

**PARK COUNTY SCHOOL DISTRICT RE-2**

**STRATEGIC PLAN**

**2017-2022**



**District Mission Statement**

“Park County Re-2 schools shall strive to provide a safe environment, meaningful opportunities and innovative educational programs for all students so that they reach their learning potential, including that they meet or exceed state and district content standards, through partnership between home, school and the community”

Park County School District Re-2

PO Box 1189

Fairplay, CO 80440

(719) 836-4400

## **STRATEGIC PLANNING PROCESS - OVERVIEW**

The Park County School District Re-2 has established a comprehensive planning process in order to achieve the Park County School District Re-2 Board of Education ENDS policies and other goals. The planning process ensures a collaborative approach to planning and has resulted in a system-wide strategic plan to be implemented throughout the District.

The planning review / update cycle began with the establishment of a Strategic Planning Committee consisting of the District Accountability Committee (DAC), the Superintendent, parents, board members and building principals. The directors and/or other department heads were consulted as appropriate: Early Childhood Coordinator, the Facilities Director, the Director of Food Services, Transportation Director and the Technology Coordinator. The draft document out of these studies was presented to the Board of Education (BOE) and the District Accountability Committee for their review and input. The Strategic Planning document was established with Focus areas and Strategic Implementation Plans for each of those Focus Areas. The Strategic Planning document is a fluid document that will be revised or modified as conditions change.

In order to focus the planning, goals are selected that are consistent with or identical to Board of Education ENDS or which showed the most significant need for improvement. These goals are as follows:

- E-1a** As per annual contract requirements between Park County School District Re2 and Colorado Department of Education the district will strictly provide for 144 days of uninterrupted classroom instruction.
- E-1b** Each Student will meet or exceed district and state academic standards as developmentally appropriate.
- E-1c** A school culture of high academic expectations and hard work will be established in order to foster the confidence and skills students will need to meet or exceed district and state academic standards.
- E-2** The district staff will possess and demonstrate the skills and attitudes to lead our students towards healthy, caring and responsible lives.
- E-3** Being that effective student discipline is a prerequisite for sound educational practice and productive learning; students will develop a positive attitude toward self-discipline, honesty and socially acceptable behavior.
- E-4** Good working relations between staff, students, parents and community will be developed and maintained.
- E-5a** The District will determine school housing needs, communicate those need to the community purchase sites, and approve building plans that will support and enhance the educational program. District facilities will be maintained and improved to provide a safe, clean, functional and inviting environment.
- E-5b** The District will provide a nutritious food service program for all students to promote increased health, productivity, and learning ability.

The procedures used to develop the Strategic Plan are consistent with standard problem solving and strategic decision making processes. They consist of the steps as follows:

1. Information gathering, needs assessment
2. Plan a course of action
3. Implement the plan of action
4. Study the results of the actions
5. Renew the cycle

The Strategic Plan is disseminated to District staff and community members for review by hard copy in the district offices and on the district website to ensure that there is transparency and connections to current district and board priorities.

The 2017-2022 Strategic Plan may not include all the functions and activities of the Park County School District Re-2 but rather the district's long range plans. The most important function of our school system is preparing our students for their future by providing a high-quality K-12 learning experience. The Strategic Plan is meant to support and enhance this ideal to the greatest extent possible. This Strategic Plan represents extensive effort and commitment to the continued improvement of education for Park County School District Re-2 students.

The Strategic Plan will continue to be reviewed annually by the School Board, District Accountability Committee, and the Strategic Planning Committee. We are very confident in the abilities and commitment of the Park County School District Re-2 staff and community, and I look forward to a continued productive partnership to benefit all stakeholders.

Sincerely,

Joe Torrez  
Superintendent

## FOCUS AREAS

The Park County School District Re-2 Board of Education has identified seven *Themes* that are incorporated into six *Focus Areas* for the Strategic Plan. These *Focus Areas* are designed to provide guidance for leadership at the board and administration in developing policies, initiatives, and strategies to achieve the District's mission.

**Learning:** Maintain a rigorous academic program focused on student growth and achievement in an environment where students are safe and supported.

**Teaching:** Attract, retain, and support a high quality instructional staff that provide effective instruction and support for students.

**Programs:** Provide access to quality academics, arts, athletic, and extended learning opportunities for all students. Implement various and effective pathways for students so that students achieve success after their PreK-12 experience.

