

Leadership St Vrain December 16, 2022: Classroom Leadership and Assessment

Don Haddad's welcome:

Update: Enrollment is up this year PreK-14 grew by about 406 students. 33,000 students now, build out to 73,000 students plan for growth in SVVSD. Probably prompt Bond initiative in 2024.

Advanced placement tests: close to 5,000 tests administering. Grown from about 300 in years past.

100 year anniversary of Longmont HS band. Consistently winning state championships.

Athletics teams flourishing. New aquatics center being used a lot. Even underwater robotics.

Planning to expand online launch ed program to become a multi-district program- allowing access to different classes across the state who does not have access to certain classes. Run fully internally by SVVSD.

13 venture scholarship semi-finalists. Only 40 selected in the whole state of CO

92.4% on time graduation traditional HS, 91.5 HS graduation non-traditional HS.... Grown from 75% in past

Drop out rate under 1%

Mid year raise to teachers and classified staff (bus drivers, nutrition services, etc.) Raise beginning this month, retroactive to beginning of school year. Anticipating another increase this spring-offering highest base pay for CO teachers. Allows SVVSD to recruit and keep the best teachers.

Accreditation system- (Audit) consistently students living in poverty are scoring lower in schools. Makes the accreditation system inaccurate - poverty areas, schools receive a lesser rating - even in schools that are receiving the highest rating, students living in poverty are still scoring significantly lower. Accreditation system is more of a measure of how many students are living in poverty in that school system. Has nothing to do with the intelligence of our students or our schools. SVVSD aiming to increase opportunities for learning: PreK, K, Technology, etc. Audit reported as "end of year" score when only tested 2 months before the end of the year- not a true reflection. (Audit labelled the system as 'reasonable' - not reasonable for: kids with disabilities, kids with ESL, kids living within poverty, etc- Don Haddad urging that our kids need more and need an accreditation system that serves all kids, leaving others left out- denying them opportunities.). *As you read accreditation reports and data keep in mind there is a lot being left out about the disparities of the system.

***Talk to legislators!!!** - Access CPR interview and Times Call interview with Dr Haddad re: talking points to bring up with legislators. Kerri McDermid would also be a connection- reach out to connect re: talking points with legislators. We are not advocating for accreditation or testing to be removed, just want to be sure it's an accurate reflection of the schools.

<https://www.cpr.org/2022/12/12/audit-colorado-school-performance-evaluation/>

You can access a copy of those strategic priorities at <https://www.svvsd.org/about/district-overview/strategic-priorities/>

Question: Launch Ed expansion- how does this affect budget and teachers moving “outside the district” - A) We will get student “PPR” - we will be able to hire more teachers per students as needed, no negative impacts to budget.

Todd Fukai: Superintendent of HR SVVSD

Human Resources Recruiting and Hiring Update

Leadership St. Vrain
December 16, 2022

Strategic Priorities Chart



Table of Contents

- Strategic Priorities Chart
- St. Vrain Valley Schools Employees
- Years of Service
- Classified Recruitment & Retention
- Licensed Recruitment & Retention
- Questions?

Number of St. Vrain Employees

Certified (Licensed)	1,995
Classified	1,440
Professional / Technical	151
Administrators	148
Guest Teachers	617
Total	4,351

Years of Service by Category

Employee Group	<5	5-10	>10
Licensed Certified	888	419	688
Classified	894	272	274
Professional Technical	67	37	47
Administrators	66	44	38
Guest Teachers	524	52	41

Classified Recruitment & Retention

Market Study

- HR conducts a market study by position on a 3 year rotation
- Positions are analyzed in relation to our nearest school districts
- Decisions are made based on market as well as St. Vrain resources

Advertising

- The St.Vrain Communication Department assists with advertising campaigns for departments
- Website, Social Media, Job Boards

Job Fairs

- Exploring Opportunities

Licensed Recruitment & Retention

Data Analysis from CDE

- Education Enrollment/Completion
- Hard to Fill Positions

Ten Largest Colorado Districts for Comparison

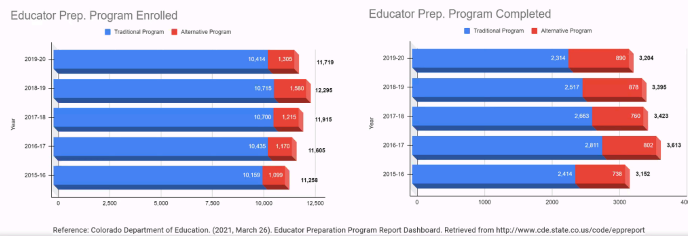
2022-2023 Human Resources Recruiting & Job Fairs

