

# Strategic Planning Work Session

## Data Review

### Administrative Team

March 27, 2018



Thank You

## Survey Results—Number of Respondents

Name of Survey	N
Pueblo City Schools, District #60 Parent Questionnaire - English	393
Pueblo City Schools, District #60 Parent Questionnaire - Spanish	9
Pueblo City School District #60 Student Questionnaire: Grades 6-12 - English	259
Pueblo City School District #60 Student Questionnaire: Grades 6-12 - Spanish	4
Pueblo City Schools, District #60 Community Questionnaire - English	196
Pueblo City Schools, District #60 Community Questionnaire - Spanish	4
Pueblo City Schools, District #60 Staff Questionnaire - English	649

**1,514 Respondents**

# Focus Group Overview

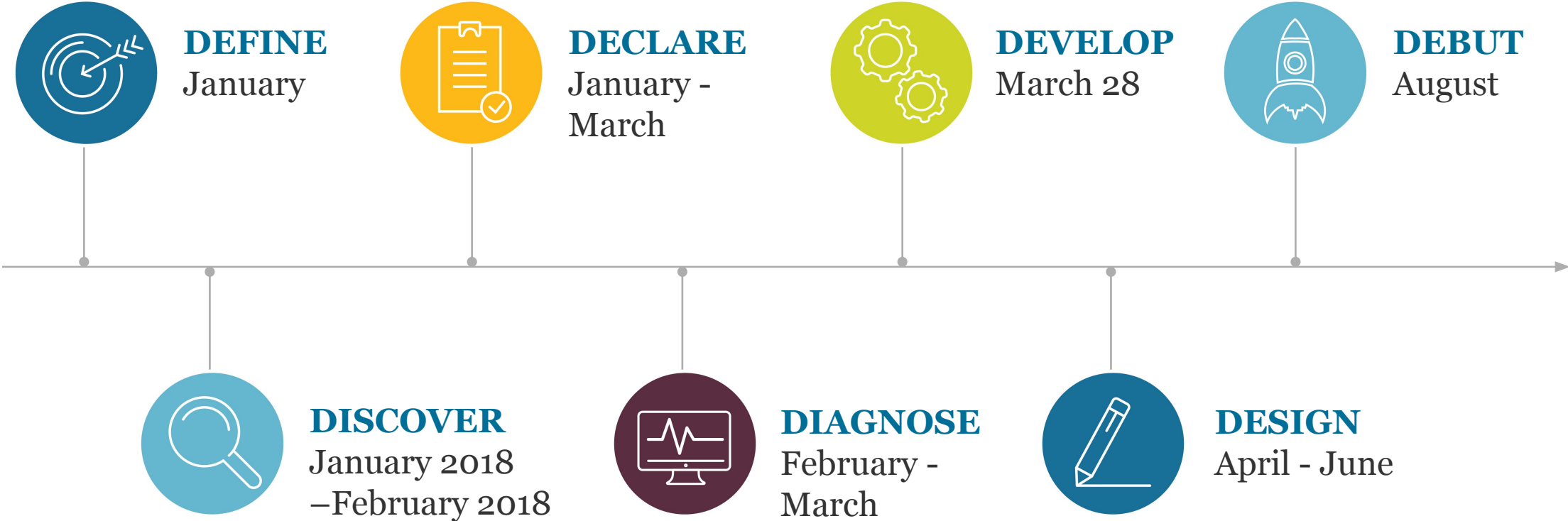
Eight focus groups were held with Pueblo City Schools, totaling approximately 375 individuals in attendance.

