The Five Star Focus

The BEST VIEW comes after the HARDEST CLIMB
A letter from the Superintendent

CHRIS GDOWSKI

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“THE BEST VIEW COMES AFTER THE HARDEST CLimb.”

As we journey through the 2021-2022 school year, this phrase is fitting for many reasons. Just ask someone who has climbed one of Colorado's 14ers. Chances are they'll have plenty of stories to tell about the views from the summit, as well as the ups and downs of their path to get there.

Closer to home, our students and staff in the Five Star District are on their own expedition, so to speak. The guidepost for their journey is ELEVATE. It's our strategic plan which outlines how we live out our mission of engaging and inspiring all students to innovate, achieve and succeed in a safe environment by ensuring high-quality instruction in every classroom, every day.

Our community identified three goals for elevating student success:

**Student Achievement**

- Raise achievement levels for all students and close existing achievement gaps
- Increase graduation rate while increasing academic rigor
- Outperform peer districts

**Climate & Culture**

- Students, parents and staff take pride in and feel connected to the district's positive culture

**Social-Emotional Well-Being**

- Know every student by name, strength and need

Adams 12 Five Star Schools is proud to be rated a Performance District for the sixth straight year and to have experienced the greatest academic growth over this time period as compared to peer districts. But we know the work is far from done, and we look forward to building upon this success.

In the following pages of our inaugural publication, The Five Star Focus, I invite you to experience first-hand how we live out our strengths in the Five Star District - Care, Collaborate, Empower, Engage and Focus on Students.

You'll also have the opportunity to hear from our community about why it believes the Five Star Schools are the first and best choice for a student's education.

Welcome! We're excited for you to be a part of our family of schools.

Sincerely,

[Signature]

Chris GDOWSKI
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THE 2020-2021 SCHOOL YEAR WAS ABOUT NEW CHALLENGES. Often, it was about dealing with daily changes. It was also about resiliency. It was about creativity. It was about finding courage, strength and adaptability in ourselves that we didn’t know we had. We have all been changed by our individual and collective experiences. We will all be different, in some way, moving forward. So, as we look back, we also look ahead. We asked the Five Star community to share what they learned and discovered over the past year and how it will change them moving forward.
“I learned that in order to be successful in life, be teachable; grow and learn something every day. It will change me moving forward knowing that hard work pays off. Anything you want to accomplish, you can achieve it. Our hopes and dreams are meant to be fulfilled.”

“Teachers that adapt to change make a world of difference.”

“I learned that I miss my friends, and I am brave.”

“I learned... that when we all work together, whether at the district office or in schools or in community organizations or within our own families, we can overcome obstacles that seem insurmountable when we try to face them alone. Nobody in this incredible community is independent of another, and we are all working towards the same goal - to leave the world better than we found it!”

“I learned that I discovered that long-term mental fatigue and ongoing stress are detrimental to my health and productivity. It has changed me moving forward into next school year by deepening my level of determination for change and a more intentional and focused sense of self-improvement.”

“I learned that life doesn’t stop, and that our kids have a desire to learn, regardless of the obstacle... They are resilient, and if we teach them how to be strong and look towards the future, they will do the same.”
Five Star Schools
FIVE STAR CHOICES
IN ADAMS 12 FIVE STAR SCHOOLS, WE **ENGAGE** AND **INSPIRE** ALL STUDENTS TO **INNOVATE**, **ACHIEVE** AND **SUCCEED** IN A SAFE ENVIRONMENT BY ENSURING HIGH-QUALITY INSTRUCTION IN EVERY CLASSROOM, EVERY DAY.

SERVED MORE THAN 4 MILLION FREE MEALS to the Five Star Community March 2020-Summer 2021

CLASS OF 2020 NEW ALL-TIME HIGH GRADUATION RATE since 2010

EXPANDED CAREER AND TECHNICAL EDUCATION LEARNING OPPORTUNITIES through FutureForward programs

GREATEST ACADEMIC GROWTH OVER THE PAST SIX YEARS compared to districts with similar demographics

Join our family of high-performing schools. Enroll today! [www.adams12.org/enroll](http://www.adams12.org/enroll)
Homegrown Talent

Alumnus remains connected to his roots while playing baseball in the big leagues
LUCAS GILBREATH, CURRENT COLORADO ROCKIES LEFT-HANDER, has always had a strong connection to Adams 12 Five Star Schools. From attending school events with his mom before he was old enough to be a student, to participating in Math Counts events at his Thornton middle school, to the baseball diamond at his high school in Broomfield, Lucas has spent most of his young life around the Five Star District.

Lucas graduated from Legacy High School in 2014, but still remains connected to the community in more ways than one. He married his high school sweetheart, who recently taught at a district middle school and his mom, to this day, is still one of the district’s longstanding school leaders.

“Being around them I am constantly reminded how hard [Adams 12] teachers work and how they are willing to go the extra mile to create lasting impacts on their students.”

During Lucas’ time as a pitcher for Legacy Lightning, he led the state of Colorado in strikeouts as both a junior and senior. And with that record, it was no surprise the Colorado Rockies came calling. In 2014, he was drafted in the 36th round.