**Financial Stewardship:** Ensure that the Board of Education, Superintendent, and district are fiscally responsible, accountable, responsive, and transparent to the Park County School District Re-2 community.

**Facilities, Support Systems, and Food Service:** Positively impact student success through the maintenance of a clean, safe, healthy physical environment, high quality nutritional food service, and support systems (transportation, athletics).

**Partnerships:** Create community partnerships and leverage available resources to support student, school, and district needs.



Teaching

Learning

Facilities, Support  
Systems, & Food  
Service

Programs

Financial  
Stewardship

Partnerships

## FOCUS AREAS AND STRATEGIC OBJECTIVES

<p><b>LEARNING</b> (ENDS Policy E-1 Student Learning)</p>	<ul style="list-style-type: none"> <li>• High student achievement; maintain a strong commitment to providing rigorous academics, student support systems and a learning environment conducive to student success</li> <li>• Support students’ character development (including interpersonal relationships, restorative justice, bullying); promote a culture where students have ownership of their education and the underlying theme is “learning how to learn”; promote the “joy of learning”</li> </ul>
<p><b>TEACHING</b> (ENDS Policy E-2 Professional Learning Environment)</p>	<ul style="list-style-type: none"> <li>• Retain quality educators; promote an environment that values and supports professional development; foster a culture of relevant and effective professional growth among all staff</li> <li>• Ensure that all teachers deliver and aligned curriculum based on Colorado Academic Standards</li> <li>• Encourage and support teachers to innovate, improve and adapt teaching methods to emphasize the process of learning</li> </ul>
<p><b>PROGRAMS</b> (ENDS Policy E-1 Student Learning)</p>	<ul style="list-style-type: none"> <li>• Implement a proactive post-secondary readiness program with emphasis that all students have up-to-date ICAP Plans</li> <li>• Provide opportunities and multiple pathways for student learning, demonstration of proficiency and career readiness (core academics, arts, concurrent enrollment, CTE, industry certificates); expand electives and extracurricular activities</li> <li>• Maintain a multi-year strategic planning process with annual reviews / updates</li> <li>• Maintain a culture of responsibility, accountability and continuous improvement</li> <li>• Evaluate and prioritize existing and potential new programs based on research and established Best Practices including meeting critical mass criteria for success</li> </ul>
<p><b>FINANCIAL STEWARDSHIP</b> (ENDS Policy E-6 Financial)</p>	<ul style="list-style-type: none"> <li>• Maintain a robust financial system that ensures accurate real time financial information, with multi-year financial planning and full transparency</li> <li>• Proactively seek supplemental funding to support the District Needs; advocate for local, state and federal funding support to support students’ educational needs</li> <li>• Optimize the use of district resources for maximum impact on student learning</li> <li>• Maintain robust human resource processes</li> </ul>
<p><b>FACILITIES, SUPPORT SYSTEMS AND FOOD SERVICE</b> (ENDS Policy E-3 School &amp; E-5 Facilities/Support Systems)</p>	<ul style="list-style-type: none"> <li>• Maintain healthy, safe, clean school facilities that reflect a positive learning environment</li> <li>• Ensure that all PCSD Re2 schools are run efficiently via work processes and control systems and have effective preventive maintenance programs</li> <li>• Invest strategically in IT to support educational programs and students’ learning</li> <li>• Develop and maintain multi-year planning for all functional areas including ongoing professional development</li> <li>• Provide healthy, nutritional menu options that support student learning</li> </ul>
<p><b>PARTNERSHIPS</b> (ENDS Policy E-4)</p>	<ul style="list-style-type: none"> <li>• Partnerships with community that strengthen programs to benefit students, faculty and the community</li> <li>• Ensure that the District’s programs are aligned with student / community priorities and with projected career opportunities.</li> <li>• Provide parents and community with opportunities for continuing education and support</li> <li>• Engender trust with the community through frequent, clear, transparent and varied communication.</li> <li>• Partner with community resources to enhance the physical, social and emotional health of students and staff.</li> </ul>

## Strategic Planning Detailed Planning Responsibilities

### Superintendent

- Overall leadership
- Strategic planning process
- Financial stewardship
- Multiyear budget process
- Partnerships

### Business Manager

Assess Current Reality

Set strategic direction

- Financial system – investigate and recommend new robust system
- Implement and maintain accurate real time financial process

### HS / MS Principal

Assess Current Reality

Set strategic direction

Implementation of Strategic Plan Focus Areas:

