



THOMPSON
SCHOOL DISTRICT
STRIVE
2025

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SCHOOL DISTRICT

#WeAreThompson

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WELCOME TO THOMPSON SCHOOL DISTRICT'S "STRIVE 2025" STRATEGIC PLAN

Dear Thompson School District Community,

On behalf of the Board of Education and our over 2,100 employees, we are pleased to present to you the "Strive 2025" Strategic Plan. This plan will serve as our guiding document, North Star and blueprint for our future as we boldly set our direction and priorities for the next five years in Thompson School District.

The creation of this Strategic Plan has truly been a community effort which has spanned nearly a year and has involved broad stakeholder input from our staff, students, parents and communities. Our finished product plots our course as we set out to create a world-class educational environment for our students to grow, thrive and succeed. We are proud of our plan and commit to align our priorities, resources and work to ensure that our five-year vision is realized. The TSD Board of Education will review the

strategic plan on an annual basis to monitor progress and provide input on helping the district to achieve our goals. We call upon our entire community to join with us as we embark on our journey to make Thompson School District a best-in-class organization that puts students and student success at the center of it all.

Thank you for your continued support,

Lori Hvizda Ward
President - Thompson School District Board of Education

Dr. Marc Schaffer
Superintendent - Thompson School District

August 2019



**STUDENT
ACHIEVEMENT**



**INCLUSIVE AND
SUPPORTIVE CULTURE**



**HUMAN
TALENT**



**STEWARDSHIP
OF RESOURCES**

Thompson School District's Strive 2025 Strategic Plan is focused on providing a road map for our work as a district. The four Focus Areas address the key success factors that are necessary to be a premier district of distinction. The plan defines our areas of focus and how we will achieve our vision while supporting students in reaching the competencies in our **"Portrait of a TSD Graduate."**

PORTRAIT OF A TSD GRADUATE

We believe it is imperative that our students are well prepared to contribute in their community and compete in a global economy. The competencies in our Portrait of a TSD Graduate are embedded in the daily interactions between students and staff.

COMMUNICATOR

- » Incorporates effective reading, writing, listening and speaking skills for various purposes
- » Adapts communication style to the audience
- » Uses technological skills and digital tools to explore and exchange ideas

CRITICAL THINKER

- » Engages in problem-solving, inquiry and design of innovative solutions to overcome obstacles to improve outcomes
- » Demonstrates divergent and ingenious thought to enhance the design-build process
- » Evaluates and analyzes ideas and information sources for validity, relevance and impact



SELF-ADVOCATE

- » Seeks career pathways and opportunities
- » Uses time and financial resources wisely to set goals, complete tasks and manage projects
- » Engages in reflection for individual improvement and advocacy

CITIZEN

- » Contributes talents toward solutions that benefit the broader community through service
 - » Shows empathy, compassion and respect for others
 - » Demonstrates civic responsibility

COLLABORATOR

- » Works effectively with others to achieve group goals
- » Takes actions that respect the needs and contributions of others
- » Positively facilitates and contributes to teamwork



STUDENT ACHIEVEMENT

FOCUS AREA #1: STUDENT ACHIEVEMENT

Thompson School District is dedicated to preparing each and every student for life beyond the walls of our schools. TSD staff focus on educating “the whole child,” helping to ensure that students are able to demonstrate their learning in meaningful ways and move forward in life as healthy and strong individuals.

INDICATORS OF SUCCESS:

- » Academic outcomes
- » Student wellness
- » Opportunities for a well-rounded education

STRATEGIC GOAL:

By 2025, TSD will move from a rating of “Accredited” to a rating of “Accredited with Distinction” as measured by the State of Colorado’s District Performance Framework.

WHAT WE WILL USE TO MEASURE OUR PROGRESS:

- » District Assessments
- » State Assessments
- » Graduation Rate
- » Drop-Out Rate
- » Attendance
- » Course Participation
- » Participation in Extracurricular and Cocurricular Activities
- » Surveys
- » Kindergarten Readiness
- » Participation in Early Childhood Opportunities
- » College Enrollment and Persistence
- » Career Placement
- » Having a Variety of Pathways Available to Students
- » Social-Emotional and Behavioral Data

DESIRED OUTCOMES

- » **1.1** Ensure each student meets or exceeds performance and/or growth targets
- » **1.2** Ensure social, emotional, behavioral and physical programs provide a supportive learning environment
- » **1.3** Ensure standards-based pathways, programs and services reflect evidence-based practices, research and integration of technology by all students

CHALLENGES

- » Manage changes to content standards and other requirements by the Colorado Department of Education
- » Adapt to an ever-changing technological, social, and global environment
- » Achievement and growth gaps exist for our culturally, racially, linguistically, economically and cognitively diverse students

ACTIONS

- » Evaluate assessment data to identify and address achievement and growth targets of individual students
- » Deliver, monitor, and evaluate instructional programs and services
- » Deliver, monitor, and evaluate social, emotional, behavioral and physical programs and services
- » Provide modern and equitable access to instructional technology to educators and students



INCLUSIVE AND SUPPORTIVE CULTURE

FOCUS AREA #2: INCLUSIVE AND SUPPORTIVE CULTURE

Thompson School District is committed to creating an equitable environment for all. School and administrative campuses will foster a welcoming environment, a feeling of hope, a sense of belonging and a safe environment where students, families, staff and community members feel supported and comfortable in their growth.

INDICATORS OF SUCCESS:

- » Attendance/participation
- » School safety
- » Involvement of diverse stakeholders and community

STRATEGIC GOAL:

By 2025, as measured by survey results, TSD will increase by

10% the number of students, staff, parents and community members who “strongly agree” or “agree” that they feel welcomed, safe and supported.

