



PREPARED AND SUPPORTED STAFF

PROFESSIONAL LEARNING

District 51 educators and leaders engage in personalized professional learning aligned to:

- Academic standard mastery
- Supporting the social and emotional needs of students
- Responding to the needs of all groups of students

By June 2025, 100% of educators engage in Learning Communities (LCs) linked to planning for, assessing, analyzing results, and adjusting instruction based on mastery of academic standards.

By 2025, 100% of educators and leaders will identify, implement, monitor, and adjust SEL practices related to students' social and emotional needs at their school.

By 2025, 100% of educators will embed instruction that acknowledges and affirms different cultural viewpoints in order to meet the diverse academic needs of all learner groups.

How will we measure our success?


District 51 staff will assess the success of professional learning by tracking data aligned to academic, social emotional, and culture outlined in the *Prepared and Successful Students* focus area of this plan.

District 51 staff will disaggregate this data to assess the needs and progress of subgroups across our district including special education status, race, gender identity, and free and reduced lunch status.

Aligned Initiatives

District 51 will support educators through data informed continuous improvement networks, professional learning, coaching, and learning community processes.

GOALS FOR PROFESSIONAL LEARNING



Educators engage in Learning Communities (LCs) linked to planning for, assessing, analyzing results, and adjusting instruction based on mastery of academic standards.

Year 1 (By June 2023)
80%

Educators and leaders will identify, implement, monitor and adjust SEL practices related to student SEL needs at their school.

Year 2 (By June 2024)
90%

Educators will embed instruction that acknowledges and affirms different cultural viewpoints in order to meet the diverse academic needs of all learner groups.

Year 3 (By June 2025)
100%

DIVERSE AND GROWING PIPELINES

District 51 will grow a diverse and healthy pipeline of qualified educators and leaders that will support the strategic goals of the district.

By June 2025, D51 will increase its diverse teaching staff to more closely mirror the community demographics.

By June 2025, D51 will increase the number of qualified certified candidates to 1,500 candidates.

By June 2025, D51 will increase the diversity of its leaders to more closely mirror the community demographics.

By June 2025, D51 will increase the number of qualified leader candidates by 45% as compared to 2021.

How will we measure our success?

District 51's Human Resources Department tracks demographic, application, and hiring data. Using this data District 51 will track its progress toward this goal over the course of the next three years.

District 51 staff will disaggregate this data to assess the needs and progress of subgroups across our district including race, gender identity, and qualifications.

Aligned Initiatives

District 51 will redesign teacher and counselor salary schedules, increase advertising, augment recruiting strategies, engage with TeachColorado to recruit more teacher candidates, and expand the district's existing "Grow Your Own" program to include leaders.

GOALS FOR EDUCATOR AND LEADER PIPELINES

Year 1 (By June 2023) 80%

D51 will match the state average of a diverse teaching staff.

D51 will increase the number of qualified certified candidates to 950 candidates.

D51 will increase the diversity of our leaders to 8%.

D51 will increase the number of qualified leader candidates by 15%.

Year 2 (By June 2024)

D51 will increase the diversity of its teaching staff to 11%.

D51 will increase the number of qualified certified candidates to 1,200 candidates.

D51 will increase the diversity of our leaders to 10%.

D51 will increase the number of qualified leader candidates by 30% as compared to 2021.

Year 3 (By June 2025)

D51 will increase its diverse teaching staff to more closely mirror the community demographics. (Ultimate goal: Staff demographics will mirror student demographics.)

D51 will increase the number of qualified certified candidates to 1,500 candidates.

D51 will increase the diversity of its leaders to more closely mirror the community demographics.

D51 will increase the number of qualified leaders candidates by 45% as compared to 2021.

STAFF WELLNESS

District 51 staff receive the mental health support they need to engage with students and families as healthy leaders.

By June 2025, D51 will increase favorable responses to 90% regarding educators' overall impression of their school, as well as future employment plans on the Teaching and Learning Conditions Colorado (TLCC) Survey.

How will we measure our success?

District 51 partners with the state of Colorado to administer the Teaching and Learning Conditions Colorado Survey annually. Along with an internally designed survey, the district will track progress toward these goals over the course of the next three years.

District 51 staff will disaggregate this data to assess the needs and progress of subgroups across our district including race, gender identity, and tenure in the district.

Aligned Initiatives

District 51 will develop, administer, and analyze data from an internally designed survey to determine current needs and gaps in support. Following the analysis of this data D51 staff will identify current and new best practices to support educator wellness in the district.

GOALS FOR STAFF WELLNESS

D51 will issue an anonymous staff survey in which staff can report on their general well being.

Year 1
(By June 2023)

D51 will increase favorable responses by 2% from the previous year to the district's survey questions related to staff's overall wellbeing.

Year 2
(By June 2024)

D51 will increase favorable responses to 90% regarding educators' overall impression of their school, as well as future employment plans on the Teaching and Learning Conditions Colorado (TLCC) Survey.

Year 3
(By June 2025)