



Ponderosa High School Strategic Plan 2018-2022

Ponderosa Feeder Vision

Every student, every family, every day. A community of excellence.

PHS Mission

The purpose of Ponderosa High School is to empower all students to become caring, contributing citizens who can succeed in an ever-changing world.

PHS Vision

Ponderosa High School is dedicated to providing a positive educational experience for every student, every family, every day.

PHS Core Values

Respect, Empathy, Kindness, Honesty, Responsibility, Accountability, Hard Work and Resiliency.

PHS Motto

Proud, Productive, Proven

Board of Education End Statements

Positive Climate and Culture
Outstanding Educators
Academic Excellence
Collaborative Relations with Parents and Community
Financial Well-Being

Introduction

Ponderosa High School is a high performing secondary school in the Douglas County School District. We are a comprehensive high school consisting of grades 9-12 in Parker, Colorado, a southeast suburb of Denver. We have a 98.7% graduation rate, and 77.5% of our students attend two or four-year colleges or universities.

We provide an exceptional learning environment that has a strong focus on building positive relationships with all stakeholders. We believe in preparing students for life after high school by providing a rigorous academic curriculum, along with a wide variety of career and technical education (CTE) programming. We believe students are more successful when they are connected to their high school, so we offer a wide range of athletic and activity programs and clubs.

In alignment with the [Douglas County School District End Statements](#), Ponderosa has five priorities to ensure a positive educational experience for every student, every family, every day.

Positive Culture and Climate

- Build a positive school culture and climate, with a focus on our core values, the “Dude Be Nice” project, “Link Crew,” “Sources of Strength,” and the CASEL social/emotional learning model.
- Continuously address building and grounds needs and work collaboratively with the district to ensure the completion of various bond projects and capital improvements.
- Increase enrollment by providing a positive educational experience for every student, every family, every day.
- Provide opportunities for students to participate in a multitude of athletic and activity programs.
- Build positive relationships and alignment with our feeder schools.
- Use the data from the feeder Teacher and Staff Culture and Collaboration survey to determine culture and climate focus areas.
- Use the data from the Building Leadership Team Student Culture and Collaboration Survey to determine strengths and weaknesses in our school culture and climate. (PLC Data:1/2/3/4)
- Increase the number of counselors from four to six, and provide extensive mental health training to help counselors deal with various student issues.
- Ensure student and staff safety by working collaboratively with the School Resource Officer and the Douglas County Sheriff’s Department.

- Provide numerous ways to recognize outstanding students, teachers and staff members like Stang Stars, Teacher of the Month, Drop in the Bucket, etc.
- Build awareness of global issues by hosting our annual Human Rights Awareness Week.
- Build community and feeder goodwill by hosting our annual Wish Week.
- Provide opportunities to showcase student and staff talent by hosting our annual Master Mustang and Mister Mustang talent shows.

Outstanding Educators

- Hire and retain quality teachers and staff by using effective screening methods, quality interview techniques, and staff support and recognition.
- Build professional trust and partnerships across the curriculum.
- Expand professional development opportunities for teachers and staff within the school day as well as provide opportunities for specialized trainings such as Advanced Placement, CTE, etc.
- Utilize high effect size instructional strategies and technology tools from the *Bold School* instructional model to enhance student learning.
- Use peer observations to gather feedback to improve instruction.
- Utilize the Building Leadership Team to support instruction and support collegiality amongst staff.
- Provide coaching for teachers by administrators and Professional Learning Specialist by supporting the common language and ideas in *Bold School* and school-initiated professional development.
- Use a series of “walkthroughs” to gather information on teacher effectiveness and give feedback on instruction (four times per teacher/year).
- Effectively use the CITE (Continuous Improvement of Teacher Effectiveness) evaluation system to evaluate teachers and improve instruction.

Academic Excellence

- Focus on the Rigor, Relevance and Relationship Framework by focusing on one area per school year.
- Fully prepare all of our students for college, careers and/or trades by offering extensive and rigorous programming including numerous A.P., concurrent enrollment classes, and CTE programs.
- Provide students with an increased number of opportunities to take the PSAT 9, the PSAT/NMSQT (National Merit State Qualifying Test).

- Improve SAT scores by increasing the number of opportunities for test taking, and using various resources such as Khan Academy and College Board as a testing resource.
- Move from our current 8 period bell schedule to a 7 period bell schedule for the 2019-20 school year in an effort to increase student/teacher contact time and improve learning.
- Move from the current 7 period bell schedule to a new regional bell schedule to provide more opportunities for students to access CTE/CE programming and upper level classes among schools, and to align with the new Innovation Campus, opening in the fall of 2021.
- Use Access time to improve study habits, basic organizational skills, test taking skills, and note taking.
- Monitor at-risk student progress and behavior with a monthly review during MTSS meetings (multiple systems of support).
- Provide credit recovery, social and academic support through the EARSS (Expelled and At Risk Student Services) and Star Lab programs.
- Use teacher PLC time to increase collaboration among departments, analyze and assure consistent curriculum delivery aligned with state standards and the district's Strategic Plan, increase departmental articulation and develop positive relationships among staff members. ([Current State Mission /Collaboration](#))
- Continuously analyze testing data to determine academic strengths and growth areas to improve student learning.
- Refreshing old/aged computers in classrooms and office areas to stay current with new technology and to increase learning and classroom/department effectiveness.

Collaborative Relations with Parents and Community

- Ensure multiple effective pathways for communication are available to all parents, guardians, families, community members and district employees.
- Provide opportunities for positive collaboration among teachers and administration to expand teacher voice.
- Include our feeder schools and community in our Homecoming parade and BBQ.
- Host various feeder nights within our athletic and activity programs.
- Participate in various reach out programs with feeder schools.
- Increase the number of participants on our School Accountability Committee.

- Increase presence in the community by attending various community functions like Rotary Club meetings, Chamber of Commerce events, booster club meetings, etc.
- Continue to build partnerships with Parker businesses by hosting the annual college and career fair, along with involvement in various internship and certification programs.
- Increase the number of parents involved in the Mustang Moms organization (formerly PTO - Parent and Teacher Organization).
- Participate in the feeder 5K run sponsored by Mountain View Elementary School.

Financial Well-Being

- Use the High Reliability Schools Culture and Collaboration data to help assess appropriate expenditures.
- Effectively manage the School Based Budget (SBB) by ensuring that all fiscal transactions are legal, ethical, and appropriate.
- Consistently meet with all departments to build an awareness of revenue, expenditures and financial needs.
- Ensure that long-term financial stability has been established and maintained.
- Ensure that all school funds and expenditures are handled equitably, efficiently and transparently.
- Continued discussion, input and annual review of budget at SAC meetings.