



# VISTA 2010 METRICS

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## Division of Instruction

Revised Aug. 2010



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# Achievement



# Achievement

**Goal 1:** Accelerate learning and raise expectations for every student

**Objective 1:** Every student will be at grade level in reading, writing, and math within five years (or within three years when entering at first grade) of continuous attendance in APS

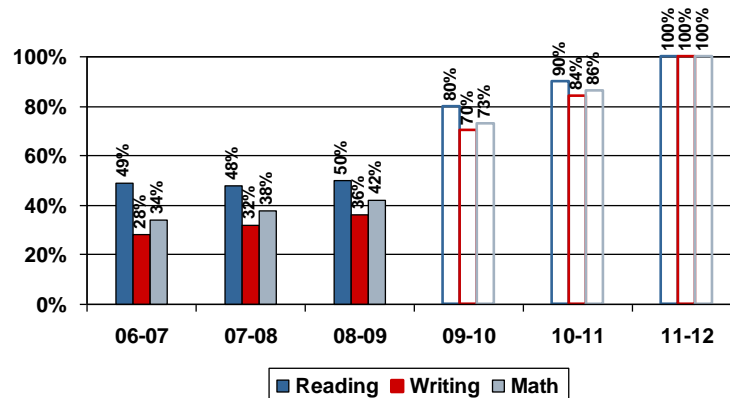
**Action #23:** Align curriculum, instruction, assessment, and professional learning to state standards to successfully meet the challenge of high mobility of students

**Metric:** 100% of students will be at grade level within five years of continuous attendance in APS

**Tasks:**

- Align curriculum, instruction, assessment, and professional learning to state standards through the development of standards-based pacing guides
- Pacing guides are developed in conjunction with adoption cycle
- Provide professional learning for content areas with new curriculum materials and pacing guides

### Cohort Percent on Grade Level





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**Action #23:** Align curriculum, instruction, assessment, and professional learning to state standards to successfully meet the challenge of high mobility of students

**Metric:** Pacing guides developed and revised annually

**Tasks:**

- Align curriculum, instruction, assessment, and professional learning to state standards through the development of standards-based pacing guides
- Pacing guides are developed in conjunction with adoption cycle
- Provide professional learning for content areas with new curriculum materials and pacing guides

	K	1	2	3	4	5	6	7	8	9	10	11	12
Social Studies	Green											Grey	
Science	Green												
Literacy	Green										Grey		
Math	Green												
Business	n/a								Green				
World Lang.	n/a						Green						
PE	Green									Grey			



# Achievement

**Goal 1:** Accelerate learning and raise expectations for every student

**Objective 1:** Every student will be at grade level in reading, writing, and math within five years (or within three years when entering at first grade) of continuous attendance in Aurora Public Schools

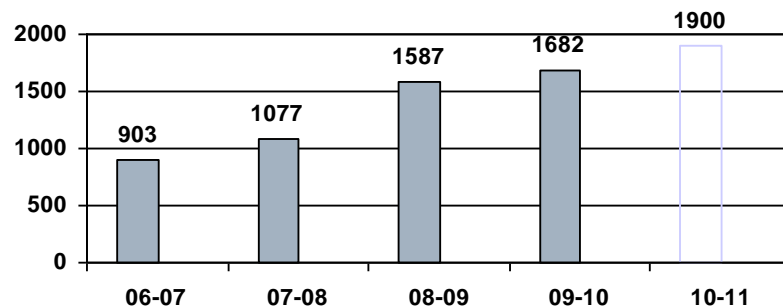
**Action #25:** Provide full-day kindergarten for every child and additional quality preschools by 2010

**Metric:** 100% of students will have access to full-day kindergarten programs by 2010 and additional quality preschool programs will be added

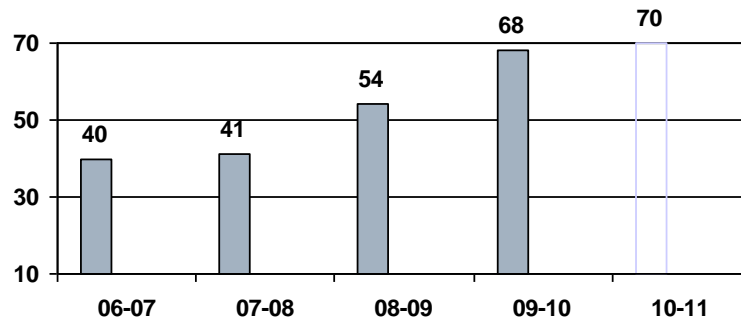
## Tasks:

- Add full-day kindergarten programs in schools where space and funding is available
- Calculate costs to implement full-day kindergarten, considering the following departments: Nutrition Services, Transportation, Maintenance and Operations, and the Divisions of Instruction and Human Resources
- Explore sources and procure additional funding sources to add quality preschool programs

### Preschool Enrollment



### Preschool Classrooms





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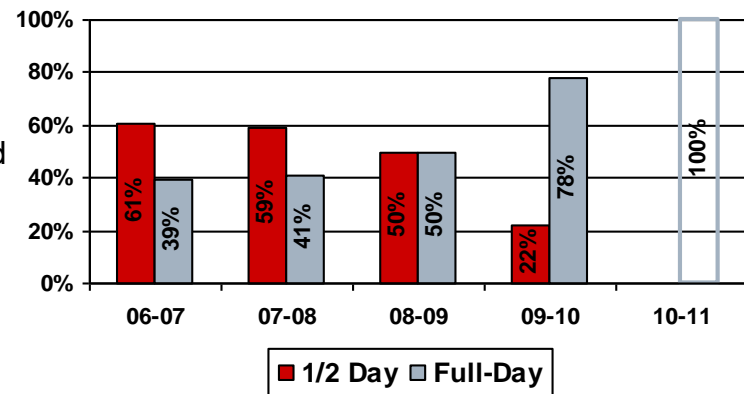
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## Tasks:

- Add full-day kindergarten programs in schools where space and funding is available
- Calculate costs to implement full-day kindergarten, considering the following departments: Nutrition Services, Transportation, Maintenance and Operations, and the Divisions of Instruction and Human Resources
- Explore sources and procure additional funding sources to add quality preschool programs

Kindergarten Classes





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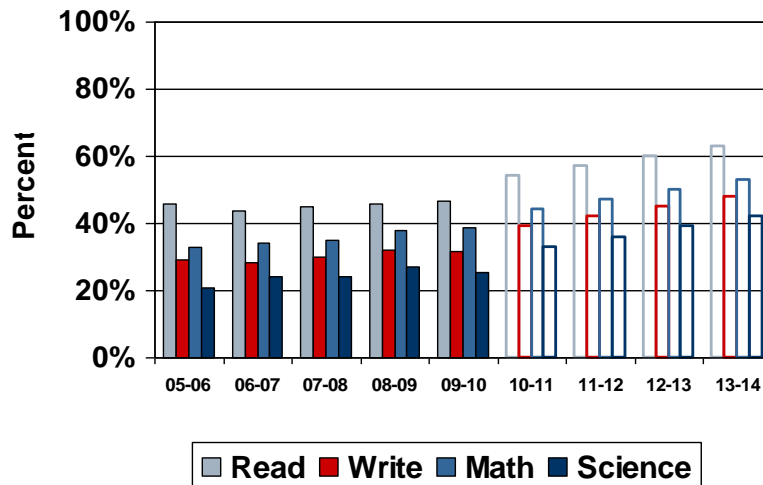
**Action #26:** Increase proficiency rates for students scoring proficient or advanced on all state assessments (CSAP) by at least 3% every year for the next five years

