





1	Board Update	Mr. Roy Martinez	Board Member
2	2018 - 19 State of STEM	Leanne Weyman	Director
3	Highlights by the Numbers	Dr. Karen Johnson	Director of Curriculum and Accountability
4	Special Programs and Student Support	Hannah Reese	Assistant Director of Special Programs
5	Facilities	Robert Hoornstra	Chief Operating Officer
6	Enrichment	Sara Phelps	Enrichment Coordinator
7	SAC: School Accountability Committee	Lauren Pickett Kelly Reyna	Chair – SAC Vice ChairSAC
8	PTO: Parent Teacher Organization	Susan Montgomery Kelley Marie Paulson	Co-Chairs - PTO
9	Q & A and Discussion	Leanne Weyman and Staff	









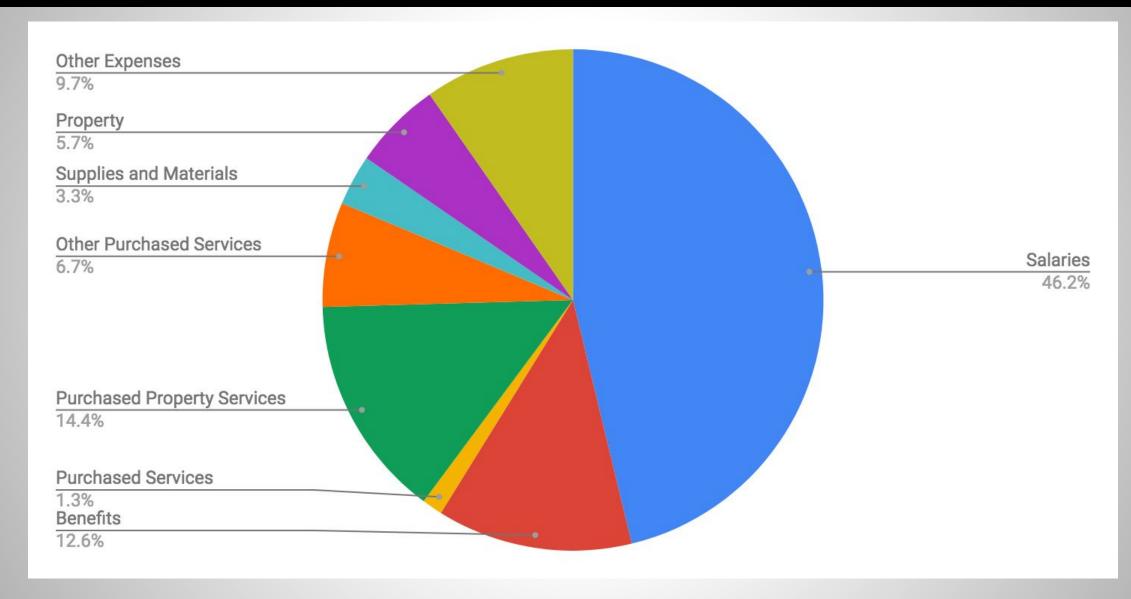


### UPDATES SINCE THE 2017-18 SCHOOL YEAR

- Financials
- Compensation review team
- Improved Hiring Process
- Increase presence of Sources of Strength program
   Roll out 2017-18; ramp up 2018-19;
- Teacher Growth and Support Team Improved Teaching and Learning
- Leadership Structure
- Increased student voice



## FINANCIALS - EXPENSE BREAKDOWN



Moody's Rating Baa3 - Investment grade rating

### **Audit Results**

- Unqualified Opinion (Highest audit opinion you can get!)
  - no management recommendations
  - Full Audit can be found on our website. "Financial Transparency"



### Compensation Team

## **Teacher Compensation Team Survey**

The compensation team has been looking at all of the ways we are compensated at STEM. In examining the systems at play, we wanted to gather feedback regarding some pieces we have been working on.

- Improved Hiring Process
  - Stakeholder interview students; parents; teachers; administration
  - Inclusion of PBL development



### TEACHER GROWTH AND SUPPORT TEAM UPDATE

- Teacher autonomy
- Competitive Salaries
- Teacher voice and choice
- Leadership opportunities
- Staff support (see inset)

#### **STAFF SUPPORT**

- Teacher Coaches
- Social Workers
- Psychologist
- Counselors
- Learning Support Specialists
- Educational Assistants

#### Year at a Glance

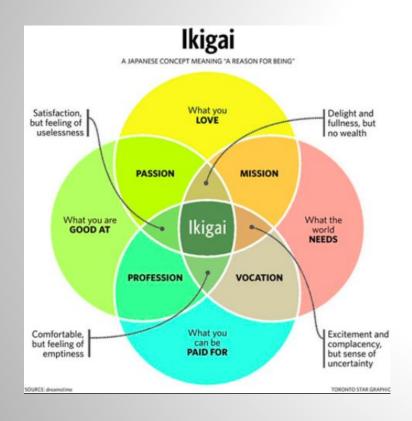
- 8 Instructional
   Coaches
- 1,660 coaching hours
- 12 Mentors
- 210 mentor hours

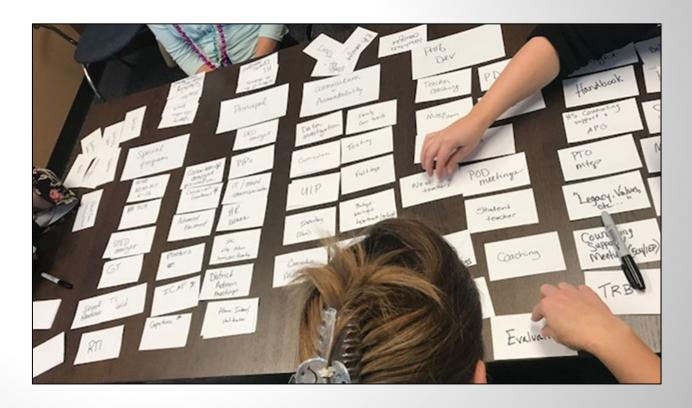
As our school matures, we continue to improve our methods for finding and maintaining the best teachers.