- Parents: ~30%
- Community (non-parents): ~20%
- Staff: ~20%
- Students: ~30%

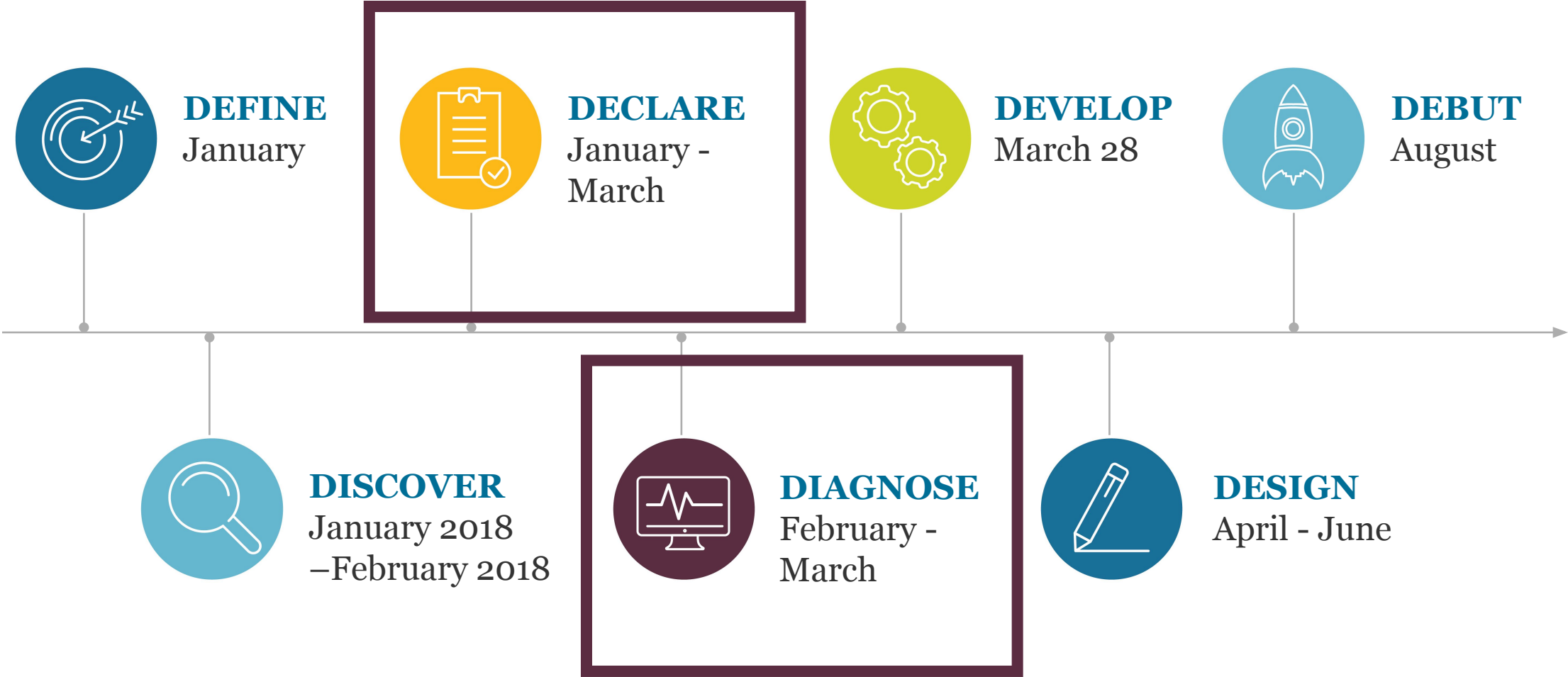


# Process, Timeline, Roles & Responsibilities