**Metric:** CSAP scores will show increased proficiency by at least 3% annually

**Tasks:**

- Develop and implement interim assessments in core content areas in order to guide instruction and determine interventions for students
- Principals monitor classroom instruction 90 minutes daily or more and provide feedback to teachers

### CSAP Proficient & Advanced





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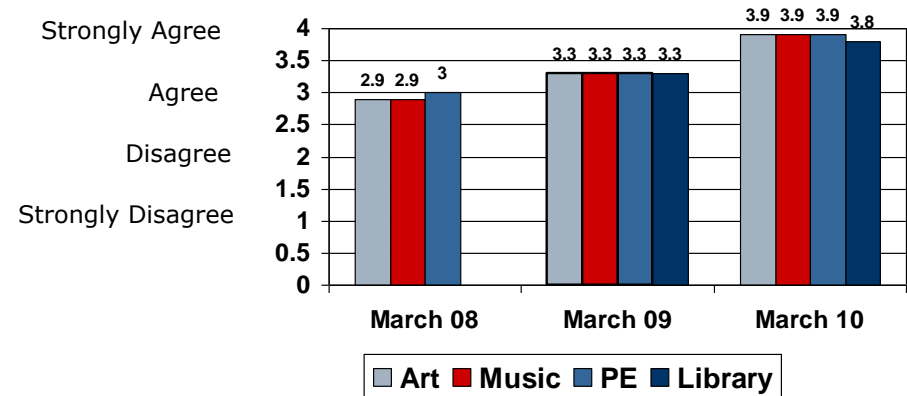
**Action #27:** Increase support for art, music, physical education, library/media programs, and other areas of special interest each year

**Metric:** Increase in perceived level of support for teachers and staff measured by a spring survey with at least a 4.0 rating by 2010

**Tasks:**

- Provide professional learning for art, physical education, and music departments
- Media Centers post circulation data on a quarterly basis
- Provide professional learning for library personnel

### Perceived Support





# Achievement

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**Action #28:** Implement the district wellness plan by June 2008

**Metric:** Implementation of the district wellness plan by June 2008

**Tasks:**

- Finalize district wellness plan
- Wellness plan to be presented to the APS Board of Education
- Implementation of district wellness plan
- Monitor wellness plan implementation annually

# Achievement

Wellness Team (Coordinated School Health) Implementation of Wellness Policy						
Task Description	Originated	In Progress				Completed
Assemble group of individuals representing the 8 components of CSH	Fall 2007					Fall 2007
Meet with team to brainstorm ways to promote wellness in APS	Winter 2007					December 2007
Establish schedule of meetings for spring 2008	December 2007					December 2007
Draft regulations to support wellness policy	February 2008					February 2008
Present regulations to leadership team	April 2008	Re-work needed, per Leadership	Revisions made May 2008	Reformatting is needed (Susan O has the file)		
Finalize regulations, have posted on APS Web site	Pending reformatting					
Establish schedule of meetings for 2008-09	May 2008					May 2008
Locate grant funding for district wellness coordinator	Fall 2008 and ongoing	LiveWell Colorado was explored (fall 2008)	Oct 2008 - CDE wellness grant was explored	May 2009 – funds available for wellness coordinator; 10 schools to complete index		
Analyze requirements for grant	Ongoing	LiveWell deadline not realistic (fall 2008). No submission.	APS unable to meet “silver” standard for PE. No submission.	Leadership Team declined, requesting more info. May 2009. No submission.		
Secure grant funding for coordinator position and initial wellness initiatives	Pending successful grant application					
Explore models of school wellness implementation	Sept 2008 – Guest, Taralyn Jenson-Jones, Rocky Mtn Center for Health Promotion & Education	February 2009 – Guest, Cathy Schmelter, Wellness Coordinator, DPS				
CDC School Health Index or other survey tool to be implemented in three schools	(To begin when coordinator in place)					
Priorities to be established based on index results	(To begin when coordinator and funds in place)					
Establish schedule of meetings for 2009-10	May 2009					May 2009

8 Components of Coordinated School Health: Health Education; Physical Education; Health Services; Nutrition Services; Counseling, Psychological, and Social Services; Healthy School Environment; Health Promotion for Staff; Family/Community Involvement



# Achievement

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**Action #29:** Provide report cards K-12 that are standards-based by August 2010

**Metric:** Implementation of K-12 standards-based grading (SBG) and reporting by August 2010



# Achievement

Implementation of Standards-Based Grading and Reporting						
Task Description	Originated	In Progress				Completed
Assemble SBG Research and Development Group						
Establish Roles and Goals of SBG R and D Group						
Create Communication Plan linked to Action Plan						
Assemble Curriculum Standards Groups (CSGs)						
Form Work Habits Group to make WH recommendations						
CSGs agree on common evidence of proficiency						
Implement feedback loops (parents and sites)						
Support professional learning (district and site-based)						
Develop elementary report card guidelines						
Draft new kindergarten electronic report card						
Draft elementary SBG report card						
Draft middle School SBG report card						
Draft high School SBG report card						
Provide feedback on all report card designs						
Implement SBG grade book trials						
Provide feedback on grade book trials						
Complete design revisions of K-12 SBG report cards						
Gradually implement trials of SBG reporting						
Develop evaluation plan						



# Achievement

**Goal 1:** Accelerate learning and raise expectations for every student

**Objective 2:** Increase percentage of students achieving one or more year's growth in reading, writing, and math by at least 5% annually

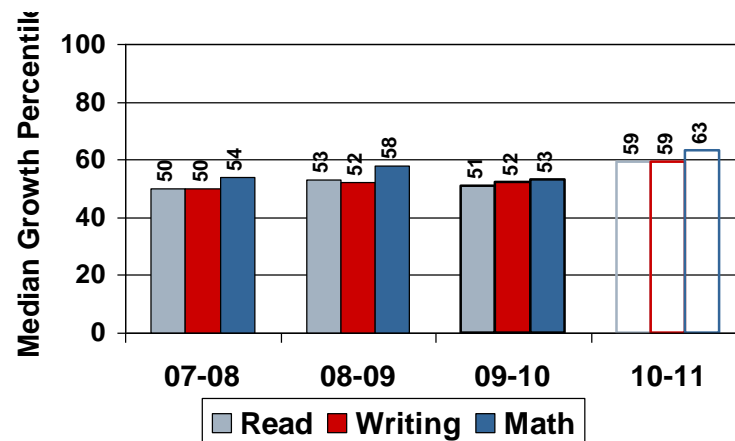
**Action #30:** Through the data team process, use accurate, timely data to monitor student progress, identify potential problem areas, and implement student-targeted intervention strategies