- Learning
- Teaching
- Programs

### ES Principal

Assess Current Reality

Set strategic direction

Implementation of Strategic Plan Focus Areas:

- Learning
- Teaching
- Programs

### Preschool Director

Assess Current Reality

Set strategic direction

Implementation of Strategic Plan Focus Areas:

- Learning
- Teaching
- Programs

## Technology Director

### Assess Current Reality

#### Set strategic direction

- Short Term – implement new switch system
- Longer term strategy for teacher computer hardware
- Longer term strategy for student computer hardware
- Computer lab status and strategy

## Transportation Director

### Assess Current Reality

#### Set strategic direction

- Current Status:
  - Vehicle fleet
  - Driver resources
- Immediate needs
- Projected needs for new vehicles next 5 years

## Facilities Director

### Assess Current Reality

#### Set strategic direction

- Personnel resource status and needs
- Immediate facilities needs
- Preventive maintenance process
- Planning options for growth of student body and programs
- Longer term facilities equipment

## Strategic Implementation Plan

### FACILITIES, SUPPORT SYSTEMS AND FOOD SERVICE

#### FOCUS AREA- SUPPORT SYSTEM: TRANSPORTATION

OBJECTIVES	TIME FRAME	PERSON/PEOPLE RESPONSIBLE	RESOURCES	IMPLEMENTATION BENCHMARKS	COMPLETION
2018 Upgrade school buses by installing 2 digital cameras per bus with DVR (E3) <b>Year 1</b>	Jan. 2018- August 2018	Transportation Director	*Transportation budget *CSRC Safety Grant *BEST Safety Grant	*5/15/18-Bids for Cameras and installation *Installation June-July 2018	©
2019 Plan for replacement of retiring Trans. Director (E3) <b>Year 2</b>	Jan. 2019- May 2019	Supt.; Selection Committee	TBD	*Research with Transportation consulting Jan 2019 *Posting of the vacancy Feb. 2019 *Interviews and selection March 2019 *Starting June-July	
2019 Upgrade bus fleet to include the addition of a 72-78 passenger bus to replace bus #00 and (E3) <b>Year 2</b>	Jan. 18-July 2019	Transportation Director	General Fund capital (Lease/buy option)	Research 4/15/19-Bids for bus 5/15/19 BOE approval of bid 8/15/19 Delivery of bus	©
<b>** Due to the accident involving bus #00 in December 2017 the timeline for bus replacement has been accelerated</b> (E3) <b>Year 1</b>	Jan. 2018- Feb 2018	Transportation Director; Supt./BOE	*General Fund capital (Lease/buy option); approx. \$27,000 annual-5yrs. * approx. \$4600 insurance payoff	*Jan. 2018 Research by Trans. Dir. *Jan. 25 BOE approval of Supt. recommendation Feb. 28, 2018 delivery of bus *(payments commence July 2018)	©
2022 Upgrade bus fleet to include the addition of 72-78 passenger bus  (E3) <b>Year 5</b>	Jan. '18-July 2023	Transportation Director	General Fund capital (Lease/buy option) MLO?	4/15/23-Bids for bus 5/15/23 BOE approval of bid 8/15/23 Delivery of bus	
2017-2022 Ongoing recruitment of bus drivers (E3) <b>Year 1-5</b>	Jan. 2018-July 2023	Transportation Director, District Office,	Advertising budget, marquee	Annually for subs; and as needed to fill vacancies	In progress; ongoing



## Strategic Implementation Plan

### FACILITIES, SUPPORT SYSTEMS AND FOOD SERVICE

#### FOCUS AREA- SUPPORT SYSTEM: Technology

OBJECTIVES	TIME FRAME	PERSON/PEOPLE RESPONSIBLE	RESOURCES	IMPLEMENTATION BENCHMARKS	COMPLETION
<p>2018</p> <p>Upgrade RDC Server Array:</p> <p>This will allow for more concurrent thin client connections supporting the proposed MS cart. (E1)</p>	June – July 2018	Technology Coordinator	\$4,000 Gen Fund-Technology	<p>April 2018 vendor quote</p> <p>June-July 2018 Install</p>	©
<p>2018</p> <p>Upgrade AP and switch + management</p> <p>Provides us with the control and flexibility students/staff and guests want. Supports devices today and tomorrow while continuing to meet all fed/state and local technology requirements. (E1)</p>	Oct 2017 – July 2018	Technology Coordinator	E-Rate	<p>Nov 2017 RFP Approval by BOE</p> <p>February 2018 Award Vendor bid</p> <p>June-July 2018 Install</p>	In progress
<p>2018</p> <p>Add Laptop cart for Middle School</p> <p>Add needed cart for middle school (E1)</p>	June – July 2018	Technology Coordinator	\$5,000 Gen Fund-Technology		
<p>2018</p> <p>High speed fiber optic broadband on district network</p>	March-June 2018	Technology Coordinator, Park County Broadband Advisory Board	Park County Broadband Advisory Board funds	January 2018 limited connections	©
<p>2019</p> <p>Conversion to new website</p>					In progress