Knowing the importance of getting an education, something he credits his parents for, he went to the University of Minnesota and played baseball for the Golden Gophers. After a strong collegiate junior season, the Rockies came calling again, this time in the 7th round of the 2017 MLB draft and Lucas jumped at the opportunity to play for his home team. Fast forward four years and Lucas made his big league debut in front of his family, friends and former teammates on May 1, 2021.

“Playing for the Rockies has been an absolute blessing and dream come true. It is so crazy to think that I am playing at the same field that I used to go to every summer as a kid,” Lucas said. “I am so lucky and blessed to have that opportunity, and being close to home is the best thing I could ever ask for.”

Despite the spotlight, Lucas hasn’t lost sight of where he came from. Still close friends with his former baseball coach, Ty Giordano, Lucas takes time in his off-season to help the Legacy baseball team and student athletes. He’s also attended career day at Rocky Top Middle School to show students what is possible after you leave the Five Star District.

“There are so many in Adams 12 throughout the years that had a profound impact on my life both on and off the field,” Lucas said.

Being such a big part of his life, Lucas strives to stay connected with the many teachers, staff and coaches in the Five Star District who have helped shape who he is today.
THE DISTRICT’S YEAR-LONG ENGAGEMENT PROCESS to discover our community-driven strategic plan ELEVATE started with building upon what we do well. Participants told stories about when the district, school or a staff member did right by a student and identified strengths rooted within their stories. Thousands of stories were synthesized into five core strengths of the district which reveal who we are and who we want to continue to be.

At Adams 12 Five Star Schools,

We CARE for each other. From providing students with academic and social direction to partnering with families by providing resources and supports, we are a relationship-driven community that goes above and beyond to ensure students thrive at every level.

We COLLABORATE across our district. From staff working across teams and schools to provide the best solutions and teaching, to parents and community partners working together to provide premier learning opportunities for students, we are an “all hands in” community who works together for the success of students.

We EMPOWER students, staff and families to learn and grow. From providing training and resources for educators to become the best practitioners they can be, to valuing student voice and growth in developing as leaders, we empower individuals to own their learning and proactively lead within their unique communities.

We ENGAGE our community. From providing resources and opportunities for education success by partnering with families and businesses, to embracing the cultural diversity of our district, we intentionally engage with our community to grow academically and socially.

We FOCUS ON STUDENTS. From academic and social needs to providing innovative programming opportunities with multiple pathways to success, we focus our efforts on the unique learning of each child in every classroom, every day.
“Rob Buster, head custodian at Westview Elementary, was a huge reason our district’s mobile meal program was a success! His collaboration in emailing the Westview staff to promote and share our message was so appreciated. Over the course of the year, Buster personally delivered meals to students and families that didn’t have transportation to the meal locations. Together with Buster’s help, we were able to deliver the care and focus on students that Adams 12 is so known for.”

- COLLABORATE - Strength in Action Award Nominee

“A family of nine children lost their mother very unexpectedly. In just a few days, Vantage Point School Counselor Edee Marcanno and the district’s Youth Advocate Greg Mirelez assisted the older siblings with arranging a funeral mass, transitioning their housing, acquiring clothing, and making sure the different households supporting the family all had access to transportation assistance and food.”

- CARE - Strength in Action Award Nominees

“While we knew Naji Adwan was a caring and fantastic bus driver, we did not know he would be such an amazing academic support to our students. During breaks between his bus routes, Naji spends time providing interventions for our kindergarten students. He is so patient as he helps students learn their letters and sounds. He also engaged in training to ensure he is using best practices.”

- FOCUS ON STUDENTS Strength in Action Award Nominee

“Tracy Simpson, third grade teacher at Leroy Elementary, begins each day with her Global Leaders in an involved community circle. They have a location somewhere in the world from which they learn the continent, country, greeting and other information. Each student is greeted by name in the day’s language and the pledge is recited in English and Spanish. A question of the day is read by the leader, and each student has a chance to respond. Students agree by paraphrasing peers’ ideas. Her students are very proud to be observed in their daily routine to set the tone for learning.”

- ENGAGE - Strength in Action Award Nominee

*Each story listed above was a nomination submitted by a member of the Five Star community for the district’s annual Strengths in Action Awards.*
Continuing to elevate

Living out our strengths and elevating student success in every classroom, every day
DURING A YEAR THAT CHALLENGED US ALL, we saw our community living out our strengths more than ever. While it may have looked different, our staff and families still found ways to implement our focus areas of 21st Century Learners, Diverse Learning, Outside-the-Classroom Learning, Safe Schools, Social-Emotional Learning and World-Class Staff. As we begin the 2021-2022 school year, take a minute to recommit to living out ELEVATE.

Re-focus your commitment

How will you ELEVATE student success?

WHAT DID I LEARN FROM THE PREVIOUS SCHOOL YEAR: ________________________________

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AS A RESULT, WHAT DO I PLAN TO LEAD GOING FORWARD THIS SCHOOL YEAR TO ELEVATE STUDENT SUCCESS: ________________________________

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www.adams12.org/ELEVATE
Preparing students for their future

21st Century Learner

Preparation students for their future

21st CENTURY LEARNERS
Students collaborate, think critically, problem-solve and are digitally literate to thrive in today's ever-changing world.
BY THE TIME SHE EARNED HER NORTHGLENN HIGH SCHOOL DIPLOMA, Delanie Davey was well on her way to life milestones that can take years and tens of thousands of dollars to reach.

