

# SPAC

## The Call to Action



November 2013

**November**





**Call**

**To**



**Action**

Time  
Compensation  
Staffing



Effectiveness

New  
Generation  
Data

READ

Colorado  
Academic  
Standards

All  
means  
All

PARCC

Graduation  
Requirements

**Budget**

**Values**

The only way to  
get somewhere,  
you know, is to  
figure out where  
you're going  
before you go  
there.

John Updike  
Rabbit Run



# Passion Goals

Two

**Goal  
One**



**Kids**





# Moral

# Purpose



college

ready

percent

100

career



*Motivated, Inspired, Engaged, All In*



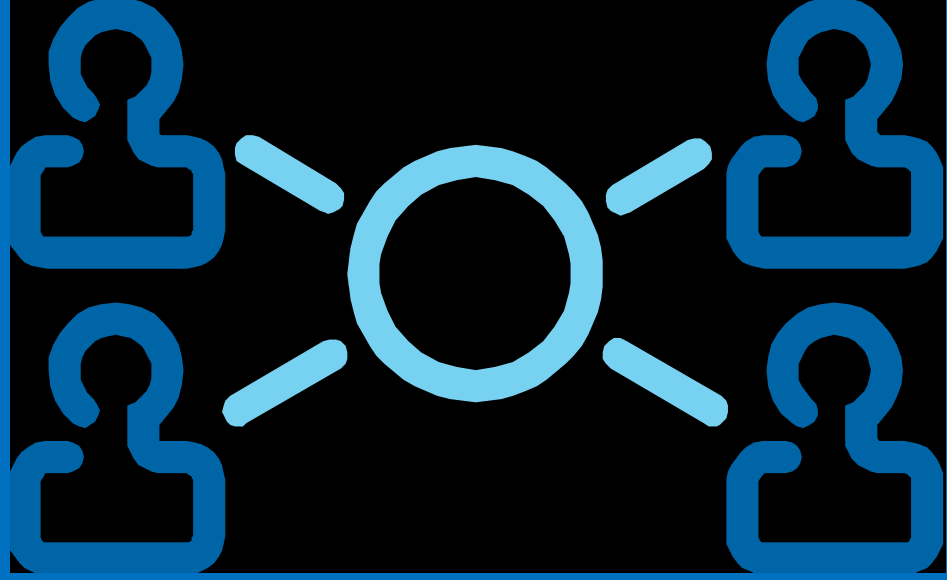
*100% Bright Futures*



**Goal**

**Jeffco**

**People Two**



**SECTIONS  
ACCOUNTABLE**

- *Business and Finance*
- *Community*
- *Educational Research and Design*
- *Leadership*
- *Elementary Schools*
- *Middle Level Schools*
- *Senior High Schools*
- *Support Services*

# Work Objectives



# Objective

Ensure implementation of strategies and systems to support and reward high performing employees





**Indicators**

**see**  
**S**

# Indicator

Implement the third year  
of the Jeffco Strategic  
Compensation Pilot

# MEASURE

# TARGETS



# Target

100% of strategic  
compensation schools will  
increase overall School  
Performance Framework  
percentage

