# Poudre School District Strategic Framework

## Desired Student Outcomes

### Literacy
- Increase students’ literacy rates to support college and career readiness.

### Mental Health & Belonging
- Promote student connections and well-being.
  1. Implement equitable access to Mental Health supports and services.
  2. Increase connection and sense of belonging for all students, staff, and the PSD community.
  3. Provide comprehensive resources in partnership with the community to support all students.

### Graduate With Options
- Prepare PSD students to graduate with options.
  1. Ensure graduation requirements support students’ post-secondary goals.
  2. Build and enhance pathways that bridge PreK-12 learning with postsecondary and workforce opportunities.
  3. Improve systematic identification and interventions in all subject areas for students below grade level or off track to graduate.

### Safety
- Foster a culture in which students and staff feel emotionally and physically safe.
  1. Promote and foster a culture of physical and emotional safety for all in PSD that is aligned to mental health and well-being supports.

## Objectives

### Goals

## Strategies

### What

#### Literacy
- Create a comprehensive research-based professional development plan for teaching literacy across disciplines and grade levels.
- Implement ongoing, job-embedded, delivery options for professional development, including instructional coaching cohorts embedded in each school.
- Adopt high-quality, standards-based instructional materials that are representative of multiple cultures and identities.
- Implement curriculum-based professional development that supports teachers to meet the needs of students with multiple learning styles.
- Increase students’ foundational literacy skills using the state-adopted Science of Reading program.
- Increase students’ ability to communicate and think critically so they are successful in school and the workforce.
- Increase students’ media literacy to analyze information, claims, and sources presented to them through traditional and digital media.

#### Mental Health & Belonging
- Develop and implement systems of continuous improvement and monitoring strategies that are supported by a district-led Mental Health Taskforce.
- Design and utilize a professional development model for all staff that centers on equity and ongoing learning to support prevention, mental health, behavioral health, and Social Emotional Learning.
- Adopt and utilize a research-based Social Emotional Learning curriculum to align practices, principles, instruction, and strategies at all schools.
- Implement inclusive engagement strategies for students, families, staff, and the community that increase feelings of connection and belonging.
- Increase staffing to provide additional mental health and behavioral health services.
- Enhance community partnerships to provide needed mental and behavioral health services.
- Increase awareness of PSD and community mental health resources through a sustainable, multilingual marketing and communications campaign driven by student input.

#### Graduate With Options
- Revise high school graduation requirements to support alternative pathways to graduation.
- All students will create individual career and academic plans that will be maintained during middle and high school years.
- Increase students’ opportunities to earn tuition-free college credits during high school and develop a pathway to obtain an associate’s degree.
- Develop a district-wide approach across grade levels to ensure student and parent awareness of multiple pathways to two- and four-year degrees, industry credentials, and military services.
- With community partners, increase student participation in Work-Based Learning (WBL) experiences like apprenticeships and internships that lead to high-wage, high-skills, in-demand careers.
- Implement strategies to address chronic student absenteeism.
- Implement a system of strategies and supports that helps students who are off track to graduate.

#### Safety
- Expand methods for communicating current PSD safety and security efforts and protocols.
- Build community preparedness and resilience by strengthening relationships with families and emergency services partners, including law enforcement, fire and medical personnel.
- Increase prevention and intervention efforts that address bullying, bias, discrimination, and harassment.
- Increase staff, student, and community awareness of neurodiversity and cultural differences to create safer and more inclusive learning environments and decrease school disciplinary incidents.