She was halfway through earning her associate degree in computer information systems from Front Range Community College and just a year away from landing a job as an associate engineer at Lumen, the company formerly known as CenturyLink. She also had a plethora of professional connections and a clear path to a long-term career.

“There were so many opportunities when I was in high school,” Delanie said. “Not only were we being taught all these computer skills with our college classes, but Lumen was generous enough to pair us with mentors.”

Delanie graduated from Adams 12 Five Star Schools’ P>TECH program, an innovative partnership between the district, Front Range Community College, and industry partner Lumen. P>TECH students begin college coursework their freshman year, and finish their associate degree for free at Front Range Community College.

In addition to their degree, students receive relevant workplace skills, internships, apprenticeships and have the opportunity to earn other industry-recognized certificates. P>TECH is open to all students, with a special focus on encouraging enrollment of students who are socio-economically and racially diverse, the first to attend college in their family, English language learners, and students with disabilities.

“Along with that, our mentors were there throughout the way helping us create job resumes, and we did mock interviews just to get ready to get a job with them one day,” Delanie said. “Job shadowing taught us a lot about the skills we needed going into a business, how we should dress, how communication is key, and a lot of other essential information.”

As a high schooler, Delanie was already learning SQL (structured query language, which is designed to retrieve information from databases), C++, a cross-platform language used to create applications, and Java, another programming language.

**BY THE NUMBERS**

| **$0** | Tuition cost for P>TECH graduates to finish their associate degree at Front Range Community College |
| **3** | Students in P>TECH’s inaugural class who graduated with their associate degree from Front Range Community College in the spring of 2021 |
| **8** | Students with associate degrees in progress at Front Range Community College as of Summer 2021 |
| **124** | Students currently enrolled in the P>TECH program |
Student leads the way to support families in the community

**THORNTON HIGH SCHOOL STUDENT MANSOOR MOHAMMADI** knows how hard it is to start over from scratch.

Just three and a half years ago, he moved to the U.S. from Afghanistan with his family and began a completely different life in the States. He experienced firsthand how overwhelming it can be to resettle, learn a totally new language, navigate a new community and make new friends, especially when you’re still a kid.

So, now that he has his feet under him, this thoughtful student has made it his mission to help make this transition...
“His leadership and resiliency skills at such a young age are a glimpse of his capabilities. I hope to see what the future holds for Mansoor. I know it will be a bright one.”

Sary Portillo, Adams 12 Five Star Schools, English Language Learners Newcomer Advocate

easier for other newcomer students that he meets at school and in his neighborhood. He's always on the lookout for people who look like they could use a hand, he said.

“lt’s hard when you don’t know the language,” he said. “I try to help them everywhere, not just in school.”

Sary Portillo, who serves as Adams 12 Five Star Schools’ English Language Learners newcomer advocate, first met Mansoor last year at Thornton Middle School. He was there with his neighbor, helping translate for a student who recently arrived in the U.S. and needed to take an assessment. But he didn’t stop there.

The Newcomer Program supports students who are new to the United States, helping them with English language acquisition and acclimation to life in a new country. The Five Star District is fortunate to have students from all around the world with 97 languages spoken in the district, including English. For the 2021-22 school year, 21 countries are represented in The Newcomer Program. Students born in other countries and those born in the States have the opportunity to learn from and teach each other.

As Sary met with the new family to provide them with resources, such as free and reduced-priced school lunches and nonprofit organizations that provide backpacks, Mansoor asked how he might connect others in his community with those opportunities.

“I show them food banks, where they can get food,” he said. “There’s a place called A Precious Child, and I helped make an appointment for them to get clothes.”

A Precious Child is a local nonprofit organization that assists children and families facing difficult life challenges such as abuse and neglect, crisis situations and poverty.

With guidance from Sary, he spread the word about these resources and has remained a leader and point of contact when Sary has information and resources to share with people in his neighborhood.

“Mansoor has helped bridge resource and communication barriers in his community by sharing his knowledge and advocacy with family and friends in the Adams 12 education system,” Sary said. “His leadership and resiliency skills at such a young age are a glimpse of his capabilities. I hope to see what the future holds for Mansoor. I know it will be a bright one.”

Sary Portillo, Adams 12 Five Star Schools, English Language Learners Newcomer Advocate

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<th>BY THE NUMBERS</th>
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<tbody>
<tr>
<td>3,521</td>
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<td>4,405</td>
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<td>4,255</td>
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Students have multiple learning opportunities outside the traditional classroom providing various pathways to success.

OUTSIDE-THE-CLASSROOM LEARNING

New CTE learning opportunities part of larger district vision

THE LONG-AWAITED 2020 OPENING, of FutureForward at Washington Square, the district’s second Career and Technical Education (CTE) campus, could have been seen as a crowning achievement.

But, not content to simply sit back and celebrate the success of opening a second campus, district leaders are envisioning what comes next.