## Progress Report on our Leadership Model

- Focus on "lkigai" (the correct people in each role)
- Focus on Strengths







# Defining STEM School Leadership Roles

Director	Director of Curriculum and Accountability	Director of Professional Development
Leanne Weyman	Dr. Karen Johnson	Stephanie Mendrala and 8 Teacher Coaches
<ul> <li>Mission and vision alignment</li> <li>District compliance</li> <li>Human resources</li> <li>Oversight of STEM operations and instruction</li> <li>Staff Improvement Plans</li> </ul>	<ul> <li>Curriculum Alignment</li> <li>Grading alignment and consistency</li> <li>Unified Improvement Planning</li> <li>Curriculum events</li> <li>SAC liaison</li> </ul>	<ul> <li>Staff Culture</li> <li>Teacher Coaching</li> <li>Professional Development planning and implementation</li> <li>Teacher Induction Program</li> </ul>



Assistant Director of Student Experience	Assistant Director of Special Programs	Assistant Director of Student Success
Cassandra Burkard (K-6) Sarah Boland (7-12)	Hannah Reese	Liz Dougan
<ul> <li>Student culture</li> <li>Student and Family activities</li> <li>Sources of Strength</li> <li>Discipline</li> <li>Legacy and traditions</li> <li>MTSS</li> <li>PTO liaison</li> </ul>	<ul> <li>IEP oversight</li> <li>504 oversight</li> <li>GT/ALP oversight</li> <li>READ Act</li> <li>ELD oversight</li> <li>Counseling &amp; Mental health</li> </ul>	<ul> <li>Concurrent Enrollment</li> <li>Advanced Placement</li> <li>Data analysis and investigation</li> <li>College board testing</li> </ul>

- Improved consistency throughout the entire K-12
  - Deliverables for parents and families
  - Deliverables for staff
  - Deliverables for students
- Accelerated efficiency as a result of...
- Increased focus on each area of need
  - Continued growth within each domain
- Increased collaboration and communication among leaders
  - Daily "stand-up" meetings
  - Team collaboration on problems and issues in real time

- Identification and resolution of blind spots
  - Teacher Feedback Team
- Continued communication of roles and responsibilities.
  - Who do I go to for...?

## New for the 2018-19 School Year

- Charter Renewal
- Schedule Updates
- Communications
- Increased Student Voice
- Athletics





## New for the 2018-19 School Year

### Charter Renewal

o Thank you to all of you who wrote letters, spoke at the board meeting and offered your support



### New for the 2019-20 School Year

## Secondary Schedule Adjustment

- 10 Minute addition to the school day
- Addition of Advisement Period

Note: Secondary only! The elementary schedule remains unchanged

#### STEM 2019-20 Secondary Block Bell Schedule

#### Period 1 (Monday-Friday) 7:00-7:45 AM

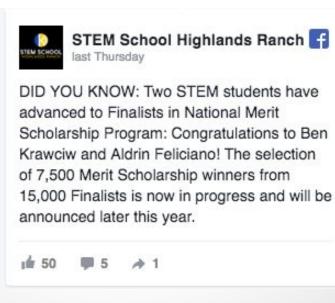
Block 1 7:50 AM-9:20 AM	Period 2	Period 3
Block 2 9:25 AM- 10:55 AM	Period 4	Period 5
Advisement 11:00 AM-11:15 AM	Advisement Period	Advisement Period
Block 3 11:15 AM-1:15 PM	Period 6	Period 7
	A Lunch (11:15-11:45 AM) B Lunch (12:00-12:30 PM) C Lunch (12:45-1:15 PM)	A Lunch (11:15-11:45 AM) B Lunch (12:00-12:30 PM) C Lunch (12:45-1:15 PM)
Block 4 1:20 PM-2:50 PM	Period 8	Period 9

#### **Optional Opportunities**

Intervention Block 2:55-3:40 PM	Period 10 (Monday-Friday)
	2:55 PM-4:45 PM

Top Requests for Advisement Period	Parent Responses (352)	Student Responses (157)
#1	Grade checks with Mentor	Grade Checks with Mentor
#2	Communication regarding social/emotional support	Career Mentoring
#3	ICAP (Individual Career and Academic Plan)	Communication regarding social/emotional support
#4	Career Mentoring	ICAP (Individual Career and Academic Plan)
#5	Course Registration	Course Registration

- Did you know Weekly Social Media
   Posts
- Increased communication to the community
  - Website
  - Newsletter
  - o Social Media
  - Special mailing updates through IC





- Board Meeting Representation
- Student Forums 4 times each year
  - Students provide suggested agenda topics
- Student Surveys and request for input
  - New upperclassmen advisor position
  - Schedule Feedback
  - STEM Scholar Medallion
  - Prom/ After Prom Survey
  - Graduation details