Recruitment/Retention

- St. Vrain Valley Schools P-TEACH program
- Induction, Strong Mentor Program, Professional Development
- University Partnerships

ST. VRAIN Human Resources

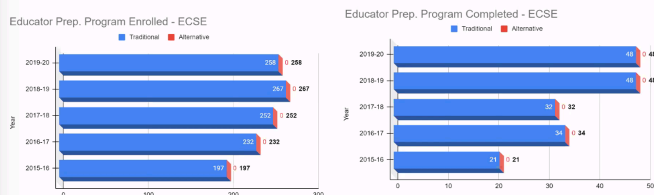
Educator Prep. Program Data Analysis from CDE



Reference: Colorado Department of Education. (2021, March 26). Educator Preparation Program Report Dashboard. Retrieved from <http://www.cde.state.co.us/code/epreport>

ST. VRAIN Human Resources

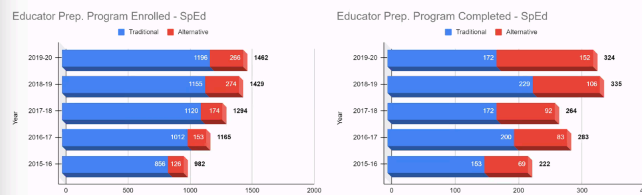
Hard to Fill - Early Childhood Special Education Data Analysis from CDE



Reference: Colorado Department of Education. (2021, March 26). Educator Preparation Program Report Dashboard. Retrieved from <http://www.cde.state.co.us/code/epreport>

ST. VRAIN Human Resources

Hard to Fill - Special Education Generalist Data Analysis from CDE



Reference: Colorado Department of Education. (2021, March 26). Educator Preparation Program Report Dashboard. Retrieved from <http://www.cde.state.co.us/code/epreport>

ST. VRAIN Human Resources

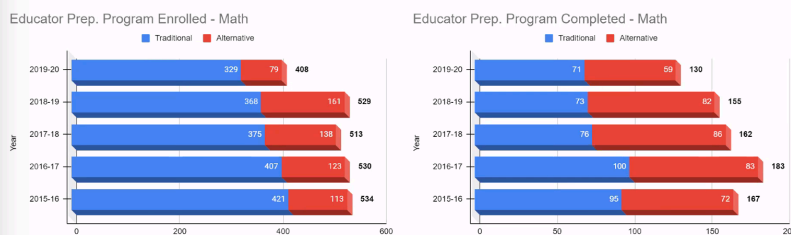
Is SVVSD open to local partners, such as Boulder County, sharing weblinks to your hiring website to help support reducing your staffing shortage?

Kerri McDermid to Everyone

10:11 AM

we welcome anyone sharing our hiring pages. These include: <http://jobs.svvsd.org>, which more focused on our classified positions. All open positions are posted to <https://www.applitrack.com/stvrain/onlineapp/default.aspx>. We are also working on a robust teacher recruitment website that we hope to launch in the Spring.

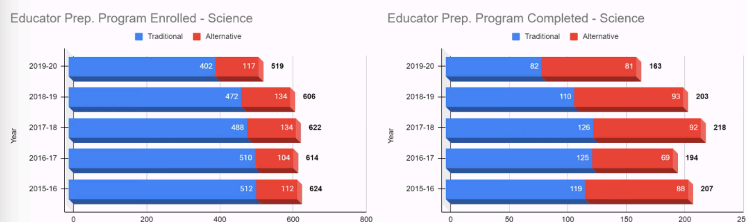
Hard to Fill - Math Data Analysis from CDE



Reference: Colorado Department of Education. (2021, March 26). Educator Preparation Program Report Dashboard. Retrieved from <http://www.cde.state.co.us/code/epreport>

ST. VRAIN Human Resources

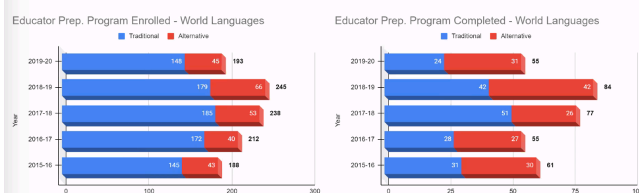
Hard to Fill - Science Data Analysis from CDE



