

CENTER SCHOOL DISTRICT

Ownership Plan

POWERED BY Colorado Education Initiative

Focused on the Future

Dear Center School District and Community,

The Center Consolidated School District is Focused on the Future. This is the result of dedication, hard work, and intentional efforts from the entire Center community and family. Center School District has a strong team at every level, working collaboratively, to do what's best for students. In Center, the students are the **CENTER** of it all!

Over the last couple of years, our team, which includes students, staff, families, board members, community members, and business owners have been working together to strengthen our district vision and mission. We have developed a District Ownership Plan that is focused on priorities that were established through ongoing district improvement efforts. These improvement efforts involved comprehensive diagnostic reviews of schools and programs that took into consideration multiple sources of data and perspectives. All of the information collected, helped us to refine, strengthen, and focus our Ownership Plan on areas of greatest importance. This Ownership Plan will continue to guide our efforts over the next five years, with specific goals, and tasks to be accomplished along the way. This vision puts our students on a path towards high achievement and success.

Accomplishing the goals in the Ownership Plan will require dedication and a level of commitment from all stakeholders. Working together is integral to student success and we operate under a shared ownership approach. We invite each of you into the work, partnering with the school district, to ensure that our Viking students are empowered with the knowledge and skills necessary to accomplish their dreams and to meet the challenges they will face in today's evolving world. These students will be leaders and contributors, not only in our community, but in the broader community as a whole. They will continue to strengthen the Viking legacy of strength and perseverance and will make their mark in the world.

We look forward to partnering with each of you as we engage in this exciting and meaningful work. Together, we are all **#VIKINGSTRONG** and **FOCUSED ON THE FUTURE!**

Carrie Zimmerman

Superintendent

Center School District 26 JT

OUR VISION

The Center Schools Community seeks to develop **HARD WORKING**, adventurous, learners that are **CONTRIBUTORS**, **PROBLEM SOLVERS**, **EFFECTIVE COMMUNICATORS**, **FUTURE READY**, and **EMPOWERED** with the skills necessary to meet the challenges they will face in today's evolving world.

THE CENTER WAY

Our purpose is to increase academic achievement for **ALL** students.

With our support **ALL** students can achieve at high levels and be successful in life.

Quality planning, instruction, and assessment lead to high achievement for **ALL** students.

Everyone must be committed to excellence in **ALL** we do everyday.

Ownership Plan Snapshot

CCSD GOALS:

GROWTH	ACADEMIC ACHIEVEMENT	RECRUITMENT AND RETENTION	PWR
75%	50%	90%	100%
By June 2027, each school will reach the 75th growth percentile as measured by CMAS, PSAT, and SAT in math and reading.	By June 2027, 50% of students in each school will be demonstrating academic achievement equaling state expectations.	By June 2027, 90% of CCSD veteran staff (staff that have been in district 5 years or longer) will be demonstrating level 4-5 practices in their work and rated as highly effective on the Colorado State Model Performance Management System (RANDA) teacher evaluation rubric.	By June 2027, the district graduation rate will be at 100% and exceed state expectations.

CCSD STRATEGIC FOCUS AREAS:

CURRICULUM AND INSTRUCTION	POST-SECONDARY AND WORKFORCE READINESS	MULTI-TIERED SYSTEMS OF SUPPORT	STAFF RECRUITMENT AND RETENTION
1. Evidence-Based Instruction-Engaging Instruction 2. Standards-Based Instruction focused on-Critical Content 3. Data Driven Instruction 4. Educational Equity 5. Comprehensive Aligned Professional Development Plan	1. Individual Career and Academic Plans 2. Career Pathway Growth and Alignment 3. Graduate Profile Implementation	1. Positive Academic Systems of Support 2. Comprehensive Restorative Behavior Support 3. Student Belonging Support 4. Family, School, Community Partnership	1. Attract High Quality Teachers and Staff 2. Promote the district, the teaching profession, and public education 3. Positive Climate and Culture 4. Increase Retention Rates

A Center School District Viking is a/an:



