

- Attendance Rate for 08-09 -90.71%.
- Adopted Policy JH, Student Absences, Excused, Tardiness and Truancy .
- Adopted Suspension Policy.
- Revised Wellness Policy.
- Revised Vending Policy.

OBJECTIVE 5: All Pueblo City Schools are conducive to superior teaching and learning, and are capable of responding to diverse needs of 21st Century learners.

- New technologies have been deployed to better manage facilities resources. A suite of facility management software products known as School Dude now provides comprehensive scheduling, planning, and assessment tools to direct needed maintenance and improvements throughout the district. A new building automation system known as the METASYS is used to monitor and control building systems for maximum efficiency. The new scheduling application works with the building monitoring system to generate energy savings when facilities are not occupied.
- Pueblo City Schools is a member of the Council of Educational Facility Planners International (CEFPI). The director of facilities has researched and purchased a number of publications from their resource library to explore best practices in building and enhancing the physical environments.
- The facilities management director is now President Elect in the Colorado School Plant Managers Association CSPMA that promotes best practices for facilities management of schools.
- A database that catalogs all district buildings for interior flooring, outside surfaces, lights, ceiling tiles, filters, etc., and district wide square footage was completed to facilitate planning and cost estimating for capital improvement projects.
- A standard has been developed and implemented for installation of new life safety systems that includes fire monitoring and protection, and safety and security systems.
- Corwin Middle School has been completely renovated with a new high tech look which included improvements in all classrooms, a new computer lab, art room and distance learning center.
- State of the art world language labs have been built for all of the high schools.
- Two state of the art distance learning facilities have been built, one at Corwin International Magnet School, and the other at East High School. Planning is underway for a distance learning facility at South High School.
- A state of the art planetarium facility has been completed at Centennial High School.
- Implemented School Messenger system which provides telephone messaging capability to all parents and staff, as well as student absence notification in conjunction with Infinite Campus.

OBJECTIVE 6: Pueblo City Schools will secure and utilize 100% of human, financial and physical resources required to create and sustain world-class public schools and the strategic plan.

- Secured Toyota National Family Literacy grant award in the amount of \$600,000 to implement family literacy programs at three Elementary Schools.
- A new policy and fee schedule for community use of buildings will soon be implemented. The revised fee schedule and new software for scheduling of planned events will reduce the run time of the HVAC equipment and generate new resources for the district.
- Pueblo City Schools received a grant of \$1.6 million dollars to install secured access and monitoring for controlled access to all schools. This grant also provides the needed revisions to fire safety systems at a number of sites.
- Colorado Department of Education Expelled and At Risk Student Grant, collaboration with BOCES: \$266,944. This will fund one substance abuse counselor for the high schools and four community advocates along with support assistance.
- Juvenile Assistance Grant: Collaboration with Partnership for Families and Children to provide online and site specific professional development for community advocates. In addition, this grant will fund two community advocates for Family Preservation Program with the Truancy Program: \$247,945.
- Colorado Department of Education Counselor Corps Grant: One Counselor at Central High School to provide dropout prevention services: \$106,215 second year of the grant.
- Tony Grampsas Grant: Fund two community advocates: \$60,620.
- 21st Century Grant: Carryover money for 09-10 and currently writing a second grant for Pitts, Freed and Risley Middle School for after school programs: \$102,487.71.
- Colorado Department of Human Services Law Enforcement Assistance Fund to provide substance abuse services at the middle school level: \$60,000.
- Increased Pueblo City Schools Athletics Revenue to meet the needs of our programs:
 - Began collecting participation fees for middle school athletics. Raised high school participation fees \$10.00 per sport.
 - With funds generated from fees, we hope to provide needed support for our programs.
 - Improved use of transportation to make it more cost efficient.
 - Renegotiated with the Events Center to look at cost saving partnering & shared revenue.
 - Increased the use of Dutch Clark Stadium by increasing the number of football games from 15 to 30 the 2009 season. This will increase revenue in gate, parking, and concession. All events at Dutch Clark Stadium will now collect parking fee, all gate admission for high school events will be consistent, and concession operation will give school clubs and organizations the opportunity to generate more monies for their specific groups.
- With the support of our corporate sponsors' contributions, the bleachers at Dutch Clark Stadium were replaced at a cost of \$200,000 this past May.