format					
2019 Add 120 Laptops for HS and ETE Replace unmanageable HP laptops with manageable laptops. (E1)	June – July 2019	Technology Coordinator	\$28,000		
2019 Replace On-line Learning with Thin Client Machines Replace the expired unmanageable machines with manageable thin client machines. Will NOT include Office, will need to discuss solutions in 2018-2019 school year. (E1)	June- July 2019	Technology Coordinator	\$14,000		
2020 Replace Firewall + Services Firewall near or at end of life. If growth trends continue, this firewall will be unable to handle network transactions. (E1)	June – July 2020	Technology Coordinator; BOE approval	\$20,000 E-Rate Application		In progress

**FACILITIES, SUPPORT SYSTEMS AND FOOD SERVICE**

**FOCUS AREA- SUPPORT SYSTEM: Food Service**

OBJECTIVES	TIME FRAME	PERSON/PEOPLE RESPONSIBLE	RESOURCES	IMPLEMENTATION BENCHMARKS	COMPLETION

**FOCUS AREA- SUPPORT SYSTEM: Financial Stewardship**

OBJECTIVES	TIME FRAME	PERSON/PEOPLE RESPONSIBLE	RESOURCES	IMPLEMENTATION BENCHMARKS	COMPLETION
2017-2022 Improve the financial position of the district in order to increase salary and compensation for employees (E-6)	May 2017-July 2022	Superintendent, Business Manager, Board of Ed.	All revenue sources	May 2017- increase  July 2018 additional compensation	© restore 1 frozen step, re-establish annual step  © restored all remaining frozen steps; annual step+ 1 additional step equivalent
2018-2023 Develop a Needs Assessment process to be followed by all departments for determining annual budget adjustments	Feb 2018-Feb.2023	Superintendent, Business Manager, BOE, teachers, department heads		Feb 2019	Needs assessment completed for 2018
2018 Hire a full time Business Manager (E-6)	February– July 2018	Superintendent	Gen fund salary	February 2018 create job description/budget  March 2018 post position  March 2018 Consulting Firm and candidate search  April 2018 select candidate  June Start date and transition training	©
2018 Provide quality health insurance benefits to employees that is also a savings to the district via Health Insurance bid (E-6)	March 2018-June 2018	Superintendent, Business Manager, employee group reps		March-April 2018 hear proposals from Health insurance providers, gain feedback from stakeholders May 2018- recommendation to BOE for awarding bid July 1 2018 New insurance takes effect	©

2018 Develop 2018-19 budget (E-6)	Jan- June 2018	Superintendent, Business Manager, BOE		March 2018- Draft Budget  April-May 2018 Budget revisions  April-May 2018 State Legislature funding June 2018 BOE adopts Budget	©
2018-19 Build Reserve balance by increasing capital and contingency reserves (E-6)	July 2018 – July 2019			March 2018 Budget assumptions on ending/beginning fund balance  Jan 2019 Allocate funds to meet 7% reserve balance as per Board policy	
2018-19 Complete HR Study with options and financial implications	May 2018- January 2019	Superintendent, Business Manager			
2018-19 Replace antiquated/not- supported FA2 Financial accounting software	May-August 2018	Superintendent, Business Manager, BOE, Harris Solutions		May 2018 planning and scheduling June 2018 data conversion July 2018 implementation August 2018 administrator training	© Apta Fund conversion
2018-19 Budget consideration for expanded facilities due to enrollment growth (E-5)	April 2018- June 2019	Superintendent, Business Manager, BOE	BEST Grant?	Consider construction or portable facilities if enrollment dictates	
2019-20 Assess mil levy override (MLO) to determine the district's capacity for raising additional revenue (E-6)	January 2019	Superintendent, Business Manager, BOE	Park County Assessor, CDE	1/19	©
2018-2023 Annually assess the district's	Annually- August	Superintendent, Business Manager	Colorado Trust, auditor	<ul style="list-style-type: none"> <li>The district may consider early retirement of</li> </ul>	