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CONTRIBUTOR **WE are Vikings!** • Global & Cultural Awareness • Social Awareness	VIKINGS ARE KNOWN FOR THEIR GREAT DEEDS. A contributor gives their knowledge, skills, and experience to create a better community and world. They appreciate their own culture and the cultures of others. They identify the needs in our community and take the initiative to positively impact the world around them.
EMPOWERED INDIVIDUAL: **Viking Strong** • Self-Advocacy • Perseverance & Resilience	VIKINGS ARE FEARSOME WARRIORS Empowered individuals have grit, stamina, and tenacity. The push through challenges, bounce back from failures, and recognize that their voice is powerful.
FUTURE READY LEARNER **POWER Student** • Academically Prepared	VIKINGS COMMIT THEMSELVES TO A RELENTLESS PURSUIT OF KNOWLEDGE. Future Ready Learners are polite, on-task, wise, encouraging, and responsible. They are lifelong learners that are academically prepared to be successful in an evolving workforce.
EFFECTIVE COMMUNICATOR **Helmsman** • Interpersonal Communication	COMMUNICATION IS THE KEY TO SUCCESS. An effective communicator speaks and writes with clarity, honesty, and integrity. They are active listeners, self-advocates, advocates for others, and know when to ask for help.
PROBLEM SOLVER **Be A Change Agent** • Critical Thinking • Collaboration • Data and Digital Awareness	VIKINGS ARE EXPERT SHIPBUILDERS. Problem solvers think creatively, analyze problems thoughtfully, and seek solutions confidently. They are coachable, resourceful, and collaborative.
HARD WORKER **Sí Se Puede** • Self-Management • Initiative	VIKINGS DREAM BIG AND WORK HARD. Hard Workers are dedicated to the success of their work and take initiative to make sure their work is done well. They delay gratification while working towards goals, maintain balance in their life and hold themselves accountable to their goals.



FOCUS AREA ONE: **CURRICULUM AND INSTRUCTION**

Teachers will utilize effective instructional strategies in their classrooms that will ensure the appropriate level of rigor, student engagement, differentiation, Gradual Release of Responsibility, and the Workshop Model

STRATEGY: **ENGAGING, EVIDENCE-BASED INSTRUCTION**

DESCRIPTION	IMPLEMENTATION APPROACHES
CCSD staff and educators lead rigorous, engaging, collaborative learning experiences in every classroom aligned to the CCSD instructional expectations. Instruction elevates student voice, teaches problem solving, and attends to cultural relevance.	• Workshop Model • Gradual Release of Responsibility Model (GRRM) • Standards—Based Instruction • Scaffolding and Differentiation • Respect for Multiple Aspects of Diversity • Standards-Aligned Assessment

STRATEGY: **STANDARDS—BASED CURRICULUM MAPS FOCUSED ON CRITICAL CONTENT**

DESCRIPTION	IMPLEMENTATION APPROACHES
Curriculum maps will articulate what students should know, understand, and be able to do. Curriculum maps will be implemented to set clear expectations and measurable goals, inform instruction, and help measure achievement.	• Objectives and assessments are posted in student-friendly language and communicated to students. • Critical content is identified and prioritized in lessons. • Learning is assessed frequently through assessments.

STRATEGY: **PLAN FOR EDUCATIONAL EQUITY**

DESCRIPTION	IMPLEMENTATION APPROACHES
CCSD resources, curriculum, and programs will be culturally relevant and ensure equitable access to learning and success for all students.	• Review of resources, curriculum and programs with district designed rubric. • Assess systemic barriers in the district, identify causes of inequities, ensure equitable access of instruction and programming for all students. • Implement culturally relevant learning practices. • Ensure high expectations for all students.

STRATEGY: **COMPREHENSIVE PD PLAN ALIGNED TO DISTRICT PRIORITIES**

DESCRIPTION	IMPLEMENTATION APPROACHES
CCSD will develop a robust, comprehensive Professional Development Plan aligned to district Priorities—The Workshop Model, GRRM, differentiation specific to Multilingual Learners and Special Education, and instructional expectations. Tiered professional development program for staff based on effectiveness levels of practice utilizing Canvas for repetitive training—staff will be able to access training at their own pace.	• Evidence of training in lesson plans and instruction. • Administrators and instructional leaders identify specific strategies/concepts that professional development is focused on to include in lessons/instruction on a monthly basis. The district and staff will ensure that professional development leads to changes in classroom instruction.

FOCUS AREA TWO: **POSTSECONDARY AND WORKFORCE READINESS**

Students will develop the necessary skills to ensure they are capable of pursuing post-secondary options when they graduate and are able to be productive members of society. These skills are articulated in the CCSD Graduate Profile.

STRATEGY: **INDIVIDUAL CAREER AND ACADEMIC PLAN**

DESCRIPTION	IMPLEMENTATION APPROACHES
CCSD will implement its process for students to explore careers and create plans for pathways to graduation and beyond.	• ICAP process in place and clearly documented K-12 • Capstone process in place and clearly articulated

STRATEGY: **EXPANDED CAREER PATHWAY EDUCATION**

DESCRIPTION	IMPLEMENTATION APPROACHES
CCSD will expand and improve its programming, coursework, and partnerships that support students in building graduate profile skills, achieve industry credentials, and experience career pathways in high school.	• Develop and sustain entrepreneurial and community partnership opportunities • Increase availability of career options, coursework, experiences for students • Assess current program options • Graduation guidelines in place at Center High School (CHS), Center Virtual Academy (CVA), and the Academic Recovery Center (ARC) • Implement middle school career and technical education programming during explore classes

STRATEGY: **GRADUATE PROFILE**

DESCRIPTION	IMPLEMENTATION APPROACHES
CCSD will define graduation guidelines that align with Postsecondary and Workforce Readiness, capstone, and the graduate profile.	• Development of assessment tool connected to the graduate profile characteristics.