“This is not an endpoint, this is a new beginning,” said Kristi Weaver, Five Star Schools Director of Career and Technical Education and Postsecondary Readiness. “Career and Technical Education provides students additional learning opportunities and college credit while building technical skills for high-wage, in-demand careers. We will continue to seek strategic opportunities to expand student learning through FutureForward programs as part of our vision to make them an extension to student academics and not an alternative.”
The Expansion

The completion of the spacious 49,500-square-foot Washington Square campus, along with a two-year, $14 million renovation to the existing FutureForward at Bollman campus finally gave the district the space and flexibility to add new district CTE programs.

Prior to this work, it was estimated that about 25 percent or about 1,200 students interested in CTE opportunities were being turned away because of lack of space.

With a mix of new programs at both Washington Square and Bollman, including auto body collision repair, firefighting, introduction to behavioral and mental health care, law enforcement and crime scene investigation, more than 315 students enrolled in new programs at the two standalone campuses last school year. The new campus alone is expected to eventually offer programming to about 1,000 students.

Logan Walker, a recent graduate, participated in FutureForward construction and welding programs for the past two school years.

He said his FutureForward experience taught him to look at more of the intangibles of future workplaces and employers as he looked ahead to his career.

“It most certainly has changed how I see the finer details of future careers and what to look for in them,” Logan said. “It taught me to look less at things like pay and benefits. With those still being important, it made me look more into things like ‘What are the people there like? Are they easy to work with? Does the company have a good reputation?’”

The knowledge and skills he acquired through his FutureForward courses have already allowed him to launch his career with a job in an industrial fabrication shop.

“The best part about these programs for me was how much knowledge everyone had and was willing to share with me. They really want to see you succeed and it is really amazing to have that.”

The Future

Kristi said new FutureForward programming, both at the dedicated campuses and in district high schools, starts with community conversations.

“We want to talk to students, community members and industry leaders to identify program demand and opportunities,” Kristi said. “It’s about continuing to provide the right opportunities that provide clearly defined and attainable pathways for our students.”

The district continues to seek opportunities to offer college credit for students through Concurrent Enrollment and dual enrollment as well as chances to earn critical industry certifications.

Kristi said it is part of a larger vision of the district providing a full work-based learning continuum that goes beyond career counseling and planning and gives students entry into potential apprenticeships and internships.

“We want to keep working to overcome the misconception that students have to choose one way or the other,” Kristi said.

“We want Five Star students to leave here career and college ready.”

The new FutureForward programs introduced during the 2020-2021 school year complement existing programs, which include medical sciences (CNA and EMT); automotive technology and diesel automotive technology; construction, mechanical, electrical and plumbing; computer sciences; engineering; graphic design; ProStart (culinary and hospitality management); Teacher Cadet and video production.

Learn more at www.adams12.org/FutureForward ★

BY THE NUMBERS

315 The number of additional students who were served by NEW FutureForward programming in the 2020-2021 school year
Building Healthy Communities

Working together to support our students and families
ANY DISCUSSION OF SCHOOL SAFETY can often focus solely on ensuring the physical safety of students.

But there are multiple layers to student safety that extend beyond just physical safety.

It also means providing innovative social-emotional curriculum and programs across all schools, and ensuring all students, staff and families have access to mental health resources.

The Building Healthy Communities (BHC) series was formed to support students and families as they travel down the sometimes difficult and overwhelming path of development.

Building Healthy Communities is an engagement initiative that provides students, families and community members with resources, education and training so they feel equipped with the knowledge and skills to support healthy youth development. Topics covered in previous BHC events include, a focus on resilience, supporting students during uncertain times, suicide awareness, practicing our strengths, and becoming a trusted adult for youth.

For example, Five Star staff and students held an interactive BHC event in February 2021 where families were able to tap into their strengths using the suicide prevention program, Sources of Strength.

Sources of Strength is a program that harnesses peer leaders to improve the culture of the school with the ultimate goal to prevent bullying and teen suicides. Currently in the Five Star District, Sources of Strength is a program offered in many of our middle and high schools.

Five Star students were the community partner for this BHC event and used their experience in the Sources of Strength program at their school to share messages of hope, help and strength with district families.

“I loved the student perspective during the presentations,” said one Five Star parent. “I also liked that there were many opportunities for families to build posters and have discussions with their children built into the program. My own daughter sat with me and truly thought about what was presented and created a poster with me for ‘Sources of Strength.”

“My children really enjoyed drawing what gives them strength and supports them,” another parent added. “Also, remembering that difficulties are a part of everyone’s lives and they help to make us strong and resilient. The tree root analogy was a terrific visual to illustrate this point for the entire family.”

Community Partnerships

As a large district with a close-knit feel, the Five Star District has built partnerships with local community organizations, each of whom provide relevant resources to support the wellbeing of all in the community. It also means regularly collecting feedback from students, families, staff and community members to identify ongoing needs.

Engagement events are made possible in collaboration with several community partners including Cultures of Dignity, Partners for Children’s Mental Health and Broomfield’s Youth to Youth Coalition.

It’s one way that the Five Star community leans on one another to set our youth on a path towards success - academically, socially and emotionally - by creating a safe and welcoming environment.