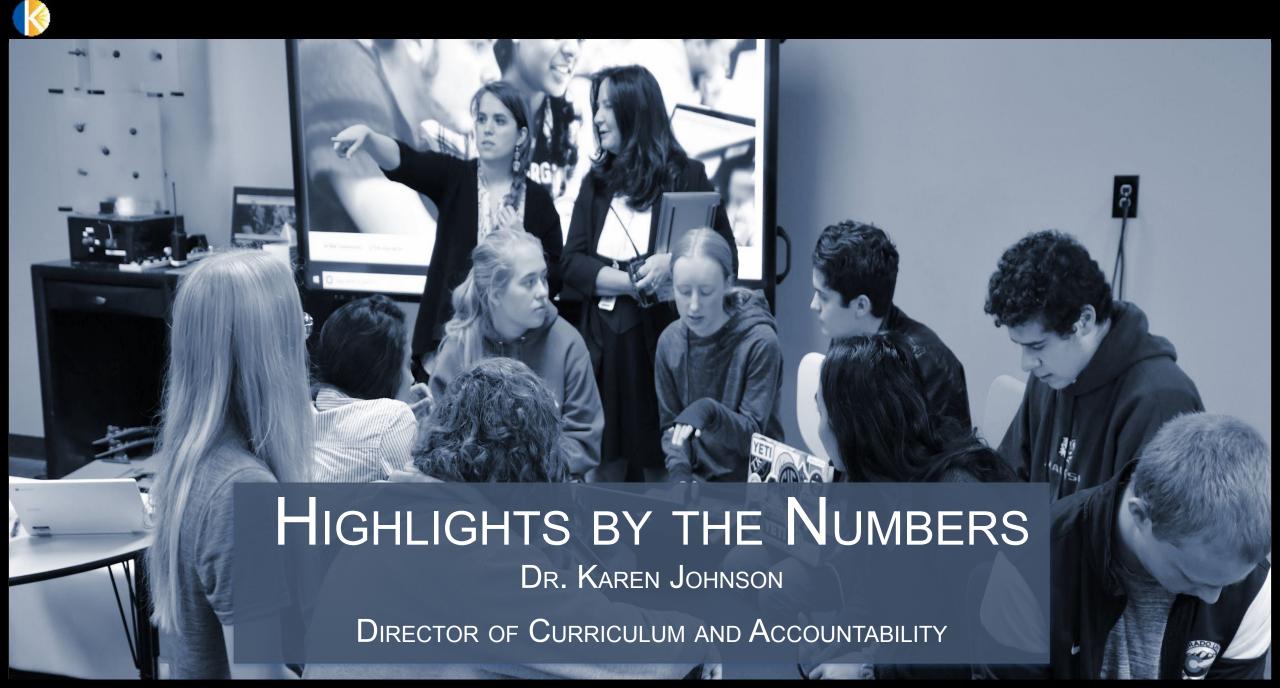
Fall Sports	Winter Sports	Spring Sports			
Soccer	Basketball	Track and Field (SVA)			
Volleyball		Golf			
Cross Country		Baseball (SVA)			
Cheer and Spirit (Full Year)					

\*SVA=Skyview Academy









## HIGHLIGHTS BY THE NUMBERS

**SAT Tests** (Colorado Statewide Rank)

90%

**Overall Performance** Rating (CDE, 2018)

1 CAMPUS. 3 INTEGRATED SCHOOLS: **ELEMENTARY - MIDDLE - HIGH** 

1854

K-12 Students

John J. Irwin School of **Excellence Awards** 

226

Students in AP Courses

600

Concurrent Enrollment credit hours earning in Spring 2019

1 of 5

PTECH Schools

38%

**Ethnic Diversity** of Students

98%

**Graduation Rate** 

96.5%

**Achievement** Rating (CDE, 2018)

17

Advanced Placement Course Offerings

Colorado MS and HS TSA State Finish 2018

614

**Concurrent Enrollment** credit hours earned Fall 2018

90 SENIOR GRADUATES - COLLEGE ACCEPTANCE 2018

108

College and University Acceptances

Countries

34

States

91%: COLLEGE AFTER GRADUATION

191

to all DCSD

126

Industry Certificates Earned

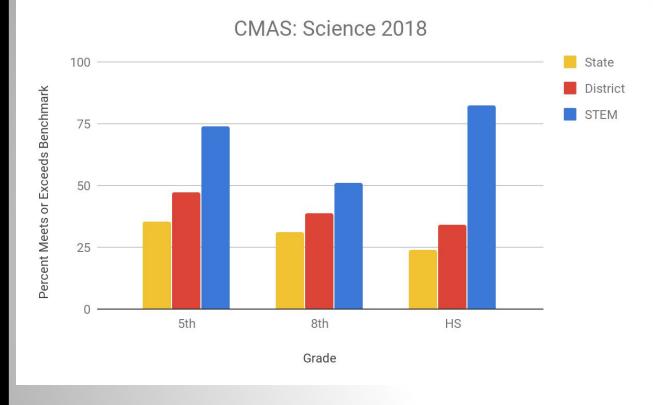


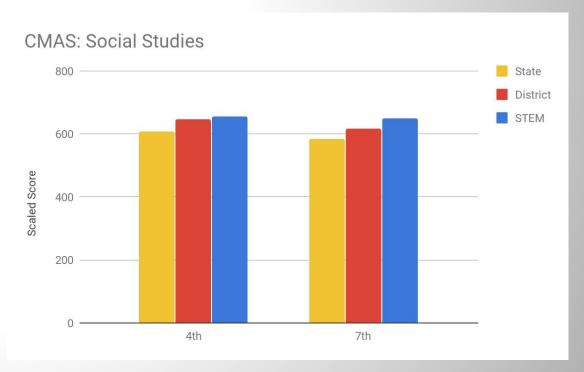
## CMAS RESULTS: Spring 2018

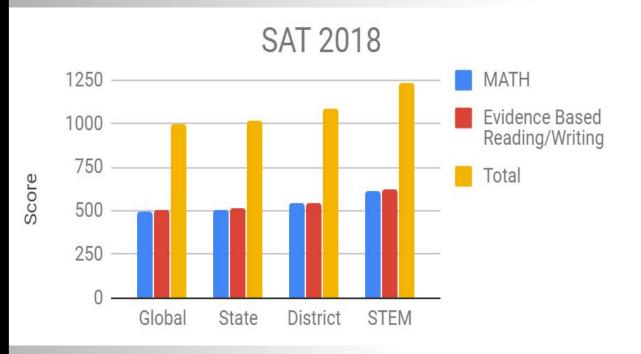
	2018	2018 CMAS: English Language Arts						
	3rd	3rd 4th 5th 6th 7th 8th						
State Ave	739	745	746	743	744	743		
District Ave	748	752	753	754	751	758		
STEM	759	751	768	767	775	773		
% at Benchmark	59.4	58.8	77.8	70.1	76.4	72.9		

