

- Increased the number of teacher applications through an aggressive marketing initiative
- Improved the new teacher induction (for licensure) program
- Surveyed all classified employees to determine needs, and created a professional library
- Implemented *National Institute for School Leadership* training
- Hosted numerous national educational speakers who addressed strategic issues
- Improved the administrator evaluation system

**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.**

- Created and implemented a diverse committee to create a district Code of Character and Ethics Pledge for students, staff, parents and volunteers
- Received grants to support partial funding for Code of Character and ethics' pledge initiative promotion activities and initiatives
- Updated the district bullying policy; passed by the Board of Education.
- Started a *School Health Provider Team* in two of four quadrants
- Health and Safety Teams are in place at 16 schools (first phase)
- Received community advocate grants for more than \$200,000, which was invested in hiring six community advocates who support at-promise (risk) students in the Truancy Reduction program
- Continuing a \$152,981 fifth-year *STEPS to a Healthier Colorado* project grant for promoting healthy environments for students, staff and families
- Received Board of Education approval for the Wellness Policy checklist
- Revised school food and beverage health and purchase procedures
- Trained, as part of the federal Patriot Act law, all administrators and school security staff in the *National Incident Management System*

**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.**

- Purchased 3,000 computers and installed five in each core classroom district- wide.
- Integrating new and critical educational and business applications (*SuccessMaker, APEX, Infinite Campus* and *Alio*).
- Planning the implementation of a district-wide *Reverse 911* telephone system.
- Accelerated the amount of federal *E-Rate* applications that permits the district to fund the network at 80 percent of true cost
- Awarded two technical (phone and network) support contracts to decrease user down-time (contingent on federal funding)

**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.**

- Spending is less than or equal to revenue for the first time since 2001-2002
- Created a district *Budget Oversight Committee* of business volunteers and staff
- Initiated a *Community Advocacy Committee* to help find new funding
- Pueblo City Schools joined with District 70 to address statewide educational funding issues as part of the "*Believe in a Better Colorado*" campaign

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Si hay preguntas sobre esta informacion por favor de llamar la escuela de su niños.

VISIT OUR NEW COMPREHENSIVE WEB SITE AT:  
[www.pueblocitieschools.us](http://www.pueblocitieschools.us)



# Strategic Plan



**UPDATE** to the  
**Community**  
April 2008

## A message from the superintendent



In early 2007 more than 300 citizen volunteers from the Pueblo community came together to create a new school district. They chose a new name that accurately aligns the schools with this community.

They created a new mission statement, emphasizing a unique educational community that will guarantee a world-class education. And they created a community-led strategic plan, the road map for the future of PreK-12 education in Pueblo, Colorado.

This unique and highly-respected plan provides six overriding objectives that the district will pursue in reinventing an archaic educational system. These objectives are supported by specific results, strategies and action steps. While there is no completion date to the overall plan, each specific result does have a timeline.

Nearly one-year after its implementation, I am proud to share with our community our first-year successes. We have accomplished a significant amount in a very short time, and to all of our teachers and staff who have made it happen I say “thank you.” To our community for their support, “thank you.” And to our more than 18,000 students, who are and will be the beneficiaries of our initiatives, “thank you.”

You can and should be proud of these first-year accomplishments. I am. And I offer that our second year will be even better. With your continued support, we truly are creating a world-class school district.

Thank you.



J. Wm. Covington, Ed.D.  
Superintendent

## 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.

- Developed Individualized Education Plans, beginning with eighth graders
- Created plan to prevent, remediate and eliminate gaps in student achievement
- Conducted monthly district-wide *Scientifically Based Reading Research* kindergarten staff professional development
- Provided assessment training for kindergarten teachers on screening, progress monitoring, instructional outcomes and program effectiveness
- Realigned kindergarten instruction to focus on teacher-directed small groups that meet the learning needs of every child, and engage students through hands-on learning centers
- Concentrated Early Childhood professional development on research-based early reading instructional strategies
- Acquired a \$75,000 grant for four-component family literacy program at the two highest poverty elementary schools
- Implemented *Infinite Campus* student data system
- Integrated *SuccessMaker Enterprises* software, which allows for the differentiation of instruction to meet individual student needs through online work
- Received *Accelerated Reader* software license, which allows students to immediately receive feedback on their comprehension of books they have just read
- Implemented *Galileo* Web-based student data system, providing secure access for Individual Educational Plans
- Acquired a \$126,000 grant from the Colorado Department of Education to provide intensive instruction to students who are struggling in math and reading
- Implemented *APEX Learning* software, which allows for the differentiation of instruction to students through courses completed online

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

- Restructured RIDGE Academy to serve all students with world-class online classes
- Received a \$7.2 million grant to create three new international magnet schools
- Adopted challenging, yet achievable, graduation requirements
- Established a middle school promotion and retention policy
- Creating a PreK-12 curriculum that addresses national and international standards
- Received a \$100,000 grant to be invested in providing *Kagan* (professional development) training for middle and high school staff from the Colorado Department of Education
- Completed realignment of the PreK-12 curriculum
- Approved the 2008-2009 high school Block Schedule
- Developed World Language Curriculum Alignment K-12 Task Force
- Expanded *Classroom Assessment for Student Learning* (formative assessment) at six elementary schools
- Established partnership with Beulah Mountain Park to provide for 5th grade Earth Studies project
- Advanced more than 600 sixth grade students to higher-level math courses
- Acquired approximately \$2.4 million dollars in grant funding to support professional development of social studies teachers from the United States Department of Education

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

- Implemented *E-Learning* professional development management system
- Expanded technology and educational professional development