**Metric:** The percent of students at the 50<sup>th</sup> percentile or above will increase by 3% annually

## Tasks:

- Provide professional learning to increase teachers' understandings of high quality initial instruction, interventions, and how to effectively use data teams for instructional planning
- Utilize Student Achievement Team structure to develop and share best practices related to intervention strategies
- Provide staff with technology systems to support efficient access to data by August 2007
- Provide professional learning for interim assessments
- Continue to train newly hired administrators and teachers in Data Driven Decision Making
- Conduct Learning Fair every June for school principals so all schools can share achievement results and strategies for success

### CSAP Growth





# Achievement

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**Goal 1:** Accelerate learning and raise expectations for every student

**Objective 2:** Increase percentage of students achieving one or more year's growth in reading, writing, and math by at least 5% annually

**Action #32:** Work with school sites to implement a Response to Intervention (Rtl) model to better identify, support, and monitor students at risk of underachieving by providing targeted academic interventions by May 2009

**Metric:** All components of a Rtl model will be in place by May 2009



# Achievement

Implementation of Rtl by May 2009					
Task Description	Originated	In Progress			Completed
Assemble Rtl Framework/Guide Development Group					
Establish roles and goals of Rtl Framework/Guide Group					
Develop guide book					
Develop needs assessment					
Use needs assessment to evaluate current state					
Develop professional learning plan					
Support professional learning (district and site-based)					
Explore and identify interventions in elementary and secondary reading					
Explore and identify interventions in elementary and secondary writing					
Explore and identify interventions in elementary and secondary math					
Implement PBS and BEST team for positive climate support					
Create Communication Plan linked to Action Plan					
Develop FAQ for staff					
Develop FAQ for parents					
Develop link on Web site					
Develop evaluation plan					



# Achievement

**Goal 1:** Accelerate learning and raise expectations for every student

**Objective 3:** Increase graduation rates annually to meet or exceed the state average by 2010

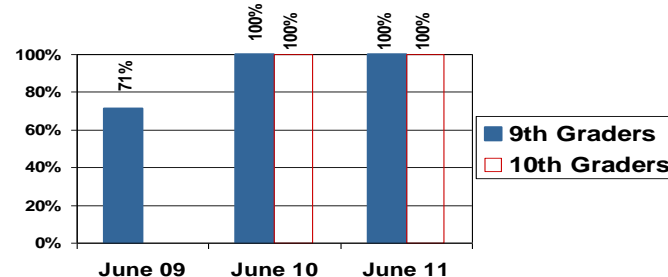
**Action #33:** Expand student access to college, postsecondary options, and dual credit while attending high school and upon graduation by 10% annually

**Metric:** Increase by 10% annually the number of students taking advantage of postsecondary options, graduating from high school, and attending college

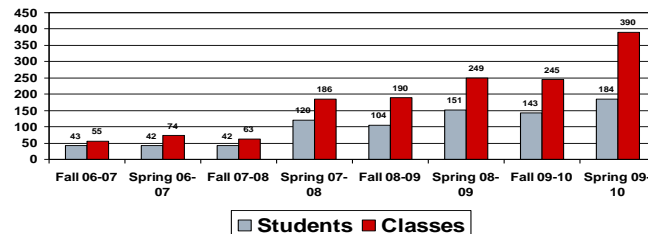
**Tasks:**

- Provide middle and high school counselors with professional learning to support parents and students in accessing postsecondary options
- Develop partnerships with postsecondary institutions to develop dual credit options
- Develop a system for tracking the number of students attending postsecondary options
- Redesign high school program planning guide to make it more useful for parents and students
- Counselors will design an individual career and academic plan template
- By the end of the 2008-09 school year, 50% of 9<sup>th</sup> grade students will successfully develop an Individual Career and Academic Plan (ICAP)
- Composite ACT scores will increase .75 each year

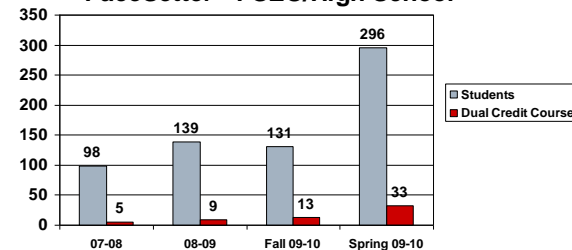
**Students with ICAP**



**PACESetter - PSEO/Community College of Aurora**



**PaceSetter - PSEO/High School**





# Achievement

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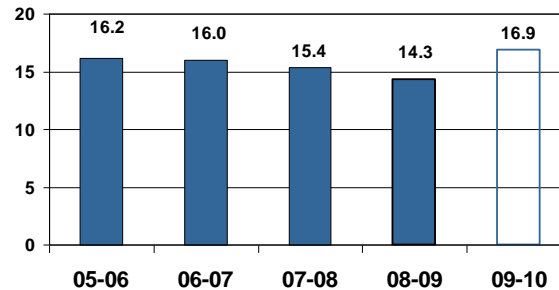
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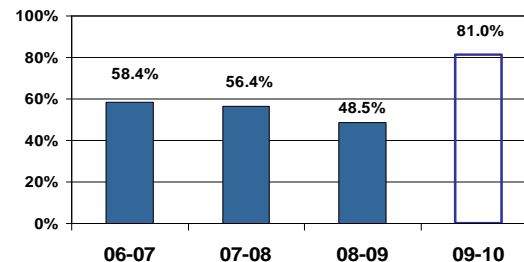
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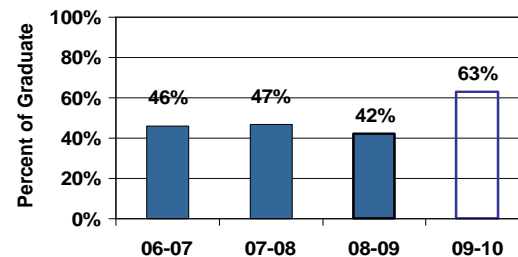
**Composite ACT Scores**



**Graduation Rate**



**College Enrollment**



# Achievement

**Goal 2:** Increase student achievement and teacher development through precise, individualized professional learning aligned with achievement goals

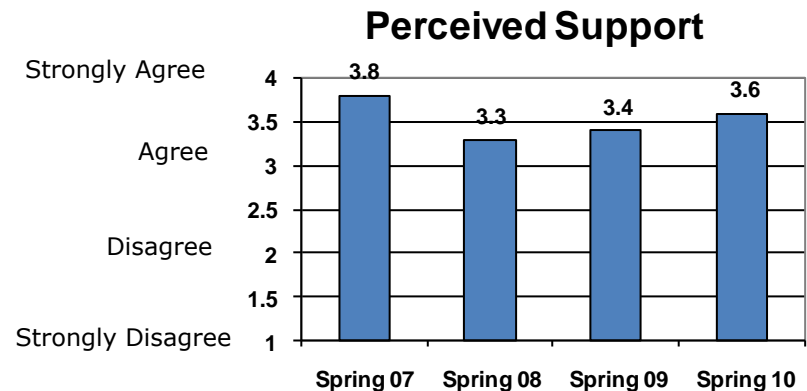
**Objective 1:** Ensure teachers are effective in the delivery of teaching and learning for all students

