View
South & Mountain Area
Ach Dir Alignment 2015-16

Chatfield
Scott
Deb

Columbine
Dan
Deb

Conifer
Dan
Mike

Dakota Ridge
Scott
Mike

Evergreen
Dan
Brenda

Option Schools

Dan

- D’Evelyn Jr./Sr. High; Outdoor Education Schools

Charter Schools

Tim

- Addenbrooke; Collegiate; Montessori Peaks; New America; RM Deaf School; RM Evergreen;
Transition Process for New Alignments

- **May-June**
  - Release of Assignments
  - June 10\textsuperscript{th} Introductions

- **June-July**
  - Ach Dir Structured Conversations
  - 3-Way Mtgs Optional

- **July-August**
  - Support Teams
  - Complete Transitions

- **Achievement Director and Achievement Director**
- **Principal and Achievement Director**
- **Support Teams/Network Partners**
“The ability for a group of people to do remarkable things hinges on how well those people can pull together as a team.”

-Leaders Eat Last