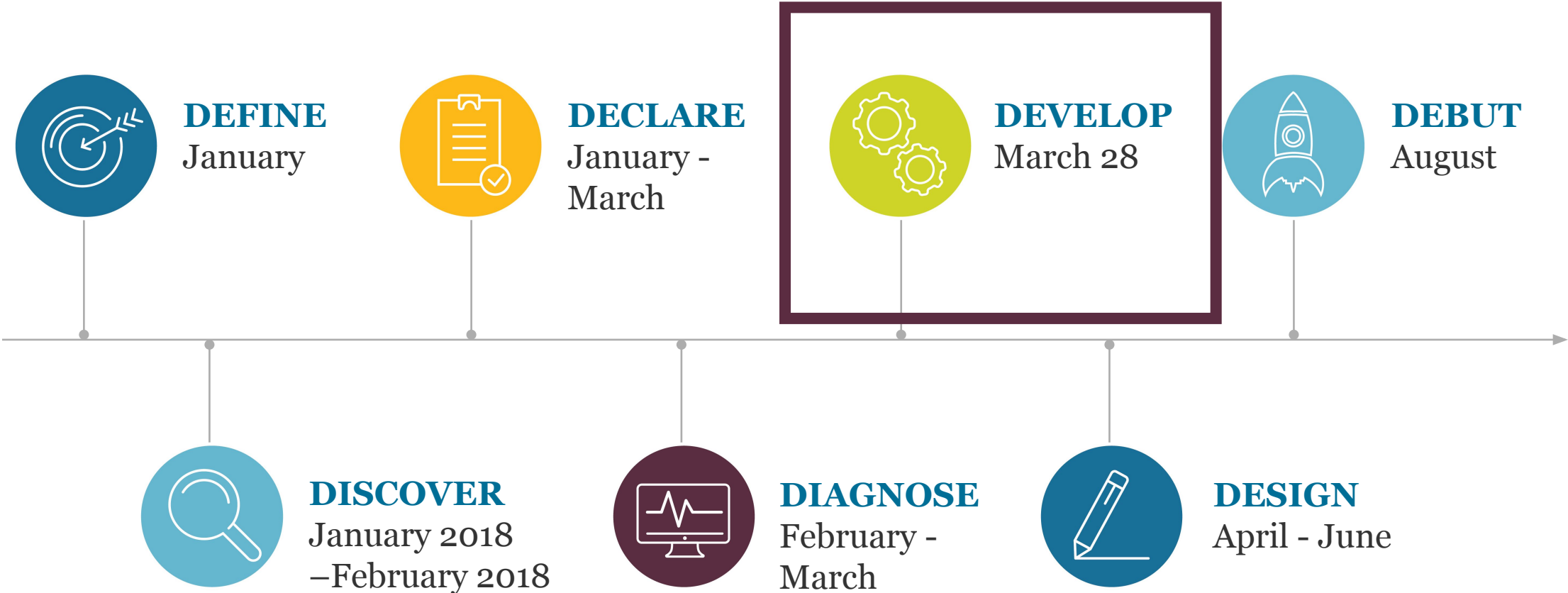
# Timeline



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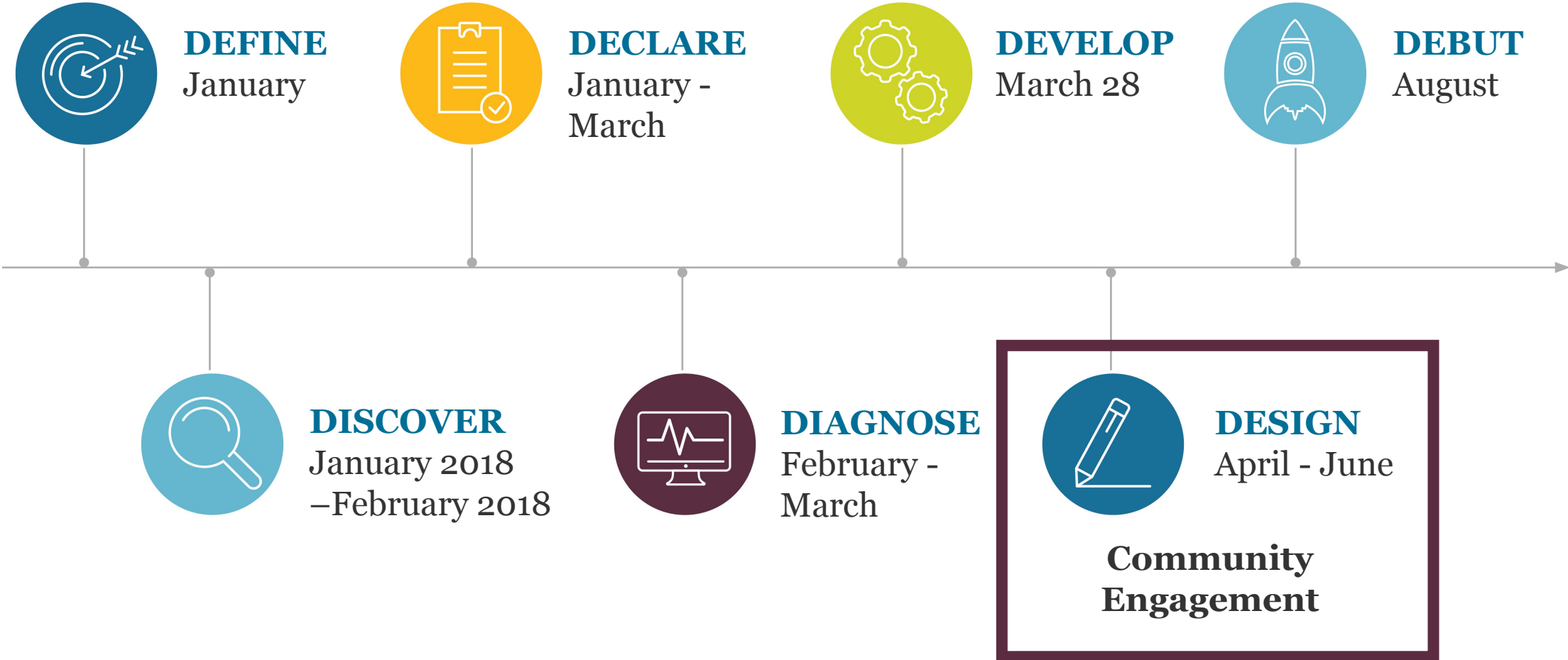