**Action #35:** Provide continuous job-embedded professional learning for teachers

**Metric:** Increase satisfaction with professional learning as measured by principal/teacher surveys to achieve at least a 3.5 rating by 2010

**Tasks:**

- Principal and student achievement director will monitor that every school has structures in place for job-embedded professional learning that meets the needs of all staff based on student achievement results and school improvement goals
- Provide district-level support for the elements of the professional learning plan through courses, seminars, and institutes focused on curriculum and instruction
- Provide school-level support for the elements of the professional learning plan through courses, dialogue groups, data teams, coaching, mentoring, and new teacher support



# Achievement

**Goal 2:** Increase student achievement and teacher development through precise, individualized professional learning aligned with achievement goals

**Objective 1:** Ensure teachers are effective in the delivery of teaching and learning for all students

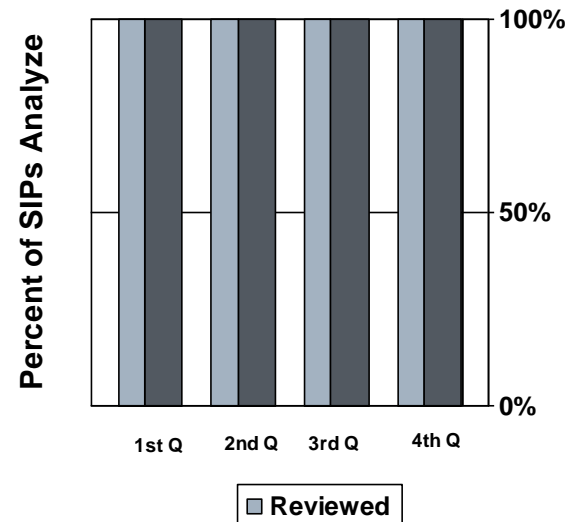
**Action #35:** Provide continuous job-embedded professional learning for teachers

**Metric:** Quarterly analysis of SIP to ensure 100% compliance with elements of the Professional Learning Plan (PLP)

**Tasks:**

- Principal and student achievement director will monitor that every school has structures in place for job-embedded professional learning that meets the needs of all staff based on student achievement results and school improvement goals
- Provide district-level support for the elements of the professional learning plan through courses, seminars, and institutes focused on curriculum and instruction
- Provide school-level support for the elements of the professional learning plan through courses, dialogue groups, data teams, coaching, mentoring, and new teacher support

**SIP/PD Analysis**



# Achievement

**Goal 2:** Increase student achievement and teacher development through precise, individualized professional learning aligned with achievement goals

**Objective 2:** Ensure school principals are instructional leaders who demonstrate strategic thinking and strong leadership skills

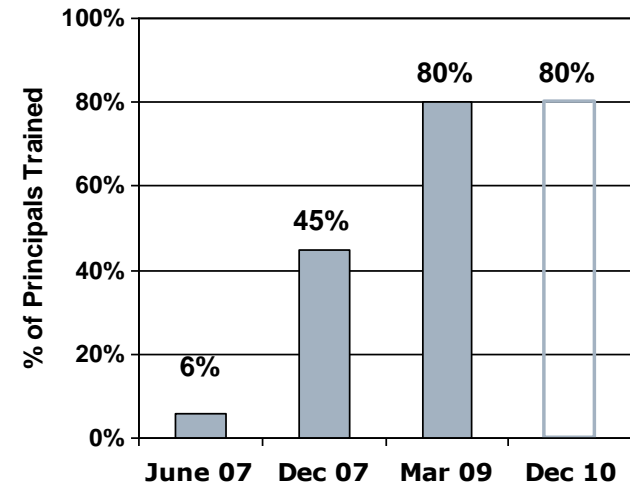
**Action #37:** Require all principals to complete comprehensive training through the National Institute for School Leadership within two years of employment

**Metric:** Certificate of completion by 100% of principals within two years of employment

**Tasks:**

- Require all principals to complete comprehensive training through the National Institute for School Leadership
- Align the pilot administrator evaluation instrument to include NISL outcomes
- Site visits, walkthroughs, K-12 principal meetings and other professional development will incorporate achievement data, Colorado State Standards, and NISL outcomes

NISL Training





# Achievement

**Goal 2:** Increase student achievement and teacher development through precise, individualized professional learning aligned with achievement goals

**Objective 4:** Ensure the entire school community has the respect, knowledge, and skills to respond to the needs of student not proficient in English

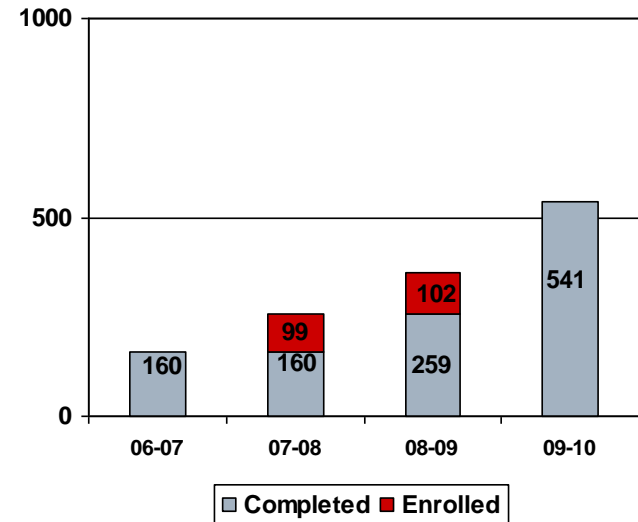
**Action #41:** Increase the number of licensed staff who have completed the Linguistically Diverse Educator (LDE) certificate, endorsement or masters degree (or equivalent) by 10% each year

**Metric:** 10% of all licensed staff will complete the LDE certificate, endorsement or masters degree (or equivalent) each year

**Tasks:**

- Develop and coordinate the delivery of the necessary LDE course work in partnership with metro area universities
- All new instructional coordinators and district coaches will participate in LDE course work so they embed English Language Learners (ELL) strategies in all professional learning
- Expand the current induction program to provide additional support to teachers to address English Language Acquisition (ELA) instruction and meeting the needs of diverse learners
- Make the completion of a Linguistically Diverse Educator Certificate within the first 3 years a condition for employment for all new licensed hires beginning with the 2009-10 school year
- Identify licensed staff members who holds a LDE certificate, endorsement, or masters degree (or equivalent)

**Licensed Staff Completed & Enrolled in LDE Cohorts**



# Achievement

**Goal 2:** Increase student achievement and teacher development through precise, individualized professional learning aligned with achievement goals