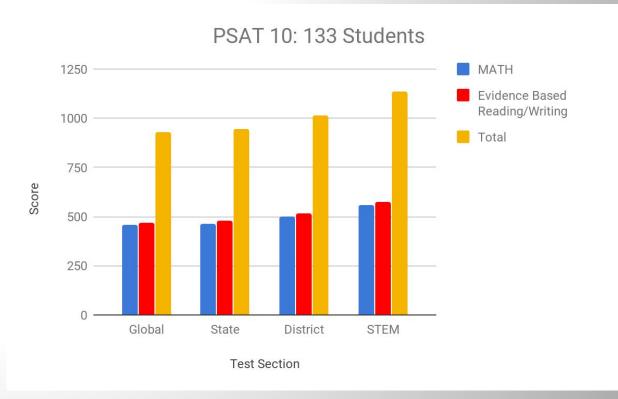
For additional information regarding the STEM School Highlands Ranch Unified Improvement Plan visit: <a href="https://www.cde.state.co.us/code/schooldashboard">https://www.cde.state.co.us/code/schooldashboard</a>

		2018 CMAS: Math						
	3rd	4th	5th	6th	7th	8th	Alg.1	Geo
State Ave	739	734	737	733	733	728	768	767
District Ave	747	743	744	745	738	727	767	766
STEM	752	745	763	756	741	725	760	750
% at Benchmark	60.0	42.2	66.7	64.9	39.3	16.7	60.7	54.2





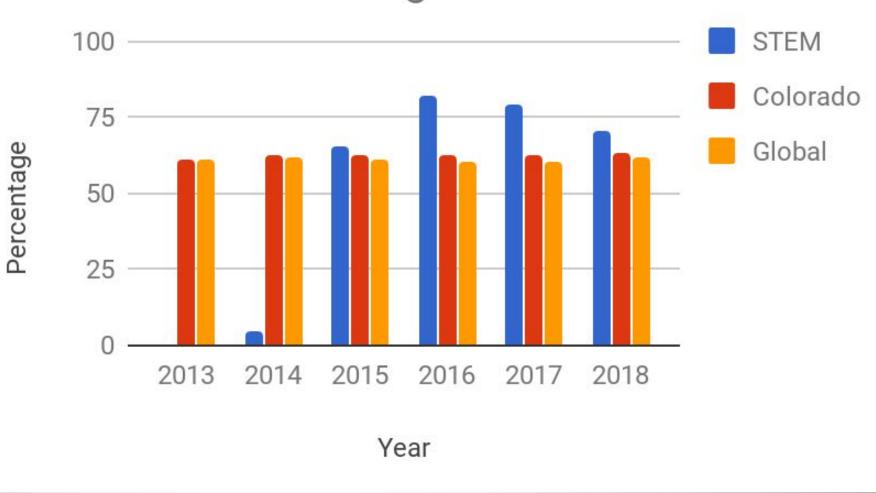




232 total scores earned were a 3 or higher on AP tests in 2018!

STEM students scored an average of 3 or above on the following AP tests: English Language, English Literature, US History, World History, Computer Science A, Computer Science Principles, Statistics, Physics 1, Physics C: Mechanics, French, and Spanish.

# AP: Percentage of Scores 3+





### ADVANCED PLACEMENT AND CONCURRENT ENROLLMENT COURSE OFFERINGS

AP Language and Composition

AP Literature and Composition

**AP Chemistry** 

**AP Biology** 

AP Physics I - Algebra based

AP Physics C

AP Calculus AB

AP Calculus BC

AP Human Geography

**AP World History** 

**AP US History** 

AP Computer Science Principles

**AP Computer Science A** 

**AP Art Combo** 

AP Chinese Language and Culture

AP French Language and Culture

AP Spanish Language and Culture

**BUS 115 Introduction to Business** 

AEC 110 Architectural Design and Modeling

CNG 121 Computer Technician I: A+

CNG 124 Networking I: Network+

**ENG 121 English Composition I: GT-CO1** 

LIT 115 Introduction to Literature: GT-AH2

MAT 204 Calculus III with Engineering Applications: GT-MA1

CAD 255 Solid Works/ Mechanical

**BUS 115 Introduction to Business** 

CNG 122 Computer Technician II: A+

CNG 125 Networking II: Network+

**CNG 132 Network Security Fundamentals** 

ENG 122 English Composition II: GT-CO2

LIT 202 World Literature After 1600: GT-AH2

CAD 262 3-D Printing/ Additive Manufacturing

MAT 255 Linear Algebra

ACC 121 Accounting Principles I





# STATE OF SPECIAL PROGRAMS AT STEM

	Total Student Body	READ Act	English Language Learners (ELD)	Gifted & Talented (GT)	504	Special Education (IEP)
K-5	587	53 9.03%	27 4.6%	93 15.84%	14 2.39%	33 5.62%
6-8	656	15 2.29%	33 1.78%	196 29.88%	49 7.47%	42 6.40%
9-12	612	0	8 0.49%	121 19.77%	64 10.46%	38 6.21%
Total	1855	68 3.66%	68 3.66%	410 22.10%	127 6.84%	113 6.09%

	Total Student Body	English Language Learners (ELD)	Gifted & Talented (GT)	504	Special Education (IEP)
STEM	1855	3.66%	22.10%	6.84%	6.09%
SkyView	1263	11%	5%	5%	5%
Ben Franklin	924	1%	13%	4%	5%
Academy Charter	712	2%	5%	n/a	3%
American Academy	2544	5%	9%	2%	5%



# STUDENT SUPPORT STAFF: THIS IS WHO WE ARE

Psychologist	Becky Matson (6-8)
Social Workers	Heather Sherman (K-5) Jordyn Russo (9-12)
Counselors	Coleen Sullivan (6 all & 7 A-K) Nehemie Aristide (7 L-Z & 8) Charity Morris (9-12 A-L) Julie Wright (9-12 M-Z)
Counseling Assistant	Cassandra Bradfield