# Timeline



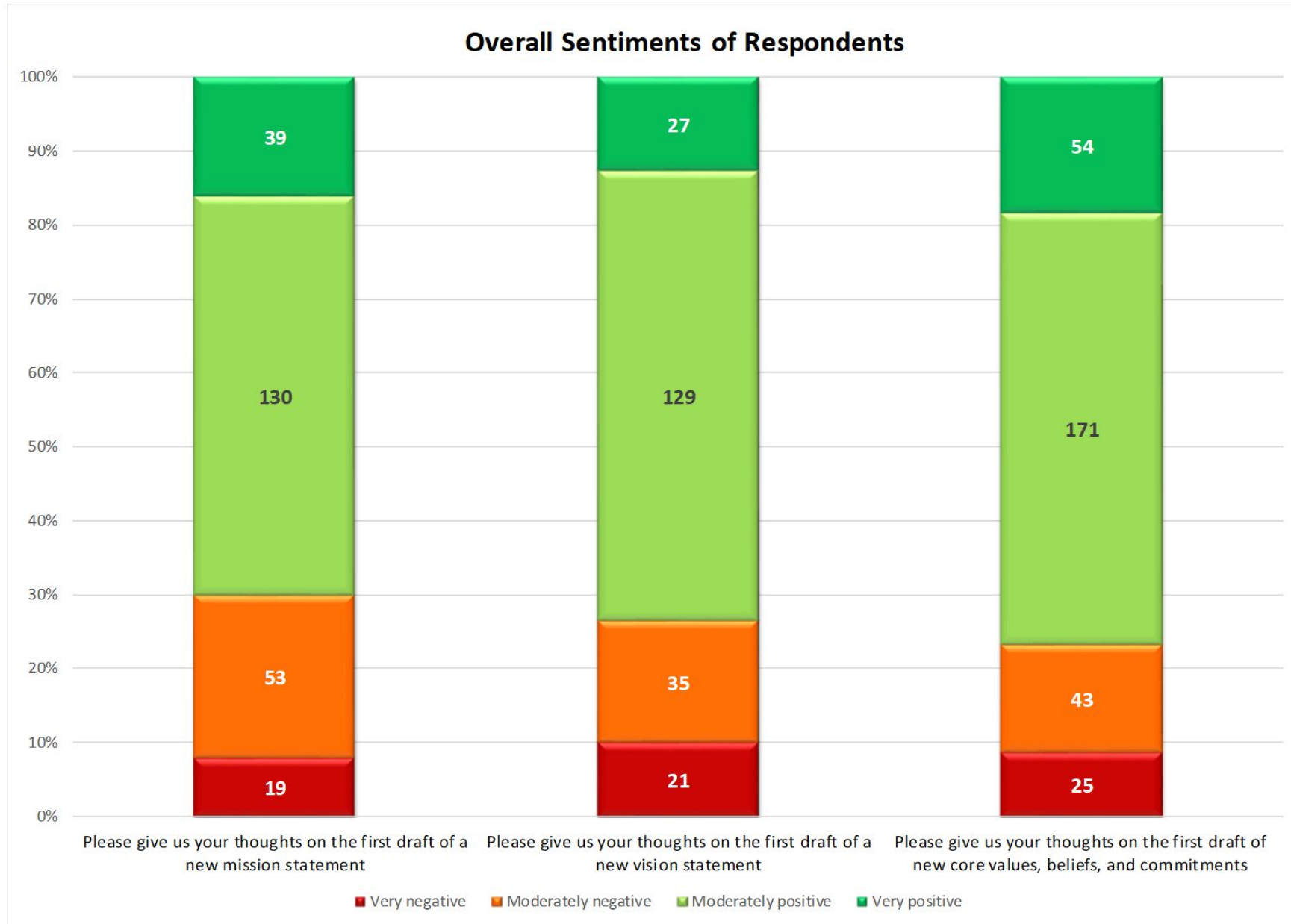


# Timeline



Mission Statement  
Vision Statement

# Mission, Vision and Core Values

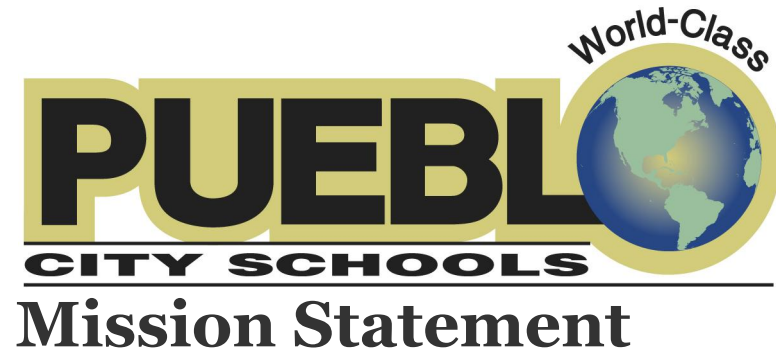




**DRAFT** 1.11.18

**To provide a high quality education that guarantees each student the knowledge, skills, and dispositions to lead a life of purpose and impact.**

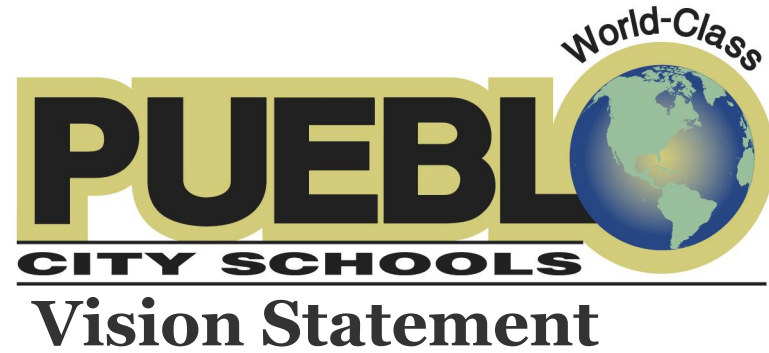




**Suggestions** 1.11.18

**To provide a high quality education that assures each student the knowledge, skills, and dispositions to lead a life of purpose and impact.**

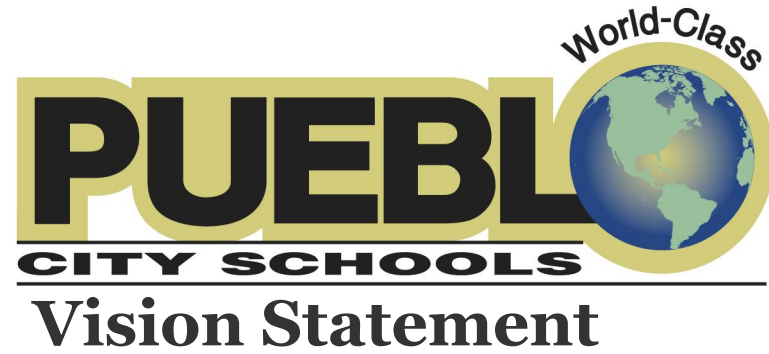




**DRAFT** 1.11.18

**To become a high performing school district that promotes a positive collaborative culture and inspires community confidence.**





**Suggestion** 1.11.18

**To become a high performing school district that inspires community confidence.**



# Core Values, Beliefs, and Commitments

We believe that...

- ❖ **The success of every student is our essential and most important commitment.**
- ❖ **Collaboration and engagement with our families and community are essential to our success.**
- ❖ **We must act with integrity, celebrate diversity, and promote equity.**
- ❖ **Each individual must be treated with dignity and respect.**
- ❖ **The social and emotional well being of our students is as important as their academic needs.**
- ❖ **It is our responsibility to provide a safe, positive, and supportive environment for our students and staff.**
- ❖ **Our community heritage, traditions, and history inform the future.**



# Core Values

We believe that...

- ❖ The success of every student is our most important commitment.
- ❖ Collaboration and engagement with our community, parents, staff and students are essential to our success.
- ❖ We must act with integrity, celebrate diversity, and promote equity.
- ❖ Each individual must be treated with dignity and respect.
- ❖ The social and emotional well being of our students is as important as their academic needs.
- ❖ It is our responsibility to provide a safe, positive, and supportive environment for our students and staff.
- ❖ Our community heritage, traditions, and history should inform our response to future student and district needs.