Strategic Plan



UPDATE to the Community
September 2009

OBJECTIVE 1: All Pueblo City Schools' students successfully complete a comprehensive Individualized Education Plan to prepare to enter 21st Century academic pursuits or the global work force.

- Electronic Individual Education Plans are in place for grades 3-10 in conjunction with quarterly benchmark assessments in the content areas of Reading, Math and Science (grades 5, 8, 10).
- Quarterly benchmark assessments have been developed and implemented and are aligned to the Pueblo City Schools curriculum map.
- Parent portal, an online tool for parents to access and monitor student assessment data, allows parents the opportunity to review their child's Individual Education Plan.
- Assessment data generated from the quarterly benchmark assessment allows teachers to modify instruction.
- Secured funding source through stimulus funds (Title I-ARRA and ESS ARRA) to support the hiring of SSAs at various elementary, middle, and high schools.
- Developed and implemented a district-wide RTI implementation manual regarding problem-solving approach to multi-tiered student support systems.

OBJECTIVE 2: All Pueblo City Schools students will meet or exceed international standards and measures of achievement.

- Curriculum maps have been refined through teacher input with additions of instructional strategies, resources, and assessments in all content areas.
- Implemented and integrated world language curriculum through the development of state of the art language labs in all high schools and magnet schools.
- Hired a district fine arts specialist to support schools in the implementation of fine arts.
- Developed and passed a middle school promotion policy.
- Implemented and integrated a career and technical education program utilizing multiple guidance tools that align to individual student interest (e.g. Key Train, Naviance, College in Colorado).

OBJECTIVE 3: Pueblo City Schools will recruit and retain a highly-qualified competitive workforce sustained by cutting-edge professional development for internationally competitive schools.

- Human Resources purchased and implemented Avatar, a new professional development data gathering system, which enables the district to post all professional development offerings for staff, track registration, attendance and other data.
- Professional Development office continues to offer ongoing professional development opportunities for all employee groups in the district such as NISL leadership training, Lindamood Bell, technology courses and curriculum courses in reading, math and other core content areas .
- Increased partnerships with area colleges and universities which offer wider opportunities for certified staff: Adams State college partnership expanded, CSU-Pueblo, UCCS, University of Phoenix.
- Developed a professional development committee to assist in facilitating ongoing expansion of professional development.

- Provided funds via Title IIa to reimburse teachers for taking the PLACE or PRAXIS tests to ensure Highly Qualified status is maintained.
- Human Resources continues to process and train high quality substitutes.
- Develop and implement an electronic data gathering and management system to obtain, track and analyze staffing issues. Spring 2009-SFE.
- Identify technology resources and processes that bring the work of learning to educators. Spring 2009.

OBJECTIVE 4: Pueblo City Schools will provide a system of support for students to be civil, responsible, healthy, and involved members of the global community.