4 Professions

8
Professionals

- Crisis Prevention and Intervention
  - ASIST (Applied Suicide Intervention Skills Training)
  - > Threat Assessment Training
  - > Suicide Risk Assessment
  - Threat Assessment(Support)
  - Restorative Justice Training
- ❖ Social/Emotional Support and Intervention
  - > Mental Health & Wellness
  - Regular Student Check Ins and Monitoring, as needed
  - > Restorative Practices
  - > Support Groups
- MTSS Committee Members (Multi-Tiered System of Support)
  - RtI (Response to Intervention)
  - > PBIS (Positive Behavior Intervention and Supports)
- Sources of Strength and Building Resilient Me Adult Leaders



### SCHOOL WIDE INITIATIVES

◆ PBIS STEM Character tickets/rewards and Spartan of the Month (K-5)

### Second Step (K-4)

- > An evidence-based Social-Emotional Learning (SEL) program taught in every classroom
- > Helps students better understand, manage, and express emotions and empathy, develop positive relationships, and make responsible decisions

### **♦** Building Resilient Me (K-5)

- A wellness program designed to help elementary students identify and strengthen protective factors in their lives
- > Strengths wheel teaches students how their strengths can help them get through challenges
- Empowers peer leaders and adult mentors to impact others through connection, hope, help and strength
- Monthly Campaigns including events and activities

### **♦** Sources of Strength (6-12)

- > An evidence based prevention for suicide, violence, bullying and substance abuse
- Empowers peer leaders and adult mentors to impact others through connection, hope, help and strength
- Monthly Campaigns including events and activities





## PLAYFIELD PROJECT

#### Brought to you by:







1101 Bannock Street Denver, Colorado 80204 P 303.802,1166 www.nortle-design.com





Sponsors:

TAX DOLLARS AT WORK



May 2019 to August 2019 Construction



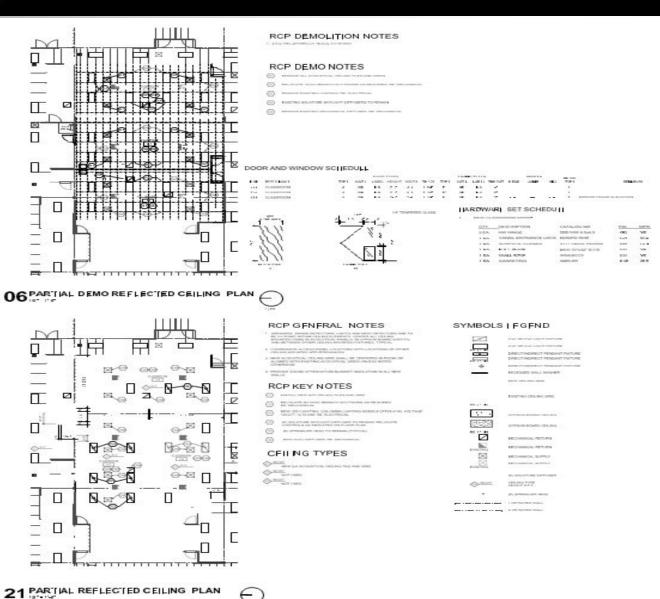


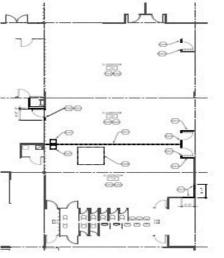


- Next for STEM School Improvements
  - Middle School Classroom Modifications
  - Douglas County Commissioners Security Grant Award
  - Owner's Representative & Coordinate Douglas County School District Bond Funding Projects
  - Development initiation for 2 -8 Playground



#### 2019 STEM MS CLASSROOM MODIFICATIONS

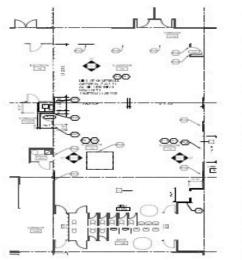




# DEMOLITION KEY NOTES

GENERAL DEMOLITION NOTES





#### PLAN GENERAL NOTES

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#### PLAN KEY NOTES

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24 PARTIAL FLOOR PLAN



PARTIAL DEMO AND FLOOR PLANS

CHOOL

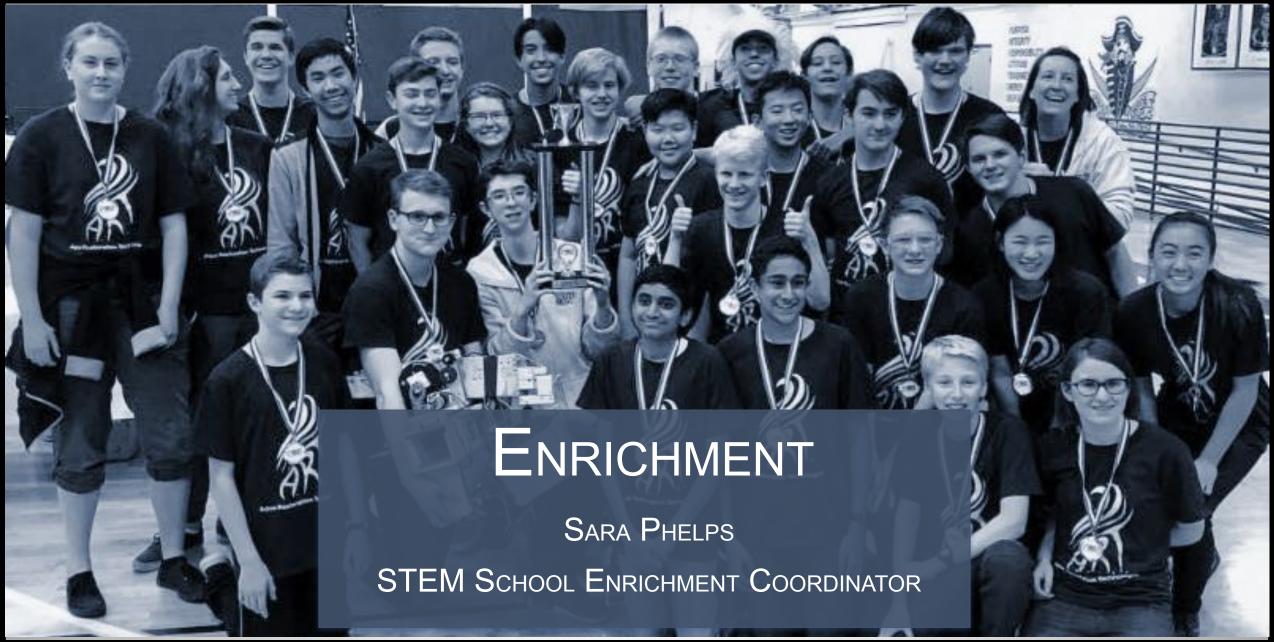
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#### 2019 Grant for Integrated Security Enhancements