The BHC series will continue with new community partners and an array of new topics, to ensure our community continues to have access to the necessary knowledge and skills to support healthy youth development.

Learn more at www.adams12.org/bhc
Discovering their potential

Alternative education opens new doors for students

SOCIAL-EMOTIONAL LEARNING

Students are provided innovative social-emotional programming and practices across all schools.
KNOW EVERY STUDENT BY NAME, STRENGTH AND NEED. Our staff lives out this ELEVATE goal in how they support our students’ social-emotional well-being.

Nowhere is this more evident than at Vantage Point High School; a school of choice which provides an alternative education option for many. It’s a small school filled with huge hearts.

Before students can even enroll in academic classes at Vantage Point, they must first experience the school’s 9-week Discovery Program where they learn and master the positive social skills necessary to be successful in school and in life such as emotional intelligence, goal setting, conflict resolution and problem solving.

Priestley Parker joined the Vantage Point family in 2001 as a counselor and started teaching Discovery 12 years ago.

“The first two or three days they’re a little skeptical about it wondering if this program really means anything,” Priestley said. “By the end of the program they feel changed. They feel confident in themselves, that they can handle life’s difficulties better than they were able to when they started.”

Vantage Point student Nayeli Castrejon recently finished the Discovery Program.

“This program deserves the most recognition because it really does change you for the best,” Nayeli said. “For me personally, it helped me become more social. I grew friendships with people I never would have talked to. We all started out not talking to anyone except the friends some of us had, and by the end we all were just one family.”

And that family proves critical to the students’ growth and success. Many students face hardships, whether it be socio-economic, family related or trauma such as the loss of loved ones.

Priestley remembers a student who experienced the loss of three friends and wasn’t doing well at school and at home.

“We do a lot of group work; we do a lot of getting to know your classmates and learning about their lives,” Priestley said. “And through that, he had other classmates who had lost friends as well. He was able to make connections not only with them but with the entire class. It helped him realize, ‘Hey you know what, I went through these things with losing my friends but I can still be successful.’”

The student is still at Vantage Point and thriving.

“His mom thanks us over and over again,” Priestley said. “She said you created such great change in him. What we say is he’s the one who made the change. Yes, we gave him the avenue, or the vehicle to make that change, but he’s the one who ultimately decided that he was going to make the change and do better in his life.”

And while Priestley works most closely with students when they first join the Vantage Point family, he also has the opportunity to celebrate the end of their journey - graduation. In May 2021, he had the honor of being the commencement speaker at Vantage Point’s graduation ceremony.

“Hey you know that I believe in you. Yes we’re going to work hard. Yes you have to go through a lot. But yes you can make it and you can be successful.”

“I love working with students that other people may have given up on or maybe they’ve given up on themselves,” Priestley said. “To be able to be one of many staff members at Vantage Point to have a chance to inspire them and to let them know, ‘Hey you know that I believe in you. Yes we’re going to work hard. Yes you have to go through a lot. But yes you can make it and you can be successful.’”

BY THE NUMBERS

<table>
<thead>
<tr>
<th>CLASS OF 2020</th>
<th>Highest-ever graduation rate at district alternative schools</th>
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<tbody>
<tr>
<td>3</td>
<td>Alternative schools within the district</td>
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<tr>
<td>15-24</td>
<td>Students per class in our alternative schools</td>
</tr>
<tr>
<td>3,400</td>
<td>Students have gone through the Discovery Program</td>
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WORLD-CLASS STAFF
Staff is compensated, supported and trained to foster student success and family partnerships.

STAFF
leading the way

Positive staff-student relationships play a large role in the trajectory of student success
IN THE FIVE STAR DISTRICT, our staff sets the standard for elevating the success of students every day. Their commitment to quality learning opportunities begins before the sun has come up and continues long after it has gone down. Each year, we collect powerful stories about the difference our staff makes in the lives of students through nominations for our Employee of the Year Awards program. While there can only be a few winners, there are countless examples of what it means to be Five Star Schools World-Class Staff.

BETSY MILLER  
Administrator on Special Assignment

“Along with caring, Betsy is a master at empowering everyone she works with. She takes you under her wing and will go lengths to make sure you believe in yourself and your decisions. Her greatest leadership quality is her uncanny ability to give you the confidence to go forth with your decisions whether it be in the classroom (instructional), planning an Early Release Day, on a school committee, in a conversation about your class, a student or a family. She is always behind you and encourages you to become an active participant on her staff. She empowers the best in her staff, parents, and the students. Betsy is a master at creating a strong climate and culture.”

JODIE TURNER  
Field Engineering Technical Manager

“When COVID changed how Adams 12 interacted with students, families, staff and the community, Jodie was at the forefront of our transformation. As Adams 12 transformed from in-person interactions toward hybrid/remote interactions, Jodie led the charge in engaging our community through technology, to ensure students can connect with their teachers, classmates, and the world. Never one to say no, Jodie has taken on challenges that would otherwise take months to resolve - and resolved them with grace in a matter of minutes, hours or days.”