- Celebrate the completion of the Code of Character-have all representatives sign the code.
- Pueblo City Schools will establish an icon / emblem that symbolizes the code of character / ethics (cognitive recognition).
- Procure funding through financial resources such as private / public foundations, state/federal government grants, and the US Department of Education to cover the cost of promotion activities and initiatives (i.e. partnerships of character education pilot projects).
- Implement a comprehensive Emergency Readiness and Crisis Management (ERCM) Plan that is compliant with Homeland Security and the National Incident Management Systems requirements district-wide.
- Implement reverse 9-1-1 type or other automated phone systems which would best suit Pueblo City Schools.
- Hosted Regional Softball, Regional Tennis & State Tennis, Soccer playoffs, Baseball playoffs, Basketball (boys & girls) playoffs, and Qualifying State track meets.
- Brought back 2A State Basketball to Pueblo for the 2009-10 Season. Worked in cooperation with the State Fair/Events Center, Pueblo Chamber of Commerce & CHSAA.
- Successfully lead our Athletic Directors to be actively involved at state level conferences & meetings, such as, CADA & CHSAA, in order to better represent Pueblo City Schools Athletic programs & our student athletes.
- Updated and revised middle school athletic participation guidelines to promote fair and consistent practices regarding out of district students' participation. We are aligned to CHSAA guidelines & Pueblo City Schools policies and procedures.
- Re-aligned middle school (boys & girls) basketball seasons to match District 70, with the plan to merge our two leagues in the near future. We believe this will create a more competitive experience for our student athletes. Currently this re-alignment will allow District 70 schools to participate in our mid-season tournaments.
- Expanding our middle school wrestling league to include Pueblo West Middle School. Our goal is to eventually include additional schools to improve the competitive experience for our student athletes.
- Showcased middle school wrestling, boys & girls basketball City Championship events at the Events Center.
- Showcased & promoted sub-varsity football (freshmen & JV) games on four dates at Dutch Clark Stadium under the lights.
- Continued partnerships with City Parks & Recreation, YMCA, Pueblo Rangers Soccer, PPAL, Partners In Education (PIE) and other community organizations to provide Pueblo

students/athletes and the community the opportunity to participate in character, social, and leadership activities, as well as, recreational & athletic activities.

- Hosted area and district Cup Stacking & Jump Rope competitions for our elementary students.
- Through the SS/HS Initiative, two additional school nurses have been hired. This makes a total of eight nurses for the District. The ratio of school nurses to students has been changed from 1:3000 students to 1:2250 students.
- Four mental health professionals have been hired and a fifth will be hired in the next month. These mental health professionals will be integrated when possible with the four Wellness Centers. Mental health services will be provided at the following schools: Freed, Risley, East, Centennial, South and Pitts. These positions are funded by the SS/HS initiative, and one mental health professionals is funded by CDPHE.
- Four community advocates have been funded through the SS/HS grant initiative. They were placed at Irving, Spann, Somerlid and Minnequa to expand the reach of the Project Respect Program.
- An external evaluator has been hired to evaluate the processes and outcomes of the SS/HS initiative in Pueblo City Schools. In addition, the SS/HS is participating in the national evaluation.
- A Positive Behavioral Support (PBS) specialist has been hired and two PBS coaches have been hired.
- Assuring that behavioral data can be collected appropriated in Infinite Campus has been addressed.
- Baseline surveys have been done at most schools. A few schools did not participate.
- The first PBS training was rolled out on August 19, 2009 with 94 participants representing 25 schools.
- Irving Elementary school will implement Love and Logic and the Seven Pillars program in the 2009-2010 school year.
- The Incredible Years early childhood social and emotional program is being implemented. In the 2009/10 school year, all Pre-K and Kindergarten classrooms at Irving, Spann and Bradford will participate in the program. Extensive monthly on-site coaching and professional development will be provided to each teacher. The SS/HS Initiative purchased all curricula and materials to support the program. In addition, the Early Childhood Department has hired an Incredible Years "coach" to learn the program and to become certified in the program in order to insure long-term sustainability and implementation of this program in every elementary school in the District.
- A program and curriculum support person has been hired to support the implementation of bully prevention activities across the District. The Program and Curriculum Support Specialist participated in a week-long Olweus Bully Prevention Train the Trainer workshop in Washington D.C. in July 2009. Olweus Bully prevention programs will be rolled out at schools that are interested and ready beginning in the 2009-10 school year.
- The John Hopkins dropout study has been completed and will be recognized by Governor Ritter October 200
- Established Graduation Centers at all four High Schools for students who are credit deficient.
- Reduction of district wide dropout rate from 5.1% to 4.6% in the 2008 school year.
- Graduation rate improved from 67% to 69.5%.
- Decrease of expulsion/exclusions from 33 to 12 students for the 2008-09 school year.
- Decrease in the number of student suspensions from 2100 to 1758.