Reference: Colorado Department of Education. (2021, March 26). Educator Preparation Program Report Dashboard. Retrieved from <http://www.cde.state.co.us/code/epreport>

ST. VRAIN Human Resources

Hard to Fill - World Languages Data Analysis from CDE



Reference: Colorado Department of Education. (2021, March 26). Educator Preparation Program Report Dashboard. Retrieved from <http://www.cde.state.co.us/code/epreport>

ST. VRAIN Human Resources

Ten Largest Colorado Districts (Compensation)

School District	22-23 Base Yearly Salary for Certified (Licensed)
Denver Public Schools	\$47,291
Jeffco Public Schools	\$50,000
Douglas County School District	\$43,680
Cherry Creek Schools	\$44,130
Aurora Public Schools	\$46,894
Adams 12 Five Star Schools	\$45,687
St. Vrain Valley Schools	\$49,250* (before mid-year adjustment)
Poudre School District	\$48,000
Boulder Valley School District	\$50,731
Academy District 20	\$45,000

Recruiting Job Fairs

Job Fair Title	Location	Date	Serving Institution
Society of Hispanic Human Resources Professionals (Metro State Univ.)	Denver, CO	October 6, 2022	HSI
DU All Majors Career and Internship Fair	Denver, CO	October 7, 2022	N/A
AAEE Conference and Job Fair	Baltimore, MD	October 23 - October 26, 2022	HSI & AANAPISI
UNC K-12 Educator Employment Day	Greeley, CO	October 27, 2022	HSI
St. Vrain Valley Schools P-TEACH Job Fair	Longmont, CO	November 4, 2022	St. Vrain Valley Schools Students
St. Vrain Valley Schools Student Teacher Job Fair	Longmont, CO	November 14, 2022	St. Vrain Valley Schools Student Teachers
CO-ALAS Educator and Administrator Job Fair	Denver, CO	January 21, 2023	HSI
University of Illinois Education Career Fair	Chicago, IL	March 2, 2023	HSI & AANAPISI
Colorado Education Recruitment Fair	Denver, CO	March 4, 2023	HSI
University of Wyoming Teacher Fair	Laramie, WY	March 9 - March 10, 2023	N/A
Teacher Recruitment Day	Buffalo, NY	March 20, 2023	HSI
Pennsylvania Ed. Recruitment Consortium	Pittsburgh, PA	March 22, 2023	HSI
UNC Educator Fair	Greeley, CO	March 23 - March 24, 2023	HSI
UT Austin Education Teacher Career Fair	Austin, TX	March 28, 2023	HSI
Minnesota Education Job Fair	Minneapolis, MN	March 30, 2023	AANAPISI
Texas A&M Education Job Fair	College Station, TX	April 3, 2023	HSI
Texas State Teacher Job Fair	San Marcos, TX	April 5, 2023	HSI

Recruitment/Retention

Pathways into Teaching (P-Teach)

- Introduction into teaching
- Concurrent enrollment classes for St. Vrain high school students (31 Credits at no charge available)
- 100+ students enrolled, 24 recent grads as para, 40 adult para working toward teaching certification

Induction, Strong Mentor Programs and Professional Development

- Office of Professional Development
- Over 50 Classes offered
- Induction for first year teachers, student teacher seminar, mentors and coaches

University Partnerships

- Guest speaking, Cohorts, Etc.

Questions?

Todd Fukai, Assistant Superintendent of Human Resources

fukai_todd@svvsd.org

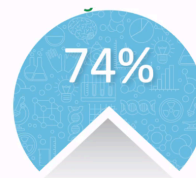
Kahle Charles/ Ann Reed: Discussing Student Achievement and Testing:



Our system fully aligns with Colorado Academic Standards.

The CAS were developed
in collaboration with teachers, school
administrators, and experts.

They provide a clear and consistent path to college and career
SUCCESS.



In 2025, 74% of all jobs in Colorado

3 MILLION JOBS

WILL REQUIRE

EDUCATION BEYOND HIGH SCHOOL

Source: <https://www.cde.state.co.us/communications/cmasfactsheet/whattoexpect20192020>

Key Components of the Standards

Across all 12 content areas, the standards are created to ensure students are prepared for college and careers after high school.

RIGOR

Students use inquiry, critical thinking and creative processes to solve problems.

RELEVANCY

Students engage in real world scenarios that require the application and transfer of concepts and skills.