ALISA CARROLL  
Fourth Grade Teacher

“Alisa goes above and beyond each day with her students. She has a classroom of students that had various amounts of trauma and obstacles. She takes the time to make sure they feel safe and loved. She spends her lunch break with a group of students and simply gets to know them better. The students glow when they get their turn to have lunch with Alisa. She takes the time to have deep meaningful conversations with kids and is always supporting a growth mindset when students feel like giving up. She creates a classroom environment that allows each student to succeed.”

CHRIS LORENZ  
Instructional Technology Teacher

“Chris leads by example. He is the utmost professional and demonstrates it through collaboration and caring. He is patient, he is kind and has a great sense of humor. I have never seen him lose his temper with a student or staff member who is asking him for help. He is calm, consistent, helpful, encouraging, lets students tailor assignments to their interests while meeting class requirements. Chris is respected by every single staff member in this building. He is always willing to help someone even when he is pulled in several directions at once.”

JOHNNNA BOSSI  
Guest Teacher

“We are always having to change sub assignments at the last minute due to class coverage. Johnna never questions the change and just goes forward with a positive attitude that makes it so nice for the staff and students. When she is not needed in a class she always knows what teacher or student needs that little extra help. She is definitely an asset to Stukey. We are so lucky to have her as our guest teacher.”

BY THE NUMBERS

4,600+ Employees, one of the largest public sector employers in Adams and Broomfield counties

83.8% of Five Star District employees directly impact student learning

67.1% of our teachers have advanced degrees (master’s or higher)
Prioritized learning investments

For the district’s strategic plan - ELEVATE
THANKS TO THE SUPPORT OF THE FIVE STAR COMMUNITY, Ballot Issue 5C was passed on Nov. 6, 2018. The Ballot Issue represents a funding measure to jump-start priorities identified through our strategic plan ELEVATE. We continue to make strides in fulfilling our plan to elevate student success in every classroom, every day.

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<thead>
<tr>
<th>INVESTMENT ITEM</th>
<th>EST. COST*</th>
<th>FOCUS AREA</th>
<th>UPDATE</th>
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<tbody>
<tr>
<td>Reduce class sizes and increase high school course options</td>
<td>$4,594,671</td>
<td></td>
<td>Additional teachers to reduce class size were hired and assigned to schools in the fall of 2019.</td>
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<tr>
<td>Elementary: Add 16.5 teachers districtwide to address class sizes above targeted levels</td>
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<tr>
<td>Middle: Add 2 teachers per building</td>
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<td>These funds were used to replace outdated textbooks and learning materials to align with current content standards and 21st century learning.</td>
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<tr>
<td>High: Add 3 teachers per building</td>
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<td>These funds include support for a director, a coordinator, curriculum and other materials for CTE expansion.</td>
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<tr>
<td>Update learning materials, resources and textbooks</td>
<td>$1,528,500</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Expand Career and Technical Education (CTE) programming</td>
<td>$2,241,800</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Add academic interventionists at elementary and K-8 schools</td>
<td>$1,472,455</td>
<td></td>
<td>There is a .5 Academic Interventionist allocated to each of our elementary and K-8 schools, which provides support to nearly 800 elementary students.</td>
</tr>
<tr>
<td>Increase early career educator salary and compensation across all experience levels to remain competitive in the market</td>
<td>$3,259,781</td>
<td></td>
<td>Starting salary was increased, putting us third in our metro-area comparison group and 2.1% above the average starting salary.</td>
</tr>
<tr>
<td>Increase experience credit to 10 years to better recruit veteran teachers</td>
<td>$509,500</td>
<td></td>
<td>In the past two years, since resuming the acceptance of 10 years service credit, we hired 193 certified employees with 7 or more years of experience.</td>
</tr>
<tr>
<td>Develop and implement a new program for teacher leadership</td>
<td>$1,528,500</td>
<td></td>
<td>The IBS Negotiations Team continues to work on the development of this job description.</td>
</tr>
<tr>
<td>Implement 1% Cost-of-Living Adjustment (COLA) for all staff</td>
<td>$3,433,292</td>
<td></td>
<td>Complete. Effective January 2019.</td>
</tr>
<tr>
<td>Implement salary adjustments for identified administrative and classified (support staff) roles to remain competitive in the market</td>
<td>$152,850</td>
<td></td>
<td>Complete. Effective January 2019.</td>
</tr>
<tr>
<td>Add counselors and social workers to schools at all levels</td>
<td>$3,512,493</td>
<td></td>
<td>We added 54 full-time employees to our campuses to support social/emotional wellbeing, a combination of Social Emotional Learning Specialists, School Counselors, and SSS Mental Health Providers.</td>
</tr>
<tr>
<td>Develop and implement social-emotional learning curriculum</td>
<td>$407,600</td>
<td></td>
<td>In January of 2020 the School Board approved seven social/emotional learning programs for our K-8 schools. These include, Second Step, PATHS, Random Acts of Kindness, Top Twenty, School Connect, Zones of Regulation and Owning Up (Cultures of Dignity).</td>
</tr>
<tr>
<td>Expand preschool to new locations</td>
<td>$713,300</td>
<td></td>
<td>The expansion at these identified sites has resulted in an increase of 21 staff members and an additional 390 students served in our preschool program.</td>
</tr>
<tr>
<td>Add a member to the district crisis response team</td>
<td>$101,900</td>
<td></td>
<td>New staff member hired effective July 2019.</td>
</tr>
<tr>
<td>Install facility access cards at high schools</td>
<td>$305,700</td>
<td></td>
<td>Electronic access control was added at high school exterior doors to support secured campuses starting in the 2019-20 school year.</td>
</tr>
<tr>
<td>Add additional campus supervisors at high school (2 per comprehensive high school)</td>
<td>$407,600</td>
<td></td>
<td>Funding for new campus supervisors added to high school budgets for 2019-20.</td>
</tr>
<tr>
<td>Reduce district-level student fees</td>
<td>$1,120,900</td>
<td></td>
<td>Complete. Families are no longer charged district-level fees.</td>
</tr>
<tr>
<td>Update technology devices and systems</td>
<td>$152,850</td>
<td></td>
<td>Funding was used to update and replace student Chromebooks across the district.</td>
</tr>
<tr>
<td>Allocate resources to district charter schools based on enrollment</td>
<td>$2,812,159</td>
<td></td>
<td>Charters began to see their funding in June 2019.</td>
</tr>
<tr>
<td><strong>TOTAL:</strong></td>
<td><strong>$28,255,851</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*Original estimated cost was $27,000,000 but the mill allows for inflation.
2016 Bond Program races to completion with an eye toward future needs

