

## Our Sand Creek Message

(What We Deliver)

*Pursuit of Excellence*

## Our Sand Creek Identity

(What We Value)

Commitment  
Inclusive

Personalized Paths  
Pride

Growth Mindset  
Heart

## Our Sand Creek Zone Goals

### Student Success



- Graduates of the Sand Creek Zone are prepared for post-secondary success in college and career
- Provide ongoing opportunities for students to participate in decisions about personalized paths to success
- Student engagement and ownership in the learning environment
- Every student a reader by 3<sup>rd</sup> grade

### People



- Focus on communicating the successes of the zone-students, employees, alumni
- Retain and recruit quality staff
- Maximize employee engagement by providing opportunities for input
- Leaders share the “why” and focus on consistent two-way communication between leaders and employees

### Service



- Vertical alignment and seamless transitions between levels for all students & families
- Communicate with stakeholders the processes and systems of the zone (what departments do, why and how to access support)
- Focus on maximum return on investment of all resources for student achievement

### Innovation & Growth



- All stakeholders have an opportunity to have a voice in zone initiatives
- Personalized learning paths for students with an emphasis in individual development
- Increase enrollment from outside the zone and district

## Annual Measures of Success

Student Success	People	Service	Innovation & Growth
<ul style="list-style-type: none"> <li>▼ PSAT-Meet or exceed the district average in 9<sup>th</sup> grade English PSAT</li> <li>▼ PSAT-Meet or exceed the district average in 9<sup>th</sup> grade Math PSAT</li> <li>▼ SAT-Meet or exceed the district average for 11<sup>th</sup> grade English SAT</li> <li>▼ SAT-Meet or exceed the district average for 11<sup>th</sup> grade Math SAT</li> <li>▼ PARCC-Meet or exceed the district average in 6-8 ELA</li> <li>▼ PARCC-Meet or exceed the district average in 6-8 Math</li> <li>▼ Increase % of students meeting or above benchmark in reading from ___ to ___ (Reading DIBELS)</li> <li>▼ Decrease the achievement gap between ___ &amp; ___ by ___% in mathematics</li> <li>▼ Increase the #/% of students enrolled in CE &amp; IB classes</li> <li>▼ Increase the #/% of students accessing extra-curricular activities from ___ to ___</li> <li>▼ Increase student engagement overall mean on survey from ___ to ___</li> <li>▼ Increase Average Daily Attendance from ___ to ___</li> <li>▼ Decrease #/% of students receiving suspensions from ___ to ___</li> </ul>	<ul style="list-style-type: none"> <li>▼ Increase employee engagement overall mean from ___ to ___</li> <li>▼ Increase the annual % of high performing employees retained from ___ to ___</li> <li>▼ Increase "success stories" shared with stakeholders via website, newsletter, and local media from ___ to ___</li> </ul>	<ul style="list-style-type: none"> <li>▼ Determine baseline parent satisfaction survey mean from ___ to ___</li> <li>▼ Determine baseline "Return on Investment" for maximum student achievement (factors to measure, current status)</li> </ul>	<ul style="list-style-type: none"> <li>▼ Increase the number of students "choicing in" to Sand Creek Zone from ___ to ___</li> <li>▼ Increase the number of non-traditional academic options for students from ___ to ___</li> <li>▼ Increase the number of academic &amp; career pathways available to students from ___ to ___</li> <li>▼ Increase # of annual opportunities for stakeholders to have a voice in zone decisions from ___ to ___</li> </ul>

## Strategic Initiatives

Student Success	People	Service	Innovation & Growth
<ul style="list-style-type: none"> <li>▼ Increase fidelity to best practices in instructional strategies aligned with visible Learning</li> <li>▼ Implement teacher-led advisories focused on developing a system of communicating with students about individual learning paths</li> <li>▼ Convene student focus group to explore paths of interest</li> <li>▼ Implement visible learning practice across the zone through emphasis in the observation/feedback process and the creation of a teacher leadership cohort</li> </ul>	<ul style="list-style-type: none"> <li>▼ Provide individualized ongoing professional development &amp; growth opportunities for all employees 2X per year</li> <li>▼ Build understanding by employees of financial operations using videos</li> <li>▼ Build transparency in communication with employees using Move Notes</li> <li>▼ Leaders round on employees 2 times per year</li> <li>▼ Implement exit interviews</li> </ul>	<ul style="list-style-type: none"> <li>▼ Convene a parental task force to determine gaps in alignment and transitions level to level</li> <li>▼ With input from stakeholders, determine a "best practice" of communicating the function of each department &amp; best method to access</li> <li>▼ Convene a focus group of area community colleges/universities and community employers to explore areas of common interest and student connection to community</li> </ul>	<ul style="list-style-type: none"> <li>▼ Convene a focus group of parents who have selected Sand Creek Zone to gather input into the "why" of their decision to choice in</li> <li>▼ Hold 3 annual showcases of opportunities to "pursue excellence" via individual paths (student presented)</li> <li>▼ Increase web presence with a focus on the innovative opportunities for students and track site visits</li> <li>▼ Add a question to the student engagement survey to track Response to new paths (initiatives)</li> <li>▼ Convene a "Bright Ideas" committee to mine and incentivize innovations</li> </ul>