#### INTEGRATED TECHNOLOGY FOR **EMERGENCY ALERT SYSTEMS** Johnson Mile **ACTIVE SHOOTER PREPAREDNESS** 10. Deploy real-time communication systems to Controls immediately warn both employees and law enforcement 11. Update emergency contact lists and test notification capacity regularly 12. Send alerts to a range of outputs Desktop PCs via "pop-up" messages, as well The average active shooter incident lasts 5 minutes; as PA systems, strobes, LED signs, text, mobile, 37% end in 2 minutes or less1 conventional phones and radios 60% of incidents end before police arrive2 The offender is a single shooter 98% of the time, primarily male (97% of the time)3 ACCESS CONTROL/ VISITOR MANAGEMENT 1. Automate processes for visitor pre-registration: ☑ ID proofing ☑ Check-in ☑ Check-out ☑ Badge printing ☑ Reporting 2. Evaluate the right level of badge credentials and authentication needed 3. Limit facility entrances INTEGRATED VIDEO SURVEILLANCE INTRUSION DETECTION 7. Optimize situational awareness through **GUNSHOT DETECTION SYSTEM** 4. Perform a physical key and alarm code risk assessment facility-wide video coverage Change alarm codes frequently Install alarms and cameras on all doors 13. Enhance speed and effectiveness of response by 5. Integrate panic alarms that can instantly notify law 8. Review and improve active shooter incident plans connecting detection with notification enforcement of an emergency regularly based on drill footage Quickly provide location of gunshot activity 6. Implement online management for easy arm/disarm 9. Integrate video and access control systems to Greatly reduce false alarms with 2-factor and monitoring enable rapid building or zone lockdown gunshot verification Ability to integrate with leading-edge security © 2017 Johnson Controls. All Rights Reserved. systems such as access control, mass notification Johnson Controls, All riggins reaser you. Johnson Controls, The Johnson Controls logo and the other trademarks listed above are registered in the US and/or other countries. Unauthorized use is strictly prohibited CITED SOURCES: (1) Blair, J. Pete, and Schweit, Katherine W (2014). A Study of Active Shooter Incidents, 2000 - 2013. Texas State University and video management and Federal Bureau of Investigation, U.S. Department of Justice, Washington D.C. 2014. (2) Ibid. (3) Ibid.







40
Programs

Over 1000 Registrations (approximate)

3
Levels
(Elementary, Middle, High)

## HIGHLIGHTS FOR 2019





#### 2019 HIGHLIGHTS SO FAR

- Summer of 2019 5 Camps 120 Participants
- MS and HS BEST Robotics teams advance to Regional Competition (December)
- Around 250 MS/HS students in TSA students will compete in February at State Conference
- Around 120 on MS and HS CyberPatriot Teams
- MS/HS theatre production, 'Fiddler on the Roof" to perform in January 2020
- FRC Robotics doubled team size and preparing for 2020 Competition season
- Two KidStage elementary productions
- First Lego League (FLL) teams will compete at locals
- Thriving DECA and FBLA programs

A variety of summer camps available to STEM students and students around the area this summer!

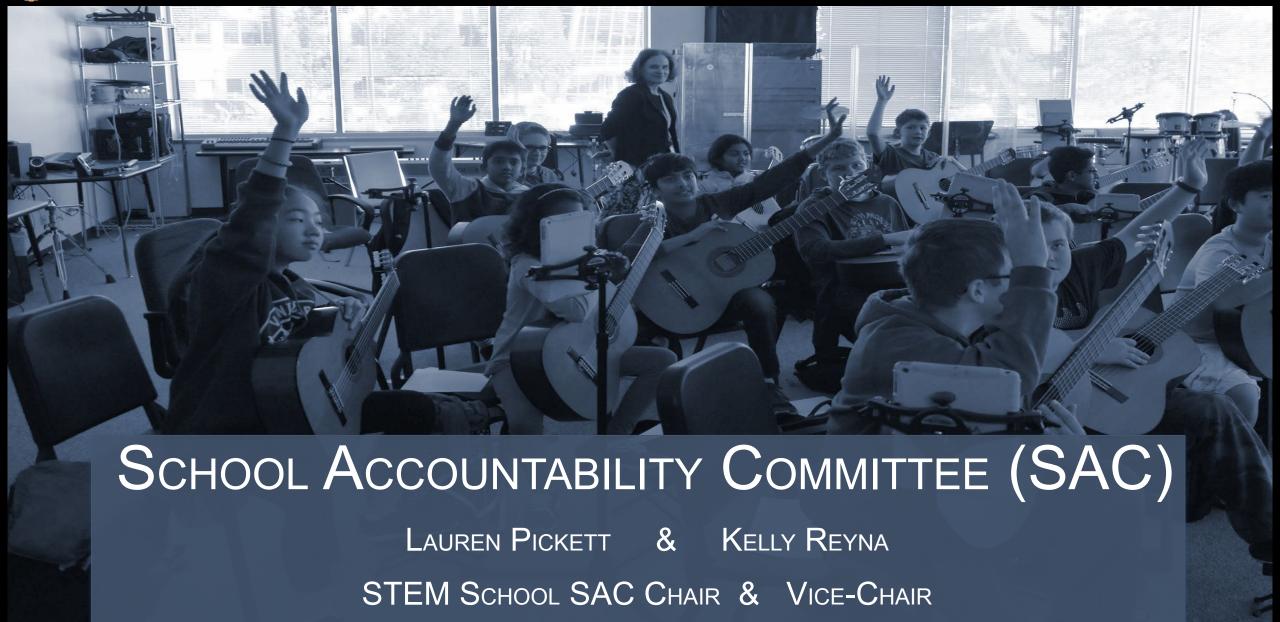
- Camp Invention, K-6 June 2019
- Theater Camps, Elem and MS/HS
- Robotics Camps July 2019
- And more!