# Review Key Findings

# Demographics

1. Demographics in the student surveys indicated that the grade level of the respondents was somewhat equally distributed among grade levels. Most of the **student** respondents (70.7%) started in the school district in Kindergarten.
2. Of the **parents** responding to the survey, a vast majority (63.2%) have lived in the district more than 15 years.
3. In the responses received from **community members**, 73.0% have lived in the district more than 15 years.
4. Of the **employees** who responded to the survey, 73.3% were certified staff; 40.6% have been employed in the district less than 5 years; and, 31.1% has been employed in the district more than 15 years.



# What are the top three priorities that Pueblo City Schools should address in creating a multi-year strategic plan?

1. All four groups (community, parents, staff, and students) indicated that 1) student learning and achievement and 2) budget and sustainable funding should be considered among the top three priorities for Pueblo City Schools.
2. Staff recruitment and retention was the third priority identified by community and staff.
3. School safety was the third priority for both parents and students.



## Goal Focus

As to goal focus, a high percentage of all four groups did not agree that the district identifies specific goals, makes student learning a priority of the district, or spends its money to support district goals.



# Rank the following statements in order of importance to you

1. Academic Skills/High Level Thinking (reading, writing, math and problem solving) was ranked at the highest level of importance by all four respondent groups.
2. The importance of developing interpersonal skills ranked second most important for community and parents, yet last for students.
3. Getting into the college of my choice ranked first for community, parents, staff and students.



# School Culture

1. As to the statement regarding ‘glad students attend this school’, parents and students both ranked a very high percentage of satisfaction.
2. 61% of the community members believe that students do NOT treat their teachers and school with respect and more than 25% of parents, staff, and students concur.



# What are you most proud of?

1. Student achievements ranked in the top three for parents, staff, and students.
2. Our District's academic program and our District's teachers, administrators and staff ranked in the top three for community, parents, staff and students.





## **Challenges that Pueblo Schools face**

Being ready for college or the workplace, higher levels of education being required to find work, and negative peer pressure and bullying ranked in the top three for challenges that Pueblo Schools are facing.



## Areas of priorities for the strategic plan

1. Highly qualified teachers/staff and a safe and orderly environment ranked in the top two areas to prioritize in the strategic plan by community, parents, staff, and students.
2. More than 70% of all respondent groups prioritized a safe an orderly environment.
3. Community, parents, and staff all identified curriculum as a priority.



# Focus Groups Feedback

# Focus Group Findings and Summary

## **Description of the District**

Supportive and caring teachers, staff and administrators

Opportunities for more coherence and focus

School discipline is a concern

Diverse

Consensus that the district has not reached its potential



# Focus Group Findings and Summary

## **Beliefs**

Safety needs to be a priority

Buildings and District could be more welcoming

Like the Belief statements

Beliefs must be demonstrated for us to reach our goals



# Focus Group Findings and Summary

## **Barriers to Student Success**

Student motivation

Limited resources, staff, and career technical education

Lack of “cheerleaders” of student success

Lack of teacher/parent communication

Attendance



# Focus Group Findings and Summary

## **Student Knowledge and Skills Needed Upon Graduation**

Life skills and social skills

Work ethic and problem-solving abilities

College readiness and college placement

Employability and ability to work with others



# Focus Group Findings and Summary

## **What Leaders Can Do Now to Make a Difference?**

- Engage the community and obtain community input
- More parental involvement
- Better communication between teachers and parents
- More support of teachers from administration
- Safe environment
- Student mental health
- Administration more available and visible
- Student discipline
- Teacher Professional Development





# Focus Group Findings and Summary

## **District Challenges**

- Student discipline and teacher support
- High teacher turnover
- More teacher accountability
- Lack of cultural competency (for teachers)
- Teacher pay
- District leadership is inaccessible
- Need a coherent communication process
- Graduates often don't have the skills to be successful
- Alternative schools to support struggling students
- School safety
- Supporting mental health issues



# Focus Group Findings and Summary

## **District Successes**

- Great kids and educators
- School of Choice
- Supportive teachers
- Innovation zone and teacher collaboration
- Principals open to innovation



# Themes to be Considered for Goal Areas

# Potential Goals

- **Student Success**
- **Budget and Sustainable Funding**
  - A) **Buildings**
- **School Culture (Students and Staff)**
  - A) **School Safety**
- **Quality Staff**
- **Community Engagement**
  - A) **Communications**



# Questions?