financial position in regard to the Bond redemption Fund (E-6)				the bond	
2019-20 Establish a two-year budget projection for the purposes of strategic planning (E-6)	Feb. 2019- June 2019	Superintendent, Business Manager, BOE	2018 FY budget, auditor,	March 2019 draft budget  April-May 2019 State Legislature funding  June 2019 BOE adopts Budget	
2018-2022 Seek additional grant revenue to augment the district budget (E-6)	July 2018- July 2023	Superintendent, Business Manager, BOE, teachers, department heads, South Park Schools Foundation, South Park Activities Assoc			On-going
2019 Develop 2019-20 budget (E-6)	Jan- June 2019	Superintendent, Business Manager, BOE		March 2019- Draft Budget  April-May 2019 Budget revisions  April-May 2019 State Legislature funding June 2019 BOE adopts Budget	
2018-2022 Eliminate the need to access a line of credit to sustain the district's financial obligations (E-6)	February 2018-June 2022	Superintendent, Business Manager, BOE			©

## ***Strategic Implementation Plan***

**FOCUS AREA- SUPPORT SYSTEM: Facilities**

OBJECTIVES	TIME FRAME	PERSON/PEOPLE RESPONSIBLE	RESOURCES	IMPLEMENTATION BENCHMARKS	COMPLETION
Staff Training Year 1	April 2018- September 2018	Facilities Director, Assistant, Custodial Staff			In progress
Equipment repairs and replacement Year 1	July 2018- December 2018	Facilities Director, Assistant	Facilities Budget		©
Biomass reassessment and tune up Year 1	July 2018- December 2018	Facilities Director, Assistant, Technology Coordinator, Foss Smith- consultant			In progress
Sports complex repairs and upgrades, HVAC monitoring Year 1	April 2018- October 2018				©
MAINTENANCE OF THE SPORTS COMPLEX	TBD	TBD			
Interior/exterior repairs and upgrades Years 1-2	Spring 2018- Fall 2019	Facilities staff			©
Sports Complex Expansion needs TBD	TBD	TBD			
Maintenance Asst program Improvements Years 1-3	August 2018- August 2020	Facilities Director, Counselors, Principals			
Roof Replacement Years 1-5	When necessary	Facilities Director, outside contractor, Charlie Schultz- consultant	Insurance	Adjuster assessment repair	©
New floor scrubbers	One in 2019, another when necessary	Facilities Director			©

Years 1-5					
Replace lawn equipment and tractors	When necessary	Facilities Director			
Years 1-5					
Additional Staff	As needed for continued school growth	Facilities Director, Superintendent, BOE			



**FOCUS AREA- SUPPORT SYSTEM: Learning**

OBJECTIVES	TIME FRAME	PERSON/PEOPLE RESPONSIBLE	RESOURCES	IMPLEMENTATION BENCHMARKS	COMPLETION
Through collaborative efforts the staff and building administration will develop a vertically and horizontally aligned curriculum	2018-19 school year	Teachers principals	Early release days, all staff	Fall semester 2018 Sept., Oct., Nov. Spring Semester Jan. , Feb., March, Apr.	Sept.- Proficiency Scales, vertical and horizontal alignment; course descriptions, syllabi Oct.- Alignment of Proficiency Scales to CMAS; guaranteed and viable curriculum
Employ targeted interventions at MS/HS for struggling students	2018-19 school year	Teachers principals	PASS class instructors	Fall semester 2018	
Effectively utilize benchmark assessment data to inform instruction	2018-22 school year	Teachers, principals, interventionists	NWEA, CMAS data reports; Building Leadership Teams	Fall semester 2018;	
Create a unified Textbook Adoption cycle					
Adopt elementary science curriculum	2018-19 school year	Teachers, principals			
Explore possibilities of 1:1 Technology for secondary students		Teachers, principals, Technology Coordinator, Business Manager	Training grants, supplemental funding grants		
Explore the possibility of using Electronic textbooks vs. textbooks					
Obtain a Preschool Colorado Shines rating of 5	2018-19 school year				
Maintain relationships with					

current Preschool grant funders					
Continue to secure CPP and ECARE Funding for Preschool through CDE					
Prepare a plan for possible transition to CDE Licensed preschool	Spring 2023	BOE, Supt. General Fund			
Expand learning opportunities to include workforce, work study, industry certificates, Division of Vocational Rehabilitation, etc.					
Develop CTE courses with a higher education partner					