**Objective 4:** Ensure the entire school community has the respect, knowledge, and skills to respond to the needs of students not proficient in English

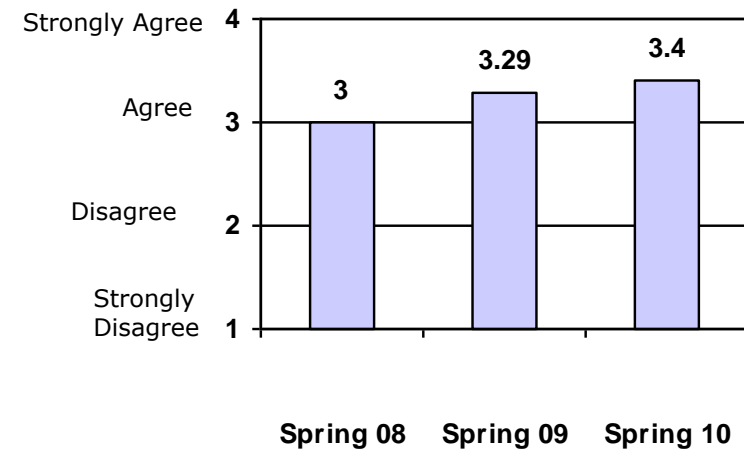
**Action #42:** Provide professional learning and build capacity of the instructional staff, administration, and school community to meet needs of English language learners.

**Metric:** Increase in rating of perceived efficacy by teachers in meeting needs of ELL students with at least a 3.5 rating by 2010

## Tasks:

- Provide systematic professional learning for all staff to effectively meet the needs of diverse learners
- Monitor school instructional schedules to allow specialized instructional support staff and classroom teachers to collaborate (co-plan/co-teach) to ensure diverse learners meet state standards
- Monitor every classroom for a variety of resources to support content and reflect the cultural, linguistic, and learning needs of their students
- Leadership teams will align teachers' qualifications/endorsements with the appropriate teaching assignments
- Implement strategies from the Parent Involvement Guidebook

Perceived Efficacy



# Achievement

**Goal 3:** Reduce the gap in academic performance of students while raising achievement overall

**Objective 1:** Close the gap by 10 % each year

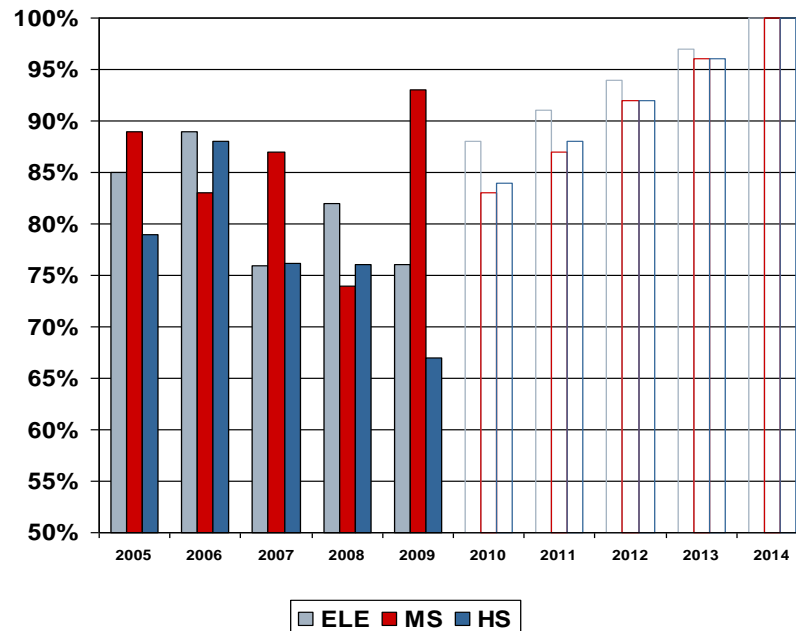
**Action #43:** Meet Adequate Yearly Progress (AYP) for the achievement of all student groups

**Metric:** Increase of 2% annually the number of AYP targets met

**Tasks:**

- Use current student data and proficient work samples to direct district professional learning for increasing teachers' understandings of proficiency in all content areas
- Teachers will report quarterly, through Data Team meetings on the growth of students receiving interventions

**District AYP Targets**



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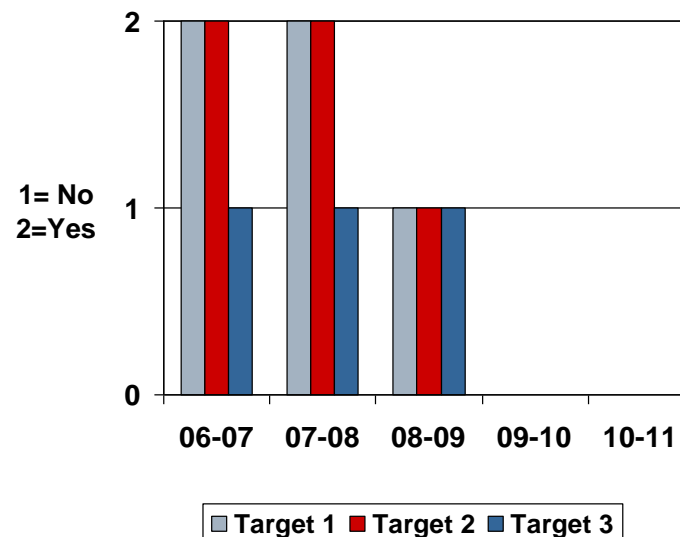
**Action #44:** Meet Annual Measurable Achievement Objectives (AMAO) for English language learners

**Metric:** Meet AMAO targets annually

## Tasks:

- Provide professional learning to increase teachers' knowledge of the ELD standards, how to use them in daily planning for instruction, and how to monitor for student progress
- Ensure structures and supports are in place for the effective administration of CELA
- Evaluate progress toward meeting AMAO
- School Improvement Plans (SIP) will include targets and strategies toward meeting district AMAO goals

**District AMAO Targets**



1 = % of students making appropriate growth  
2 = % of students exiting program  
3 = making AYP



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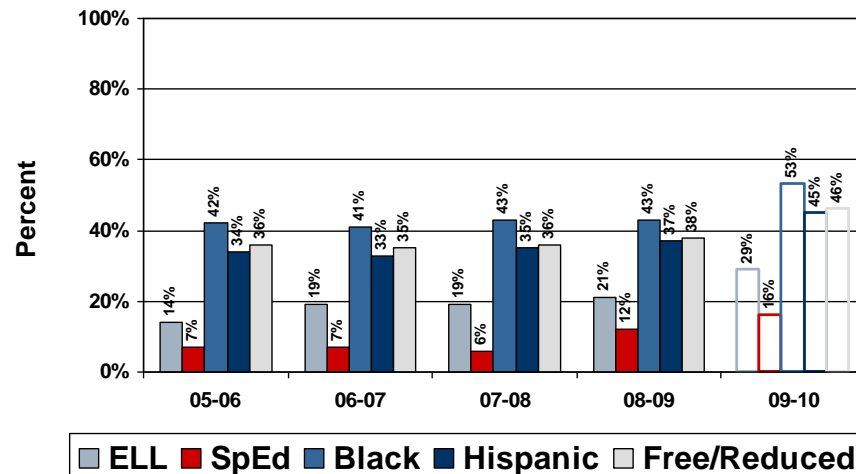
**Action #46:** Increase the skillfulness of all teachers to work with high-risk students

