This past year we worked together with more than 7,000 parents, students, staff and community members from across the district to create a new strategic plan. Find out where we've been, where we want to go and what this means for all students in Adams 12 Five Star Schools.

Making YOUR plan for student success a reality.
Adams 12 Five Star Schools has a lot to be proud of as we look to further elevate student, staff and community success.

State Rating Honors
Five Star District accredited as a Performance District for two consecutive years.

Fiscal Responsibility
District earned the Meritorious Budget Award for the 13th year for excellence in budget creation and management.

Staff Honors
Two principals earned the Colorado Distinguished Principal of the Year award.

Graduation Rate
Class of 2017 recorded highest graduation rate for district since 2010.

Four-year on-time graduation rate ROSE TO 84.4% (5% higher than State)

Hispanic graduation rate jumped from 50.8% in 2010 to 80.4% in 2017

More than a dozen school construction, expansion and renovation projects completed or underway.

2016 BOND PROGRAM

FIVE STAR PROUD

THE PROCESS

Building on recent success, we set out to develop a new strategic plan and we turned to you! During the 2017-2018 school year, over 7,000 parents, students, staff and community members came together across every school in the district through in-person collaboration and online surveys to create a new plan that will continue to elevate student success for years to come.

The process determined six focus areas for our future:

- 21ST CENTURY LEARNERS
- DIVERSE LEARNING
- OUTSIDE-THE-CLASSROOM LEARNING
- SAFE SCHOOLS
- SOCIAL-EMOTIONAL LEARNING
- WORLD-CLASS STAFF

www.adams12.org/ELEVATE
The Challenge

Our community is changing rapidly. No where is that felt more than in our schools. While we celebrate unprecedented growth in student academic success, we also face a greater diversity of needs than ever before with continued funding shortfalls.

Since the state first started cutting education funding in the 2009-2010 school year, Adams 12 Five Star Schools has experienced a cumulative funding shortfall of $373 million. This ranks us eighth in funding compared to 10 similar districts across the Front Range. The cut in funding for 2018-2019 alone is $32 million.

The History of Chronic Underfunding of Education in Colorado*

STATE FUNDING YEARS

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From 2009-2018, the total funding cut is $373,265,152 in Adams 12 Five Star Schools alone.

*To offset state funding cuts, the majority of districts in the Front Range have passed a mill levy override since the Great Recession. However, Adams 12 Five Star Schools last passed a mill levy override in 2008.

The Impact of Funding Shortfalls

Lack of resources for growing student population

- Eligible for reduced meal benefits
- Gifted and talented
- Emerging bilinguals
- Special education

Our student diversity has grown.

Outdated instructional materials

- Nearly 50% of current textbooks and learning materials do not support new standards, and are lacking online interactive components.

Also, current makeup of instructional materials is not reflective of the diversity in our community.

Recruiting and retaining world class educators

- New-teacher salaries
- Economic growth
- Labor shortages

Fewer applicants for hard-to-fill positions

Bottom 1/3 in new teacher salaries

Compared to Denver Metro Area

Staying competitive with neighboring school districts to hire high-quality teachers and staff is getting harder.

Increased average of students per class

Over the last 10 years, the average number of students per class has increased by the following:

- Middle School: up 1-4 students per class depending on subject
- High School: up 2-8 students per class depending on subject
PRIORITIZED INVESTMENTS
We worked this year to collectively determine a new strategic plan that envisions our future regardless of funding limitations, but challenges still exist. How soon we can implement the tactics in the ELEVATE plan is dependent on resources.

See how the first priorities from the ELEVATE plan will impact our students

DIVERSE LEARNING
Decrease class sizes at middle and high schools and further address elementary class sizes that are above targeted levels.

- Improve and embed technology into learning.
- Bring textbooks and learning materials up-to-date to meet new and more rigorous academic standards.
- Provide elementary academic interventionists to accelerate learning for students with achievement gaps.
- Increase support for specialized populations (e.g. emerging bilinguals, special education, gifted and talented).
- Expand early childhood education (preschool) opportunities.

OUTSIDE-THE-CLASSROOM LEARNING
Improve outside-the-classroom learning opportunities
Implement a new after-school sports model for middle school.

21ST CENTURY LEARNERS
Enhance critical-thinking and problem-solving skills through inquiry-based lessons and resources across all programs.

- Improve and embed technology into learning.
- Bring textbooks and learning materials up-to-date to meet new and more rigorous academic standards.

SAFE SCHOOLS
Add members to our crisis response team that supports all schools.
Increase security at high school campuses.

SOCIAL-EMOTIONAL LEARNING
Provide additional staff at elementary level to help with social, emotional and behavioral support.
Invest in additional staff at middle and high school levels to provide more individualized attention to students.

WORLD-CLASS STAFF
Increase new teacher starting salary to be competitive with neighboring districts.
Implement cost-of-living adjustment for all employee groups.
Support teachers with updated resources and instructional materials.

WHAT ELSE ARE WE PLANNING TO DO?
The prioritized actions above are not inclusive of the full ELEVATE plan as determined by our community. Read the full plan online: www.adams12.org/ELEVATE
ELEVATE is our roadmap for the future. Over time, we will accomplish all that we have collectively envisioned for our students. The question is when?

With additional funding, we are on the express track for elevated success.

Without additional funding, our route to further success is rocky and slow.

**WHAT'S NEXT?**

Attend the Board of Education meeting
7 p.m., Wednesday, Aug. 22
Educational Support Center
1500 E. 128th Ave., Thornton, CO 80241

Read more about the ELEVATE process and plan at www.adams12.org/ELEVATE

At this meeting the board will vote whether to place a mill levy override proposal on the upcoming November ballot. A mill levy override is a local voter-approved funding source. The board will also get an update on any state funding ballot measures that may impact education. All community members are invited and encouraged to attend.

**HOW LOCAL FUNDING MEASURES WORK**

**Bonds are for buildings.**
Bonds can only be used for capital expenditures, including major repairs, renovations, additions to schools and new schools. Find out more at www.adams12.org/bond.

Our last bond was passed in 2016. Projects are underway across the district.

**Overrides are for operations.**
Mill levy overrides support the general fund and are used for operating expenses such as salaries, instructional programs and classroom resources.

Our last override was passed in 2008, before the Great Recession.
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