#### MORE INFORMATION

Visit "Enrichment" on STEM's website to view current offerings and sign up for summer camps.

Email: Sara.Phelps@stemk12.org

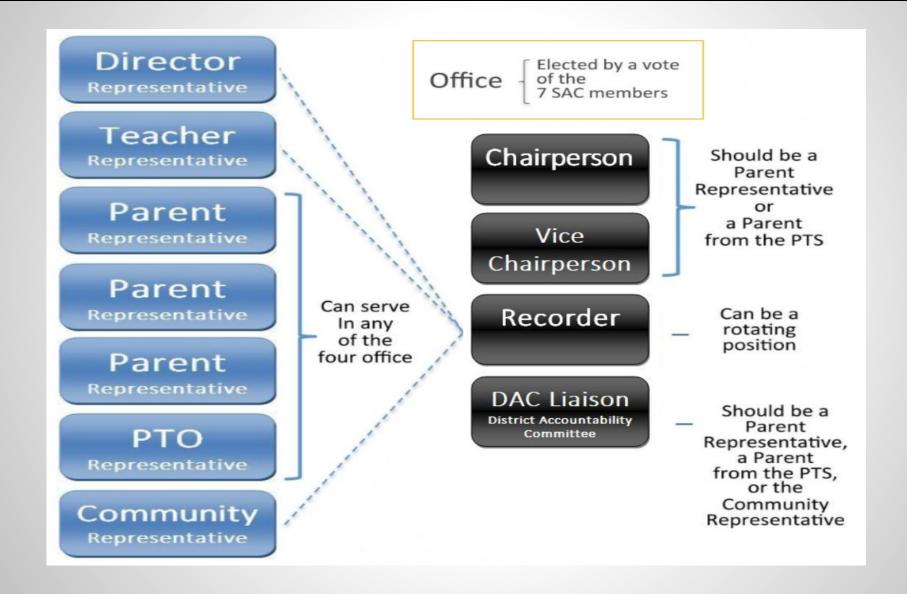






#### What is a School Accountability Committee?

- It's parents, it's teachers, it's community, it's YOU! SAC is an advisory committee to the director of our school. In Colorado it is a statutory requirement for every school to have a School Accountability Committee, SAC.
- The purpose of the SAC is to inform, encourage, and provide opportunities for parent and community members to be involved in the planning of the school's instructional program and quality improvement processes.
- Educating our children is a partnership between families and educators. The STEM SAC is a great forum for parents to be involved in their children's school. The SAC welcomes all parents and community members to attend the meetings to learn more about the "business" of educating our students.



# What does a SAC do?

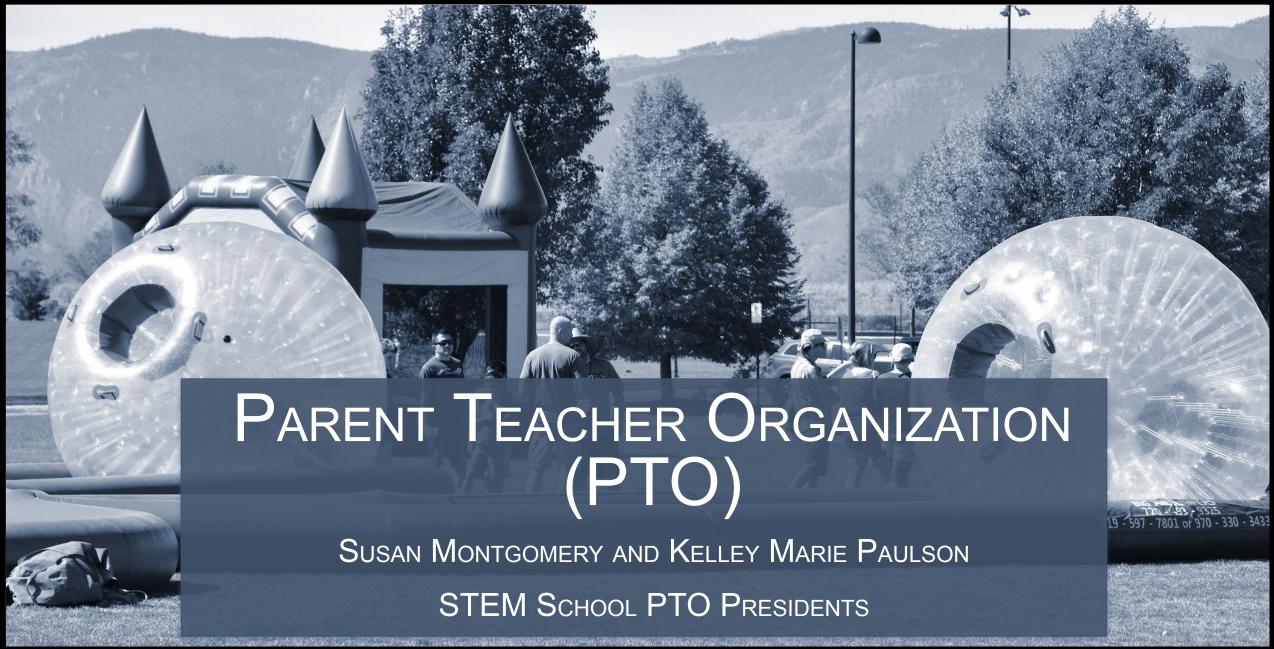
- Discuss results of State testing
  - School Performance Framework
- Provide input regarding...
  - School Budget
  - Unified Improvement Plan (UIP the school's academic goals and action plans)
  - Staffing Needs
- Parent Survey
  - Distribution
  - Collection
  - Data Analysis
- Collaborate with the PTO and the Board of Directors
- SAC reports to the DAC (District Accountability Committee)
  - The DAC meets with the Douglas County School Board of Education regarding...
    - Spending district money
    - Charter applications and renewals
    - School improvement plans