**Metric:** Increase CSAP reading, writing, mathematics, and science proficiency for disaggregated groups by 5% annually; increase median percentile growth for disaggregated groups by 3 percentile annually

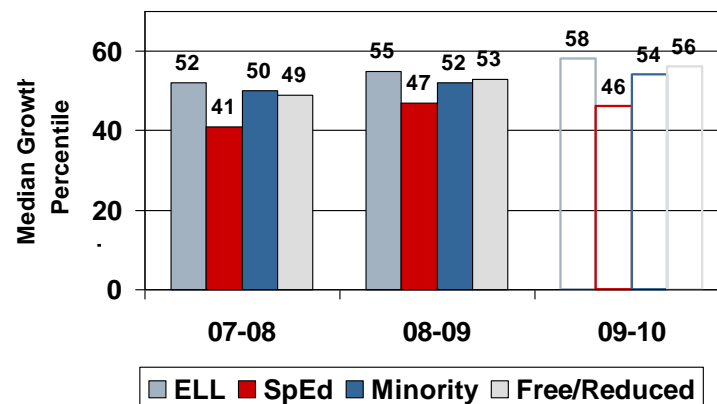
### Tasks:

- Identify students who are not proficient in reading, writing, mathematics, and/or science
- Identify gaps in median percentile growth for disaggregated groups
- Identify students who are high-risk for not achieving a minimum of one year's growth
- Identify knowledge and skills that teachers need in order to increase growth for high-risk students
- Implement Rtl
- Provide professional learning opportunities to increase staff knowledge and skills to support refined implementation of Rtl
- Determine potential teacher incentives for working with high-risk students and at low performing schools
- Identify teachers and assign to implement instruction for identified students

## CSAP Reading Proficient & Advanced



## CSAP Reading Growth





# Achievement

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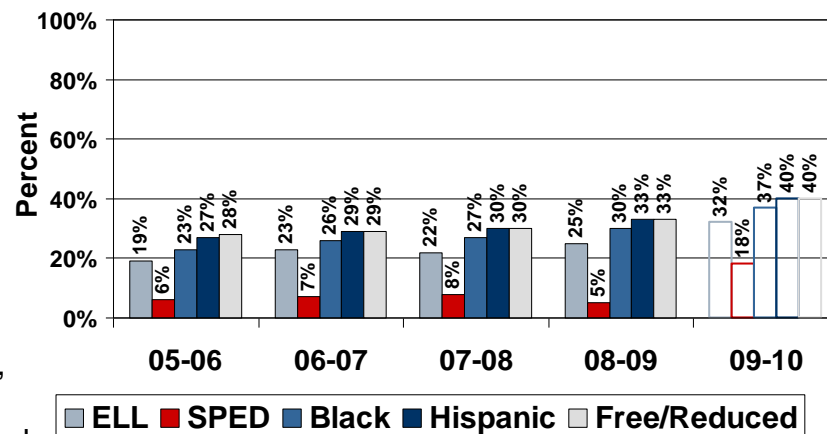
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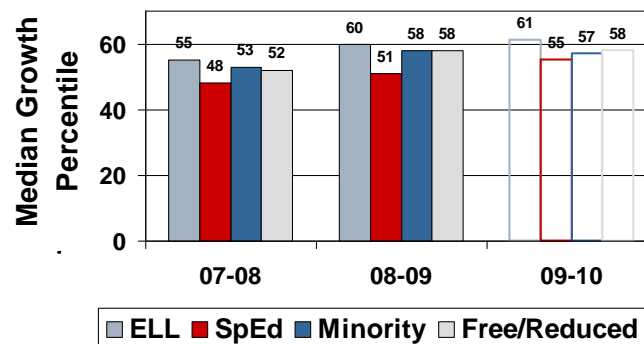
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- Determine potential teacher incentives for working with high-risk students and at low performing schools
- Identify teachers and assign to implement instruction for identified students

### CSAP Math Proficient & Advanced



### CSAP Math Growth





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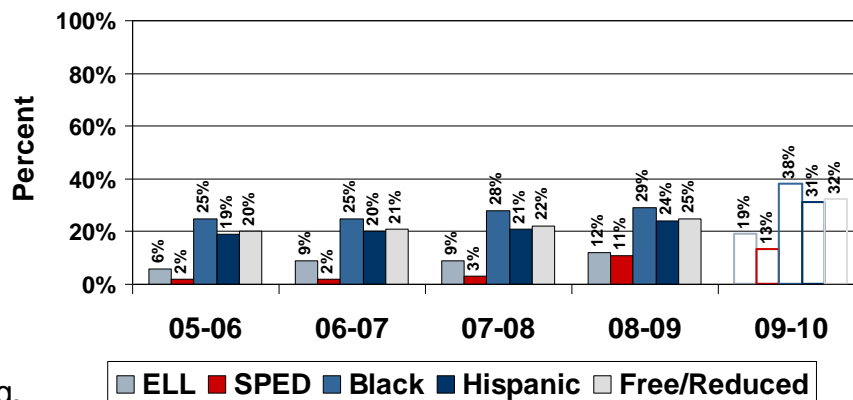
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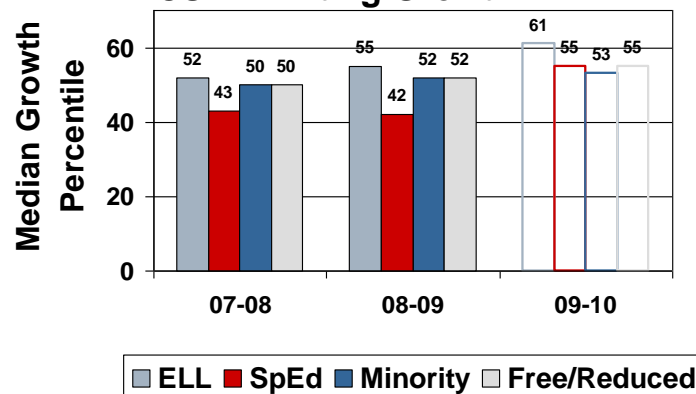
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- Provide professional learning opportunities to increase staff knowledge and skills to support refined implementation of Rtl
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- Identify teachers and assign to implement instruction for identified students