DISCIPLINARY LITERACY

Students learn to speak, think, work and argue like mathematicians, artists, scientists, authors and historians.

Curricular Resources

- St. Vrain follows the Colorado Academic Standards across our system and have standardized and aligned our curriculum instruction, and assessment to those standards.



- St. Vrain has an extensive process for reviewing, approving, piloting, and implementing new curriculum/instructional materials in the district.

What's in the standards?

English Language Arts/Literacy:

- Focus on **non-fiction**, careful reading
- Discuss reading and write using **evidence**
- Increase **academic vocabulary**

Mathematics

- Learn more about **fewer concepts**
- Focus on **skill building**, **speed and accuracy**
- Use of **real world examples** to better understand concepts

What Colorado Academic Standards do NOT define

- How teachers should teach
- The nature of advanced work beyond CAS
- Interventions needed for students well below grade level
- Support for English Language Learners
- Support for students with special needs



Department of Assessment, Curriculum, and Instruction

Rigorous Instruction and Assessment

iREADY

CMAS

SAT

Grades 1-8

Grades 3-8

Grades 9-11

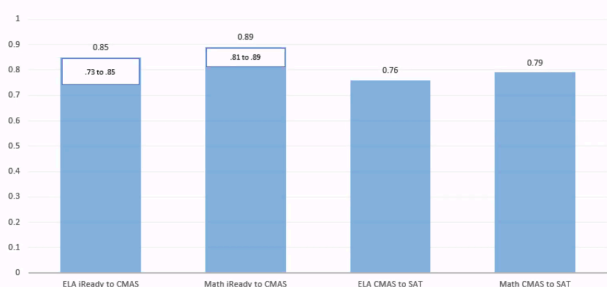
ST. VRAIN VALLEY SCHOOLS
academic excellence by design



Department of Assessment, Curriculum, and Instruction

iReady Math and Reading Benchmarks

Correlations between state assessments in SVVSD, actual students



Elementary Literacy Initiative

A systematic approach to advancing foundational literacy skills development.

Cultivate data-literate professionals who can flexibly navigate a toolbox of assessments to:

- Verify predictions
- Develop student goals
- Implement targeted instructional strategies
- Effectively progress monitor
- Communicate and collaborate with all stakeholders

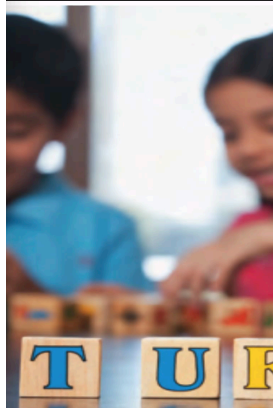


Department of Assessment, Curriculum, and Instruction

12

We can't wait until high school...

A struggling reader in 1st grade requires 15 minutes of daily intervention to catch up, whereas a student not reading at grade level in 4th grade requires 90 minutes of daily intervention to catch up.



ST. VRAIN VALLEY SCHOOLS
academic excellence by design

iREADY

CMAS

SAT

PSAT 9

PSAT 10/
NMSQT

SAT



Department of Assessment, Curriculum, and Instruction

Preparing for Performing Well on the SAT/PSAT

From the College Board itself:

"The most important thing students can do to prepare for the SAT is to take the most challenging courses available to them, do their best work, and benefit from daily instruction that prepares them for college and career."

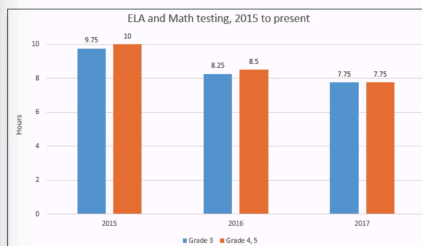
The single best way teachers can prepare students is to continue to develop and focus on the college and career readiness skills they are already teaching in their discipline."