WHAT WE WILL USE TO MEASURE OUR PROGRESS:

- » Student and Staff Attendance at School
- » Student, Family and Community Participation in School Events and Activities
- » Perception Surveys
- » Student Referral and Discipline Data
- » Training in Safety and Response Protocols
- » Implementation of Crisis Plans / Drills
- » Engagement of Student Resource Officers in Schools
- » Counselor Caseload and Types of Student Interactions

DESIRED OUTCOMES

- » **2.1** Ensure learning environments support a positive culture and climate
- » **2.2** Ensure all facilities are welcoming, safe and meet the needs of students, staff, and community
- » **2.3** Ensure all stakeholders are engaged in effective two-way communication through a wide variety of strategies

CHALLENGES

- » Address existing infrastructure to promote safety of students and staff
- » Inequities exist in the experiences of our culturally, racially, linguistically, economically and cognitively diverse students
- » Connect authentically with students, families, and community

ACTIONS

- » Develop, implement, monitor and evaluate professional learning opportunities related to social, emotional, behavioral learning and safety protocols
- » Develop, implement, monitor, and evaluate District Standard Operating Protocols for School Safety and Facilities
- » Implement, monitor, and evaluate district family and community engagement plans



FOCUS AREA #3: HUMAN TALENT

Thompson School District will invest in teachers, leaders and support staff to ensure we create the most impactful learning conditions that enable students to reach their full potential. TSD will be a “destination of choice” for individuals who are seeking a rewarding profession that empowers and inspires them to become difference-makers.

INDICATORS OF SUCCESS:

- » Recruitment and retention of high-quality staff
- » Continuous improvement and growth mindset
- » Satisfactory culture and climate surveys

STRATEGIC GOAL:

TSD will maintain an annual staff retention rate of 85% or greater.

WHAT WE WILL USE TO MEASURE OUR PROGRESS:

- » Retention of Workforce
- » Staff Satisfaction Surveys
- » Quantity and Quality of Applicants
- » Number of Staff Vacancies on the First Day of School
- » Exit Survey Data
- » Culture and Climate Surveys
- » Personnel Turnover Rates
- » Educator Effectiveness Data
- » Professional Learning Opportunities Provided and Accessed
- » Regional Comparison of Salaries and Benefits

DESIRED OUTCOMES

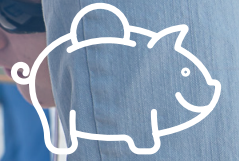
- » **3.1** Ensure recruitment and retention of high-quality staff
- » **3.2** Ensure continuous improvement and growth mindset
- » **3.3** Ensure the working environment reflects a positive culture and climate

CHALLENGES

- » Shortage of qualified applicants
- » Changing workforce needs
- » Lack of professional development opportunities that address the individual needs of employees

ACTIONS

- » Monitor personnel turnover rates
- » Improve and enhance continuous improvement opportunities for employees and develop effective onboarding practices
- » Monitor and evaluate the culture and climate of the district



STEWARDSHIP OF RESOURCES

FOCUS AREA #4: STEWARDSHIP OF RESOURCES

As a public taxpayer-funded organization, Thompson School District will continue to be an accountable entity that is fiscally responsible, efficient in its use of resources and transparent in its continued partnership with the community.

INDICATORS OF SUCCESS:

- » Transparency in the use of resources
- » Prioritization of capital and human resources to support mission and vision
- » Community partnerships

STRATEGIC GOAL:

TSD will maintain fiscal solvency through an annual balanced budget while meeting the current and future needs of the district.

WHAT WE WILL USE TO MEASURE OUR PROGRESS:

- » Financial Transparency
- » Data on the Efficiency of Operations
- » District Resources Allocated or Saved Through Partnerships and Volunteer Hours
- » Budget Analysis
- » Community Involvement with Citizen Boards and Oversight Committees
- » Audit Results

DESIRED OUTCOMES

- » **4.1** Ensure transparency in the use of district resources
- » **4.2** Ensure prioritization of capital and human resources
- » **4.3** Purposeful partnerships with businesses, higher education, local government and the community at-large

CHALLENGES

- » Finite resources of the district in a continually changing landscape
- » Reporting financial data that is easily understood
- » Aging systems, infrastructure and equipment
- » Student population growth and decline patterns

ACTIONS

- » Create, implement and maintain long-range resource plans
- » Maintain and improve budget templates, processes and procedures to ensure alignment of available resources with priorities of the district
- » Enhance reporting of financial data in a clear, understandable format

MISSION

- » Empower to learn
- » Challenge to achieve
- » Inspire to excel

VISION

The Thompson School District will be a school district that empowers, challenges and inspires students, faculty, staff, parents, school leaders and community members to learn, achieve and excel.

Thompson School District does not discriminate on the basis of race, color, creed, national origin, ancestry, sex, sexual orientation, age, disability, religion, or other status protected by law in admission or access to, or treatment and employment in, its programs and activities. The following individuals have been designated to handle inquiries regarding the district's non-discrimination policies:

Student ADA/Section 504 Compliance Officer
Director of Student Support Services
Thompson R2-J School District
800 South Taft Avenue
Loveland, CO 80537
970-613-5000

Title IX/Employee ADA/Section 504/EEO Compliance Officer
Director of Human Resources
Thompson R2-J School District
800 South Taft Avenue
Loveland, CO 80537
970-613-5000

Please see District Policy AC and related regulations for details regarding the district's prohibition against discrimination and its complaint procedures.



800 S. Taft Ave.
Loveland, CO 80537
970-613-5000



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