### CSAP Writing Proficiency



### CSAP Writing Growth





# Achievement

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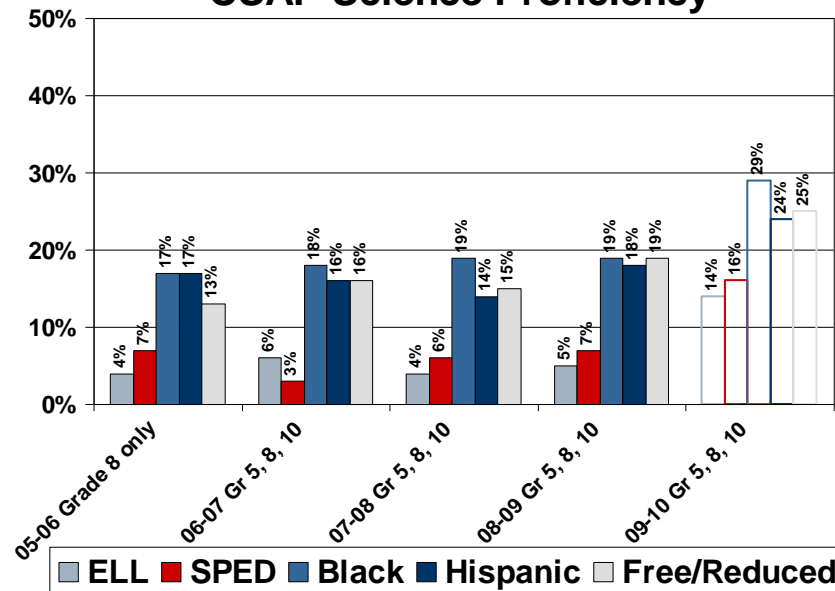
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## Tasks:

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- Identify knowledge and skills that teachers need in order to increase growth for high-risk students
- Implement Rtl
- Provide professional learning opportunities to increase staff knowledge and skills to support refined implementation of Rtl
- Determine potential teacher incentives for working with high-risk students and at low performing schools
- Identify teachers and assign to implement instruction for identified students

### CSAP Science Proficiency





# Achievement

**Goal 3:** Reduce the gap in academic performance of students while raising achievement overall

**Objective 1:** Close the gap by 10% each year

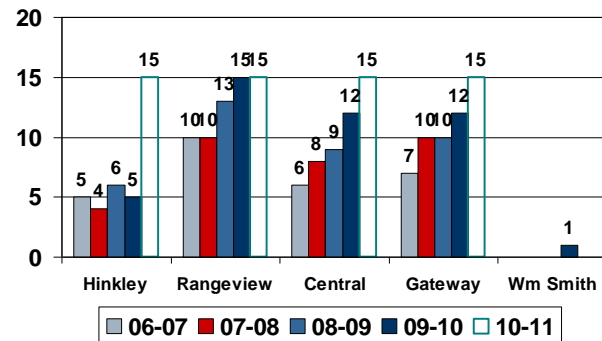
**Action #47:** Increase percentage of students taking Advanced Placement (AP) classes and International Baccalaureate (IB) across all ethnic and language groups

**Metric:** Minimum of 15 AP classes at comprehensive high schools by 2010

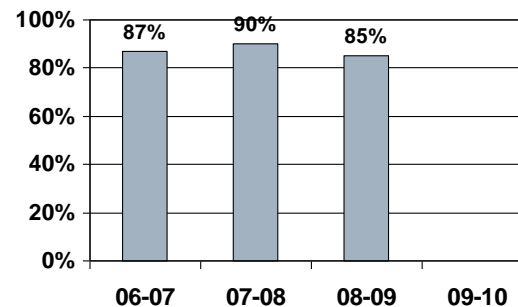
**Tasks:**

- Hold information sessions for students and parents on how students can qualify to enroll in AP, Middle Years Program (MYP), IB, and AP exams
- Administer the Explore test to all 7th graders annually
- Increase number of students enrolled in AP courses
- Minimum of 15 AP classes in each comprehensive high school
- Support the implementation of schoolwide MYP at Aurora Hills
- Support the implementation of a schoolwide Primary Years Program (PYP) at Wheeling Elementary
- Evaluate possible transition from honors courses to pre-AP course offerings

**AP Courses**



**AP Student Taking AP Exams**





# Achievement

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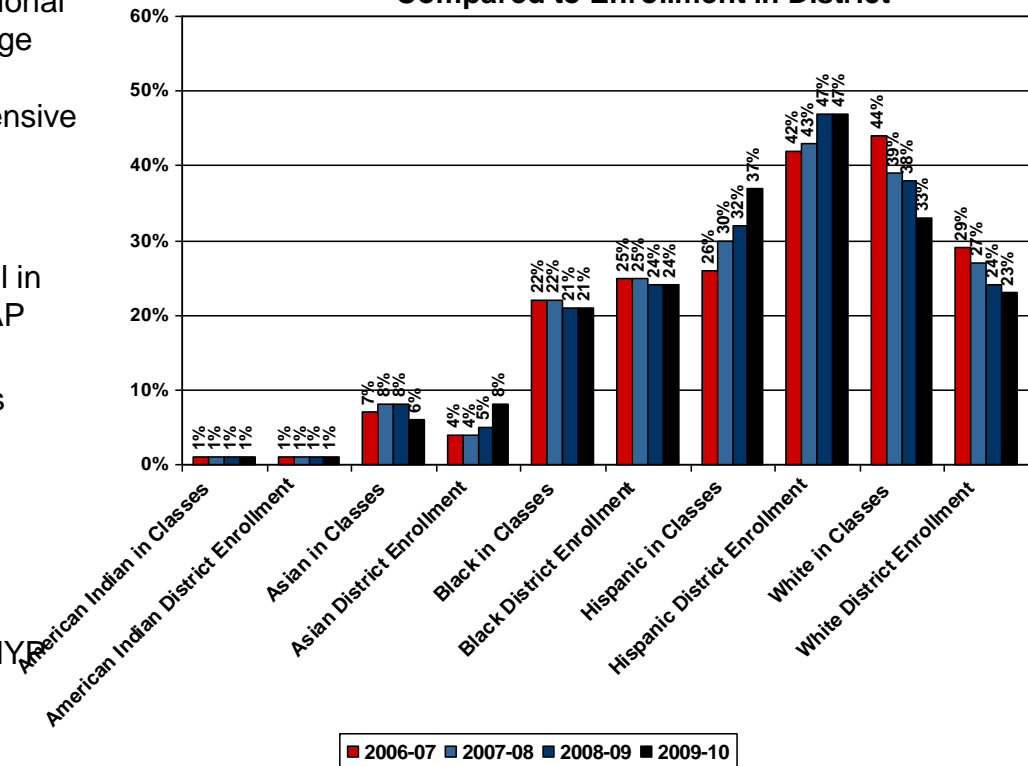
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**Participation in AP and IB Classes by Ethnicity Compared to Enrollment in District**