## Strategic Implementation Plan

### FOCUS AREA- SUPPORT SYSTEM: Teaching

OBJECTIVES	TIME FRAME	PERSON/PEOPLE RESPONSIBLE	RESOURCES	IMPLEMENTATION BENCHMARKS	COMPLETION
Provide Professional Learning Community time for staff	2018-2023	Supt., teachers, principals, support staff	Early release days; workshops; conferences, trainings	Ongoing	ongoing
Provide quality professional development for staff		Supt., teachers, principals	Title I, Title II MTBOCES	Ongoing Consult with SPEA on PD choices	
Develop a plan in coordination with MTBOCES for required ELD training		MTBOCES Superintendents, Principals, MTBOCES Director of Professional Learning	MTBOCES 1345 funds, CDE, Title I	TBD	
Increase compensation to attract and retain high quality teaching, support, and admin. staff	May 2017-July 2022	Superintendent, Business Manager, Board of Ed.	All revenue sources	May 2017- restore 1 frozen step, re-establish annual step+ 1 additional step equivalent *note: 10/18 restored all remaining frozen steps; annual step+ 1 additional step equivalent  July 2018 additional compensation *note: 07/18 annual step+ 1 additional step equivalent  July 2019	ongoing
2018-19 Complete HR Study with options and financial implications	May 2018- January 2019	Superintendent, Business Manager		January 2019 Board report on HR Study	
2018-2023 Provide salary credit for coursework that is aligned to the Major Improvement					

Strategies in the Unified Improvement Plan					

**Strategic Implementation Plan**

**FOCUS AREA- SUPPORT SYSTEM: Partnerships**

OBJECTIVES	TIME FRAME	PERSON/PEOPLE RESPONSIBLE	RESOURCES	IMPLEMENTATION BENCHMARKS	COMPLETION
Maintain and grow relationship SPAA					
Maintain and grow relationship SPSF					
Maintain and grow relationship Rec District					
Maintain and grow relationship Boys & Girls Club					
Town of Fairplay					
Park County DAC,PIT, PTO					
<b>Town of Alma</b>					
Establish a partnership with South Park Chamber of Commerce for promotion of PCSDRE2					
Partner with a Marketing firm to			Grants, Gen Fund		

promote PCSDRE2					
PCSDRE2 Survey					
<b>Maintain and grow relationship SBHC</b>					
Development a partnership with local higher education for teacher/staff professional learning and student concurrent enrollment					
Expand learning opportunities for students through CO Workforce					
Expand learning opportunities for students through work study					
Expand learning opportunities for students through industry certificates					
Expand learning opportunities for students through Division of Vocational Rehabilitation					

***Strategic Implementation Plan***

**FOCUS AREA- SUPPORT SYSTEM: Programs**

OBJECTIVES	TIME FRAME	PERSON/PEOPLE RESPONSIBLE	RESOURCES	IMPLEMENTATION BENCHMARKS	COMPLETION
2019-2020 Explore the possibilities of expanding Athletic program offerings	Jan 2019-July 2019				
January 2019 Explore the possibilities of expanding student Activities offerings	Jan 2019-July 2019				
<b>College Readiness</b>					
<b>Workforce Readiness</b>					
Support student financial needs for fees, equipment, etc. through private foundation funding			Lillis Foundation, Brown Family Foundation		
<b>January 2019</b> <b>Establish CTE course offerings for 2019-2020</b>	Jan 2019-July 2019	Principals, teachers, master schedule committee		July 2019 Finalize Master Schedule	
<b>2018-2019</b> <b>Provide scholarships to encourage teachers to seek CTE endorsement</b>	Jan. 2019-July 2019	Superintendent, principal	General Fund, Perkins Grant	March 2019 Budget Needs Assessment June 2019 Budget adoption	
<b>Mental health- OBH</b>					
<b>2018-2019</b> <b>Maintain programs that reduce truancy, absenteeism, suspension/expulsion</b>			<b>Restorative practices-Salida</b>		
Social emotional learning					
2018-2019 Establish and maintain Academic intervention programs that support struggling students			Title I funds, General Fund, Summer school funds		

2018-2019 Establish and maintain Academic enrichment programs that provide additional learning opportunities for students			Gifted/Talented funds, General fund, Summer school funds		
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