IN NOVEMBER 2016, THE FIVE STAR SCHOOLS community approved the district's first capital construction bond program in more than a decade.

The influx of $350 million allowed the district to immediately begin addressing student space needs, new educational opportunities and a lengthy list of building maintenance needs that had accumulated due to limited funding.

Now, as the bond program rapidly approaches completion in 2022, the district is celebrating the successes of the program but also building a plan to meet the district’s future programming and facility needs.
Promises Kept

The goal with the successful passage of the 2016 Bond was to ensure that students and staff at every school felt the impact of the community investment in Five Star Schools.

From new playgrounds to new classrooms to new interactive whiteboards and projectors, every school and facility in the district received bond-related improvements by Summer 2021.

As planned, the bond program has addressed a variety of priority areas including the construction of new educational space to address overcrowding; renovations to aging buildings; safety and security needs; new educational opportunities; and technology upgrades.

Some of the highlights have included the construction of Thunder Vista P-8 in Broomfield; the completion of and opening of the district’s second Career and Technical Education campus, FutureForward at Washington Square; a $28 million renovation and expansion of STEM Lab in Northglenn; and the construction of the district’s own self-provisioned fiber network.

The bond program also allowed the district to put a dent into more than $90 million in deferred maintenance projects identified prior to the passage of the bond.

Looking Ahead

While the bond has allowed the district to address a number of critical needs, it illustrated the importance of continuing to proactively address future facility needs and also develop a vision for future programming and facilities.

In Spring 2021, the district launched work to develop a new programming and facility master plan. The plan will serve as a road map for the district to include, not only the maintenance and upkeep of existing schools and facilities, but also the need for new facilities to meet the educational needs of students.

“In addition to the construction of new schools and expansion of existing schools, the 2016 Bond Program allowed us to comprehensively address the maintenance needs of our schools and facilities in a way we had not been able to do in over a decade,” said Pat Hamilton, Five Star Schools Chief Operations Officer. “Creating a longer-term vision for our district schools and facilities through this plan will allow us to continue to address existing needs and provide educational space to support an ever-changing academic environment.”

A completed master plan is tentatively scheduled to be finished in early 2022. The finished plan could be used as a foundation for the Five Star Schools Board of Education to consider presenting future bond funding proposals to district voters.

Bond Highlights

The Five Star Schools Bond Program was developed in alignment with six priorities identified by the Five Star Community:

Aging Buildings:
Improvements to critical building systems (heating, plumbing and cooling) in schools and facilities, improvements to arts, music, theater and physical education spaces and outdoor play areas with every district school and facility receiving improvements.

Safety & Security:
Security upgrades to entrances at all district schools, replacement of building security cameras and installation of new cameras.

Classroom Needs:
Schools used bond instructional upgrade money to improve learning experiences including new interactive classroom whiteboards and projectors in the majority of schools.

District Overcrowding:
Construction of new Thunder Vista P-8 in Broomfield and expansions to Arapahoe Ridge and Cotton Creek elementary schools in Westminster.

New Educational Opportunities:
Construction of new FutureForward at Washington Square CTE campus in Thornton, expanded STEM learning through renovated STEM Lab in Northglenn, added space for Early Childhood Education.

Technology:
Completion of new district-wide fiber network to improve school network and internet connectivity, new district-wide phone system.
FIVE STAR Snapshots

A collection of photos from events happening around the district.

Photography from school Facebook pages. Check them out!

Show us what makes you #FiveStarProud.  

28 | THE FIVE STAR FOCUS 2021-2022
LEFT PAGE: (1) Thunder Vista P-8 2nd grade team planting a community garden. (2) Mountain Range High School lacrosse plays during senior night. (3) Century Middle Explores participants play frisbee golf. (4) Coyote Ridge Elementary Explores students learn about archery. (5) Hulstrom K-8 4th grade students have fun with bubbles. (6) Family shows off their painting during Stukey Elementary’s family Paint in the Park event.