Source: The Redesigned SAT Professional Development Module 1, Facilitator's Guide, page/slide 36



Department of Assessment, Curriculum, and Instruction

Testing Time



The average SVVS elementary student spends 1085 hours per year in school. **7.75 hours is .7% of the school year.**

Grade 5 also takes Science, which adds 4 more hours, and brings it to 1% of the school year



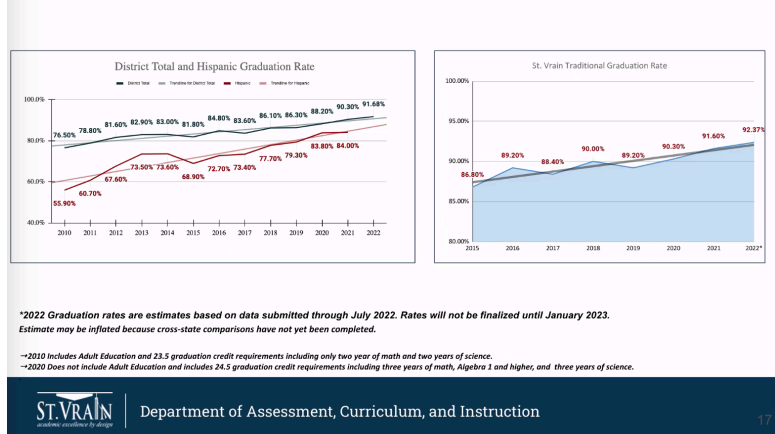
Department of Assessment, Curriculum, and Instruction



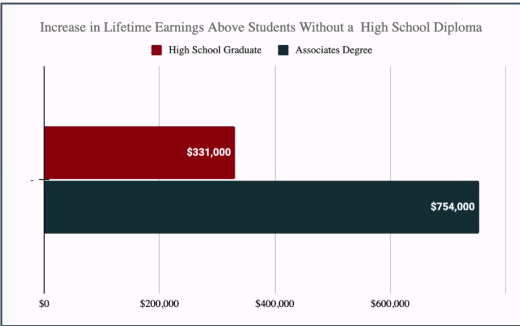
Transforming Learning Opportunities

Rigorous Instructional Focus Programming

- STEM Preschool through 12th grades
- Medical and Bioscience Academy
- Biomedical Sciences Academy
- Mead Energy Academy
- P-TECH Associate Degrees
- Academy of Engineering and Aerospace
- High School of Business
- Robotics
- Virtual Reality
- Artificial Intelligence
- Manufacturing Academy
- Media Productions
- Gifted & Talented (G/T)
- World Languages
- Core Knowledge
- Leadership Academy
- Extra Curricular Engagement & Learning (EXCEL)
- Pre-Advanced Placement
- CU Gold/CSU Online
- AP Diploma
- International Baccalaureate (IB)
- Rigorous Academics Enhanced through the Arts
- Visual & Performing Arts



Economic and Social Impact of High-quality Public Schools



*For every high school graduate, the net economic benefit to the public is **\$127,000**.*

*Increasing the Hispanic graduation rate from 55% to 84% provided a **\$25M** local economic benefit.*

Diane Lauer



Professional Advancement by Design

Dr. Diane Lauer, Assistant Superintendent of Priority Programs
lauer_diane@svvsd.org

Professional Development by Numbers



- 174 Professional Development Courses
- 5,237 Participants (duplicated count)
- 5,985 Credits (15 hour = 1.0 Credit)

89,775 hours of PD outside contract time

August 2021-August 2022



Learning Services

Elevating Comprehensive Literacy in SVVS



We are taking a comprehensive approach to elevate foundational literacy in grades P-3 and beyond.

- Professional Development for Elementary Principals
- Foundations Reading Foundations Program
- Orton-Gillingham Phonics Program
- Essentials in Evidence-Based Literacy Instruction
- Supporting Students w/ Dyslexic Characteristics
- Project Launch - Extended Year Literacy
- Achievement Acceleration Academy



Learning Services

P-TEACH High School

Paired with teacher mentors, P-TEACH students take rigorous coursework blended with robust field experiences and can access paid apprenticeships in a variety of school and industry settings.

P-TEACH NxtGEN

P-TEACH graduates access next level apprenticeships as paid Teacher Assistants while attending college full or part time at CU Denver or FRCC via TREP. Paid Senior Year residencies are made available during student teaching.

P-TEACH Professional

St. Vrain Paraprofessionals and Classified Staff can take any P-TEACH course at no cost, launching them towards a Bachelor's in Education!



College Credit Courses

Students can earn 31 college credits in the P-TEACH pathway!

- Early Field Experience
- STEM Methods
- Language, Power & Identity
- Understanding Disabilities
- Intro to Early Childhood Ed
- Child Guidance
- Child Development
- English Composition I
- English Composition II
- Introductory Statistics



Speaker email contact information:

lauer_diane@svvsd.org,
reed_ann@svvsd.org,
charles_kahle@svvsd.org,
fukai_todd@svvsd.org