FOCUS AREA THREE: **MULTI-TIERED SYSTEMS OF SUPPORT**

CCSD works to ensure that every student receives equitable academic and behavioral support that is culturally responsive, matched to need, and developmentally appropriate.

STRATEGY: **POSITIVE BEHAVIORAL AND ACADEMIC SUPPORT SYSTEM**

DESCRIPTION	IMPLEMENTATION APPROACHES
CCSD school will maintain high expectations for student learning and behavior. CCSD will create aligned structures for students to ensure academic and behavior support meet their level of need and is adjusted as students and environments change.	• Refine processes and expectations for – Daily elementary circles – Discipline Matrix – Student Belonging – Elementary Positive Behavior Supports and Rewards System

STRATEGY: **DISTRICTWIDE COMPREHENSIVE RESTORATIVE BEHAVIOR APPROACH**

DESCRIPTION	IMPLEMENTATION APPROACHES
CCSD will develop a district system that includes behaviors, interactions, and strategies that build and maintain healthy relationships, resolve conflicts, and repair harm.	• Daily circles for elementary students • Weekly circles for secondary • Monthly circles for staff • Tiered behavior supports • Consistent discipline expectations and practices

STRATEGY: **STUDENT BELONGING SUPPORT**

DESCRIPTION	IMPLEMENTATION APPROACHES
CCSD will provide support to ensure that all students feel connected to the school community.	• CVA and ARC provide weekly circles, complete the PBIS check-in model, and implement student fun nights.

STRATEGY: **FAMILY SCHOOL COMMUNITY PARTNERSHIP**

DESCRIPTION	IMPLEMENTATION APPROACHES
Staff, students, families and the community are invested in the schools/district and collaborate for students' success in and out of school.	• Communication systems are in place and used regularly. • Ensure parent/community representation on all committees.



FOCUS AREA FOUR: **STAFF RECRUITMENT AND RETENTION**



CCSD is committed to attracting the best and brightest to teach our students. Our goal is to recruit, train, and retain highly qualified teachers—effective educators are the single most important school based factor determining student success.

STRATEGY: **ESTABLISH A SYSTEM TO ATTRACT HIGH QUALITY TEACHERS AND STAFF**

DESCRIPTION	IMPLEMENTATION APPROACHES
CCSD will identify strategies to effectively attract high quality staff and educators to roles in our district.	• Effective advertising campaign to promote CCSD opportunities.

STRATEGY: **PROMOTE THE DISTRICT DESCRIPTION AND IMPLEMENTATION APPROACHES**

DESCRIPTION	IMPLEMENTATION APPROACHES
CCSD will elevate the district and teaching profession to enhance the understanding of the value of public education and the people that bring learning to life in our communities.	• District brochure • Website • Promotional Video • Social Media • Promote district successes and highlight the value of the teaching profession and public education

STRATEGY: **POSITIVE STAFF CULTURE AND CLIMATE**

DESCRIPTION	IMPLEMENTATION APPROACHES
Staff experience a work environment that prioritizes transparency, communication and values their individual contributions as a part of a collective team impact.	• Haskin Elementary – Improve feedback and communication between staff and administration—specifically on observation and lesson plan feedback • Skoglund Middle School (SMS) and CHS—Staff communications and relationships—Value transparency, trust, respect, and dignity • Staff restorative circles. • Establish norms for positive communication and relationship building

STRATEGY: **INCREASE RETENTION RATES**

DESCRIPTION	IMPLEMENTATION APPROACHES
CCSD will retain and support its staff to ensure students have strong relationships and support from highly qualified teachers in every classroom.	• Supports in place for new staff—mentor program, professional development, training, and cognitive coaching. • Support is in place for all staff—social networking, PD, health and wellness opportunities, and celebrations of talent. • Intentional, relevant PD • Increase trust in the teacher evaluation process.

Center School District is excited to have the support of the community in bringing this strategic plan to life. You are an important part of the success of our work. You can use this page to think about how you can support our educators and students by making a commitment to one or more of the focus areas in this plan. We would love to hear from you about how you want to be a part of our work!

As a _____,

(Parent, Student, Teacher, Community Member)

I will support CCSD to successfully implement

_____

(Focus area)

by _____.

(How you will help CCSD)