# Achievement

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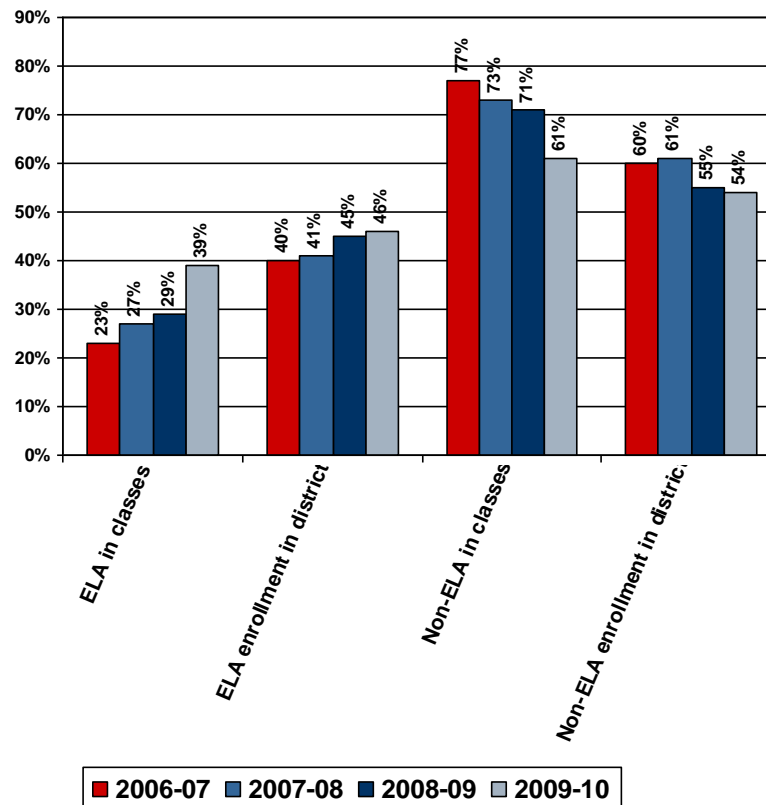
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**Participation in AP and IB Classes by ELA Status Compared to ELA Enrollment in District**





# Achievement



**Goal 4:** Adopt models and structures based on practices that are research based and demonstrated to be effective

**Objective 2:** Determine feasibility of a professional training Center of Excellence for teachers and administrators to develop cutting-edge teaching and expand skills

**Action #52:** Develop a recommendation by May 2009, based on input and carefully reviewed data, to create a training Center of Excellence for professional learning

**Metric:** Recommendation is submitted by May 2009

**Tasks:** (see time line)



# Achievement



Professional Development Center								
	May 2009	June 2009	July 2009	Aug 2009	Sept 2009	Oct 2009	Nov 2009	June 2010
Review of schematic design drawings by APS	5/18/09							
Design development drawings	5/19/09 – 6/10/09							
Review of design development drawings by APS		6/10/09						
Design development review with APS			7/16/09					
Construction drawings and specifications			7/17/09 – 8/27/09					
Review of construction drawings and specifications by APS				8/27/09 – 9/10/09				
Construction drawings review with APS					9/10/09			
Final revisions to the construction drawings and specifications					9/11 - 9/17/09			
Bidding of project					9/22/09 – 10/13/09			
Bid opening						10/13/09		
Notice to proceed						10/27/09		
Construction start date							11/03/09	
Construction completion date								6/02/10



# Achievement

**Goal 4:** Adopt models and structures based on practices that are research based and demonstrated to be effective

**Objective 3:** Develop new schools and organize existing schools to better support expanded educational opportunities and choice

**Action #53:** Determine feasibility and available resources to create a preschool-through-postsecondary (P2) campus that connects preschool, K-12, and postsecondary in a seamless continuum of public education by including an early childhood center, a K-8 school, an innovative high school design, and a college on site by 2010

**Metric:** Recommendation to BOE by June 2008

## Tasks:

- Develop a community-based task force to make a recommendation on the feasibility of creating a P2 campus
- Collaborate with Aurora P20 Council and Community College of Aurora to coordinate efforts toward the development of a P2 campus



# Achievement



## P-20 Campus Progress 2009-10

Dates	May	Jun	July	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	July	Aug	Sep	Oct	Nov	Dec	
	2009	2009	2009	2009	2009	2009	2009	2009	2010	2010	2010	2010	2010	2010	2010	2010	2010	2010	2010	2010	
<b>Personnel</b>	JD: Post	6/19 Program Dir interview				*Core teachers/ staff and Var. Coaches hired for 2010 opening															
<b>Campus</b>			Plan for Aug ground-breaking	*Create comm Survey for addl pathways *Furniture planning	* Conduct HOA/commtg s *furniture planning	* Conduct HOA/comm-unity mtgs *furniture planning		Site based committ.. Convenes													
<b>University Partnerships</b>																					
<b>Parent Engagement Support</b>																					
<b>Commun.</b>		*Draft comm plan. *Supt's bulletin *mktg	Est. P20 website and Ning																		
<b>Community/ Business Leaders</b>																					
<b>P-20 Site-Based Committee</b>																					
<b>Leadership Professional Learning</b>					Bring in NISL rep			Program Dir. Begin work													
<b>Naming/ Color Committee</b>																					
<b>Site Visits</b>																					

6/15/10

**PACEsetters!**

35

# Achievement

**Goal 4:** Adopt models and structures based on practices that are research based and demonstrated to be effective

**Objective 3:** Develop new schools and organize existing schools to better support expanded educational opportunities and choice

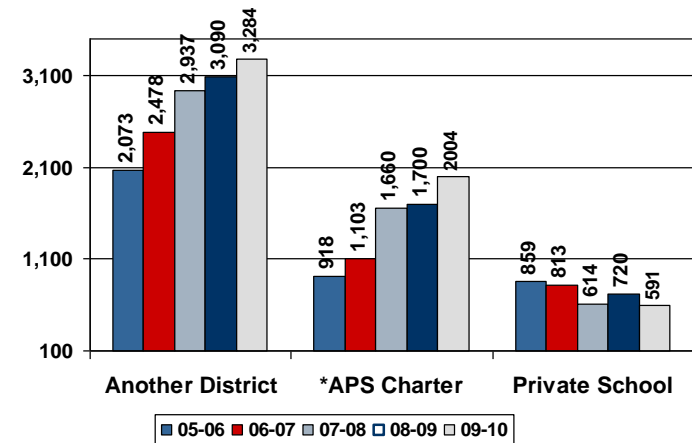
**Action #54:** Review existing school structures to maximize opportunities and choice for students to meet diverse interests and learning needs

**Metric:** Reduce by 10% each year the number of students leaving APS for other educational options

## Tasks

- APS Community Campus
  - Pickens Technical College
  - William Smith High School
  - Crossroads
  - Aurora Quest K-8
- APS P-20 Campus
- Aurora Lights, Health Sciences Collaborative
- Full Day Kindergarten and Preschool Program
- Galaxy Initiative (STEM)
- International Baccalaureate
- K-8 Programs
- Pilot Schools
- Expeditionary Learning
- Aurora West (6-12)
- PACE Setter Program (postsecondary options for high school students)

## APS Enrollment



\*05-06 includes all APS Charter students; subsequent years include students who live in APS and attend an APS Charter