87



107

1981





Of

Points  
Pride

*Academic Achievement*

**Academic Growth**

**iPD GRANT**

Effective, Conservative Collaborative Budgeting

**Partnerships**

**Implemented Reforms**

*Evaluation*

**C-CAP**

**Remediation Rate....Down**

**Staff Development**

**Safety of Our Students**



**Bring**

**It**

**on**

**Academic Growth Gaps**

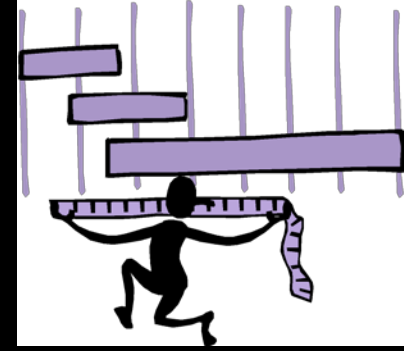
**Graduation Rates**

**for All**

**Students**



<b>Section</b>	<b>Percent Accomplished</b>
<b>Community</b>	<b>100%</b>
<b>Business and Finance</b>	<b>100%</b>
<b>Instruction</b>	<b>89%</b>
<b>Leadership</b>	<b>71%</b>
<b>Elementary Schools</b>	<b>100%</b>
<b>Middle Level</b>	<b>37%</b>
<b>Senior High</b>	<b>46%</b>
<b>Support Services</b>	<b>100%</b>



# Benchmarking

**83**

**percent**



**Performance**

# 2013 10<sup>th</sup> Grade TCAP Math District Comparisons

District	2012 Percent Advanced & Proficient	2013 Percent Advanced & Proficient	Percentage Point Change from 2012	Poverty Rate (2013)
Douglas	43%	45%	2	11
Boulder	51%	50%	-1	19
Littleton	51%	49%	-2	21
Cherry Creek	41%	42%	1	25
St. Vrain	36%	41%	5	33
Brighton	18%	22%	4	34
<b>Jeffco</b>	<b>42%</b>	<b>43%</b>	<b>1</b>	<b>34</b>
Adams 12	29%	30%	1	37
Colorado	33%	34%	1	42
Aurora	18%	20%	2	68
Mapleton	16%	14%	-2	71
Denver	21%	25%	4	71
Westminster	7%	7%	0	81
Adams 14	8%	9%	1	82

Source: Colorado Department of Education

# Remediation Rate Comparisons

<b>District</b>	<b>Remediation Rate</b>	<b>Poverty Rate (2013)</b>
Douglas	25.6%	11
Boulder	23.1%	19
Littleton	25.9%	21
Cherry Creek	33.4%	25
St. Vrain	34.9%	33
Brighton	54.1%	34
<b>Jeffco</b>	<b>29.8%</b>	<b>34</b>
Adams 12	45%	37
Colorado	39.2%	42
Aurora	53.3%	68
Mapleton	64.5%	71
Denver	60.4%	71
Westminster	59.1%	81
Adams 14	81.3%	82

# Facing Challenges



# Elementary Growth

District	Reading	Writing	Math
<b>Jeffco</b>	<b>55</b>	<b>53</b>	<b>56</b>
Cherry Creek	56	54	56
Adams 12	51	51	51
Douglas County	54	55	52
Littleton	53	56	50
Boulder	60	58	57
Denver	53	53	55
Aurora	46	46	52

# Middle Level Growth

District	Reading	Writing	Math
<b>Jeffco</b>	<b>48</b>	<b>48</b>	<b>54</b>
Cherry Creek	51	54	53
Adams 12	56	43	43
Douglas County	48	47	47
Littleton	50	54	55
Boulder	54	55	51
Denver	52	56	56
Aurora	53	52	47

# Senior High Growth

District	Reading	Writing	Math
<b>Jeffco</b>	<b>47</b>	<b>48</b>	<b>55</b>
Cherry Creek	53	55	56
Adams 12	49	49	44
Douglas County	53	53	48
Littleton	49	51	52
Boulder	44	47	56
Denver	58	54	52
Aurora	56	50	52

**80**

**Percent**

<b>READING: Tipping Point Grade Level</b>	<b>80% Proficiency 2013</b>	<b>80% Proficiency 2014</b>
<b>3</b>	<b>*</b>	<b>*</b>
<b>4</b>	<b>3</b>	<b>2</b>
<b>5</b>	<b>2</b>	<b>1</b>
<b>6</b>	<b>*</b>	<b>*</b>
<b>7</b>	<b>8</b>	<b>7</b>
<b>8</b>	<b>9</b>	<b>10</b>
<b>9</b>	<b>17</b>	<b>16</b>
<b>10</b>	<b>18</b>	<b>11</b>