RIGHT PAGE: (7) Silver Hills Middle students celebrate the last day of 8th grade. (8) Stellar Elementary Explores students learn about bugs. (9) Math summer learning program at Leroy Elementary. (10) Stellar Elementary students working to build a tower out of spaghetti noodles that holds a marshmallow. (11) Arapahoe Ridge Mystery Reader in the Park night. (12) Trojan runner pulls ahead during the league meet.
School Directory

1. Arapahoe Ridge Elementary
   arapahoe.adams12.org
2. Centennial Elementary
   centennial.adams12.org
3. Century Middle
   century.adams12.org
   IB Middle Years Programme
4. Cherry Drive Elementary
   cherry.adams12.org
5. Coronado Hills Elementary
   coronado.adams12.org
6. Cotton Creek Elementary
   cotton.adams12.org
7. Coyote Ridge Elementary
   coyote.adams12.org
8. Crossroads Middle
   crossroads.adams12.org
   Alternative Education Campus
9. Eaglevieview Elementary
   eaglevieview.adams12.org
10. Federal Heights Elementary
    federal.adams12.org
11. FutureForward at Bollman
    futureforward.adams12.org
    Career and Technical Education Campus
12. FutureForward at Washington Square
    futureforward.adams12.org
    Career and Technical Education Campus
13. Glacier Peak Elementary
    glacier.adams12.org
14. Hillcrest Elementary
    hillcrest.adams12.org
15. Horizon High School
    horizon.adams12.org
    Soar Program
16. Hulstrom K-8
    hulstrom.adams12.org
    Gifted and Talented School
17. Hunters Glen Elementary
    hunters.adams12.org
18. Independence Academy
    independence.adams12.org
    Alternative Education Campus
19. Legacy High School
    legacy.adams12.org
    Legacy 2000 Program
20. Leroy Elementary
    leroy.adams12.org
21. Malley Drive Elementary
    malley.adams12.org
22. McElwain Elementary
    mcelwain.adams12.org
23. Meridian Elementary
    meridian.adams12.org
24. Mountain Range High School
    mountainrange.adams12.org
    High School of Business
25. Mountain View Elementary
    mountain.adams12.org
    Unique Regional Deaf and Hard of Hearing Program
26. North Mor Elementary
    northmor.adams12.org
27. North Star Elementary
    northstar.adams12.org
28. Northglenn High School
    northglennh.adams12.org
    STEM programming
29. Northglenn Middle
    northglennm.adams12.org
30. Pathways Future Center School
    pathways.adams12.org
    Alternative Education Campus
31. Prairie Hills Elementary
    prairie.adams12.org
32. Prospect Ridge Academy
    www.prospectridgeacademy.org
    Charter School
33. Riverdale Elementary
    riverdale.adams12.org
34. Rocky Mountain Elementary
    rocky.adams12.org
35. Rocky Top Middle
    rockytop.adams12.org
36. Shadow Ridge Middle
    shadowridge.adams12.org
37. Silver Creek Elementary
    silvercreek.adams12.org
38. Silver Hills Middle
    silverhills.adams12.org
39. Skyview Elementary
    skyview.adams12.org
40. Stargate School
    stargateschool.org
    Charter School
41. Stellar Elementary
    stellar.adams12.org
42. STEM Lab
    stem.adams12.org
    STEM programming
43. STEM Launch
    stemlaunch.adams12.org
    STEM programming
44. Stukey Elementary
    stukey.adams12.org
45. Tarver Elementary
    tarver.adams12.org
46. The New America School
    www.newamericaschool.org
    Charter School
47. The Studio School
    studioschool.adams12.org
    Arts-integrated School
48. Thornton Elementary
    thorntone.adams12.org
49. Thornton High School
    thorntonh.adams12.org
    IB Programme
50. Thornton Middle
    thorntonm.adams12.org
51. Thunder Vista P-8
    thundervista.adams12.org
52. Vantage Point High School
    vantage.adams12.org
    Alternative Education Campus
53. Westgate Community school
    westgateschool.org
    Charter School
54. Westlake Middle
    westlake.adams12.org
55. Westview Elementary
    westview.adams12.org
56. Woodglen Elementary
    woodglen.adams12.org
Vision

Adams 12 Five Star Schools is a caring, inclusive, and engaging district which exists so the students it serves can attain the knowledge and skills necessary to pursue the future of their choosing and are equipped to navigate and thrive in our rapidly changing world.

Mission

WE COMMIT TO ENGAGE AND INSPIRE ALL STUDENTS TO INNOVATE, ACHIEVE AND SUCCEED IN A SAFE ENVIRONMENT BY ENSURING HIGH-QUALITY INSTRUCTION IN EVERY CLASSROOM, EVERY DAY.
You’re doing great things!

Tell us about a time when someone made an impact on your life and helped ELEVATE student success.

TELL US YOUR STORY.
www.adams12.org/FiveStarStories
Show us what makes you #FiveStarProud

HIGH PERFORMING SCHOOLS SERVING
Broomfield, Federal Heights, Northglenn, Thornton and Westminster
JOIN OUR FIVE STAR FAMILY TODAY! www.adams12.org/enroll