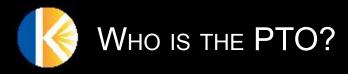
• We are currently assembling our SAC committee for the next school year. Nominations and an election are required to fill the open positions. More information on how to nominate yourself or another person will be coming up in the March newsletter. Nominations will be accepted until March 31st and then will be presented to the parent community for an election that will take place in April.

Next SAC meeting is on March 6<sup>th</sup> 6-8pm in The SYNK room 113 (Middle School Entrance)

Please join us and see what the SAC is all about!







#### **Current Executive Board Positions**

- Co-Presidents: Susan Montgomery and Kelley Marie Paulson
- Co-Vice Presidents: Kalissa Braga and Suzanne Sapp
- Treasurer: Karen Lee-Toy
- Communications Officer: Heidi Peterson
- Co-Member At Large: Bernadette Amaya and Ashley James
- Secretary: Aleza Bautista
- Staff Liaison: Cassandra Burkard and Sarah Boland
- SAC Liaison: Erin Gomez



"Enhance the overall experience for students, staff and families at STEM School Highlands Ranch."

Our mission ensures STEM PTO works in partnership with STEM School Highlands Ranch to foster a strong sense of community, provide enhancement activities for student, faculty, staff and families and help increase the educational, social and emotional experience for the members and their families.

- 1. Promote Communication to/from the Community
- 2. Fundraising
- 3. Host Events for staff, teachers, students as well as Community
- 4. Grant Money to the School for unbudgeted needs

Any parent and/or guardian with a student enrolled or teacher, faculty, or staff employed at STEM School Highlands Ranch shall automatically be granted membership into the STEM PTO.

No membership fee.
We are made up of
100% Donation and Event Revenue



STEM PTO IS A CHAPTER OF THE FOUNDATION FOR DOUGLAS COUNTY SCHOOLS.

STEM Gives! **Colorado Gives Day Last Chance to Give Restaurant Nights** Club Fundraisers **Events** Retail Reward Programs

# Current 2018-2019 Total is

\$84,999.28

This is a gross total earning from July 1st to December 31st



#### **Summer:**

Pirates Cove Back to School Nights Kindergarten First Day

## Fall:

STEM Blast Off Canvas and Cocoa Skate City

### Winter:

Elementary Evening with Dad
Dance and Game Night

Mom and Me Battlezone STEM FEST

## Spring:

STEM Up to Middle for our 5th Graders
After Prom

**Boondocks** 



#### GRANT FUNDS TO SCHOOL (JAN - AUGUST 2018)

#### **Communication Improvements**

The New All School PA System \$53,000

New School Sign \$11,000

Performing Arts Department Wireless Microphones \$2500

Elementary Smart Screen

#### **Teacher/Staff/Classroom Support**

approx \$2000

#### **Student/Club & Enrichment Support:**

Elementary Garden Boxes \$300

Club Support approx \$2000



### GRANT FUNDS TO SCHOOL (FALL FUNDING CYCLE)

- 1. Math Department calculators with cases and storing pouches for \$2,809.
- 2. Music iPADS/Laptops for sheet music for \$7,490.
- 3. Google VR Sets (30 sets) for \$8,299
- 4. Update Teachers' lounge for \$2,000.
- 5. Recycle Bins for \$600.
- 6. Art drying Racks \$1489.40.
- 7. Edison Robot for \$1643.62
- 8. Dash Robots for \$1460.62.
- 9. Cameras with synchronous learning for \$1766.
- 10. Playfield Construction for \$5,000.

Total Grant request of the above items equals \$32,557.42

Spring 2019 April 10th Meeting Summer 2019 TBD if needed Fall 2019 September 11th Meeting



#### COOL THINGS FOR TEACHERS/STAFF/STUDENTS

- Welcome Back to School Decorations
- Kindergarten "Gold Carpet" Welcome & Parent Coffee
- Decorations and Supplies for All Staff Bathrooms
- Breakfast for most Professional Days
- Dinner/Breakfast for Parent/Teacher Conferences
- Teacher/Staff Appreciation Week
- Custodial Staff Appreciation Week
- Senior Graduation Signs

- 1st Day Drop & Cry Coffee with Parents
- Monthly Coffees with Member At Large & other PTO Executive Board
- Monthly Parent Nights Out
- Parent Socials during MS/HS dances
- Provide Information on our Social Media groups
- Volunteer Appreciation Event
- Buddy Program (Welcoming Families with Current Family)
- Student Directory

Come to a meeting

Volunteer for an Event

At Home Projects

Cook or Donate one of many Meals

**Donate Money** 

Donate needed items

For Events

**Teacher Appreciation** 

Hospitality

## Join one of our many committees

- Communications
- Financial
- Grants
- Events
- Fundraising
- Hospitality

## www.stempto.com

Updated with Events, Fundraising, Financials

# Most 2nd Wednesdays at 6:30pm during the school year.

**MS Entrance in the SYNK** 