<b>WRITING: Tipping Point Grade Level</b>	<b>80% Proficiency 2013</b>	<b>80% Proficiency 2014</b>
<b>3</b>	<b>13</b>	<b>14</b>
<b>4</b>	<b>14</b>	<b>13</b>
<b>5</b>	<b>10</b>	<b>10</b>
<b>6</b>	<b>9</b>	<b>8</b>
<b>7</b>	<b>21</b>	<b>19</b>
<b>8</b>	<b>33</b>	<b>32</b>
<b>9</b>	<b>51</b>	<b>44</b>
<b>10</b>	<b>57</b>	<b>57</b>

<b>MATH: Tipping Point Grade Level</b>	<b>80% Proficiency 2013</b>	<b>80% Proficiency 2014</b>
<b>3</b>	<b>3</b>	<b>4</b>
<b>4</b>	<b>2</b>	<b>2</b>
<b>5</b>	<b>7</b>	<b>6</b>
<b>6</b>	<b>5</b>	<b>6</b>
<b>7</b>	<b>29</b>	<b>26</b>
<b>8</b>	<b>34</b>	<b>34</b>
<b>9</b>	<b>78</b>	<b>72</b>
<b>10</b>	<b>79</b>	<b>80</b>

<b>SCIENCE: Tipping Point</b>	
<b>Grade Level</b>	<b>80% Proficiency 2014</b>
<b>5</b>	<b>12</b>
<b>8</b>	<b>31</b>
<b>10</b>	<b>45</b>



# District Unified Improvement Plan

## District Performance Framework 2013 - PRELIMINARY DRAFT FOR DISTRICT REVIEW

District: JEFFERSON COUNTY R-1 - 1420

Accredited

This is the district's official accreditation rating, which is based on the 3 Year District Performance Framework. Districts are designated an accreditation category based on the overall percent of points earned for the official year. The official percent of points earned is matched to the scoring guide below to determine the accreditation category. Additionally, failing to meet finance, safety, test administration and/or test participation assurances will result in a lower accreditation category.

Accreditation Category	Framework Points Earned
Accred. w/Distinction	at or above 80%
Accredited	at or above 64% - below 80%
Accred. w/Improvement Plan	at or above 52% - below 64%
Accred. w/Priority Impr. Plan	at or above 42% - below 52%
Accred. w/Turnaround Plan	below 42%

Performance Indicators	Rating	% of Points Earned out of Points Eligible	
Academic Achievement	Meets	75.0%	( 11.3 out of 15 points )
Academic Growth	Meets	72.6%	( 25.4 out of 35 points )
Academic Growth Gaps	Approaching	58.3%	( 8.7 out of 15 points )
Postsecondary and Workforce Readiness	Meets	67.2%	( 23.5 out of 35 points )
Test Participation <sup>1</sup>	Meets 95% Participation Rate		
<b>TOTAL</b>		<b>68.9%</b>	<b>( 68.9 out of 100 points )</b>

<sup>1</sup>Districts may not be eligible for all possible points on an indicator due to insufficient numbers of students. In these cases, the point eligible, so scores are not negatively impacted.

# Instructional

# Rounds



Rigor

**Conceptual Understanding**



**Procedural Fluency**

**Application and Problem  
Solving Skills**



**It's always  
impossible  
until it gets  
done.**

**Nelson Mandela**





Why

How

What

Simon Sinek: Start with Why

# *Our Purpose....*

*Those who are able to inspire will create a following of people who act for the good of the whole not because they have to, but because they want to.*

*Simon Sinek*





**Teamwork**

**Trumps**

# Individual Work



**Employees in every organization and at every level need to know that at the heart of what they do lies something grand and inspirational.**



**Hook your life to a cause larger than yourself.**



Motivated Engaged Inspired All In



# Thanksgiving Vacation

# Jeffco's Mission.....

To provide a  
quality education  
that prepares  
ALL children  
for a successful  
future.....

