



Meeting Norms

Stay focused and student centered | Listen actively, respectfully, and without judgment | Communicate with integrity
Honor board time with starting on-time and not being redundant | Limit sidebar conversations
Independent thought and one voice for decisions | Maintain confidentiality

AGENDA - WORK SESSION

Mancos School District Board of Education: The Mancos Public Schools Board of Education provides highly effective governance for our school's strategic student achievement efforts.

November 3, 2025

5:00 PM

HS Room #223 - Boardroom

1. Establish Quorum
2. Approval of Agenda
3. Review Norms
4. Strategic Plan
1. Superintendent 100 Day Report
2. Update: OBJECTIVE 1B: Mancos School District consistently communicates with all stakeholders in a variety of ways.

5. Board- "Other" Work Session
 1. Onboarding Plan and Board Retreat:
3. If necessary - New Board Member Onboarding Dates and Processes:
 - a. Who: Any new board members, Audrey, Janet and BOE President
 - b. Date Options:
 - i. 3:00 pm before first BOE meeting, November 11 or
 - ii. Tuesday-Thursday, November 11-13 at 5:00 pm

2. Board Retreat:

Option 1: Monday, December 1st, 5:00-8:00 pm (dinner)

Option 2: Friday, December 5th, 3-6 pm (dinner)

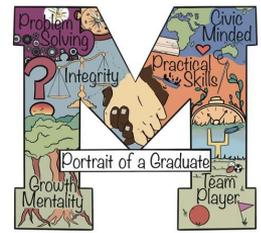
3. CASB Student Participation

Suggestion - Develop a plan to publicize, invite and prepare for next year. Connect to other leadership opportunities for students.

6. Admin
 - A. Calendar Review
 - B. New Topics and Agenda Proposals

7. Adjournment

 Team Driven Shared Leadership
 <i>Data Based Problem Solving and Decision Making</i>
 <i>Comprehensive Screening and Assessment System</i>
 <i>Layered Continuum of Supports (LCS)- Evidence Based Practices, Instruction, and Interventions</i>
 <i>Family, School, and Community Partnerships</i>



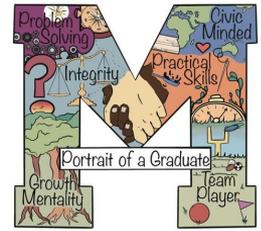
First 100 Days

Superintendent Reflections and Recommendations



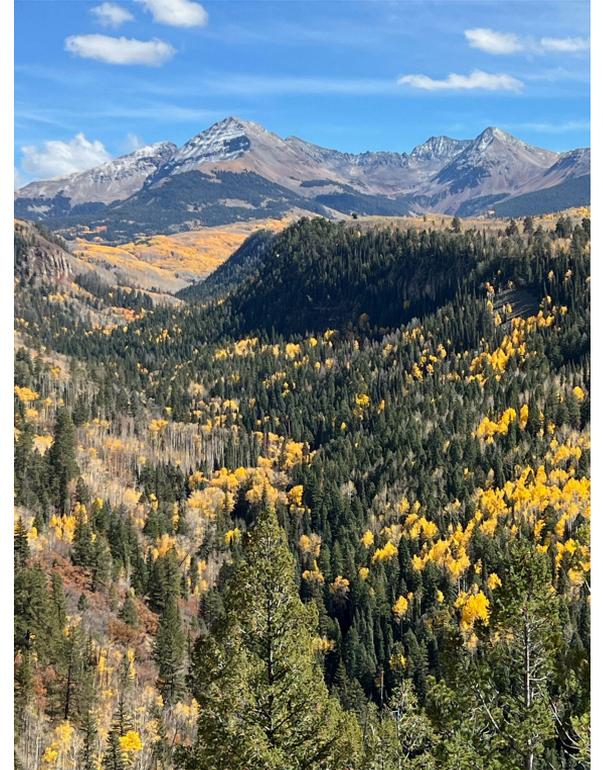
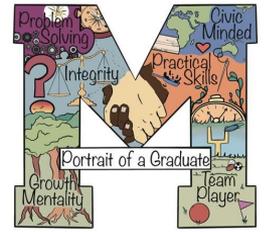
Prepared by Audrey Hazleton, Superintendent
November 2025

Today's Goals

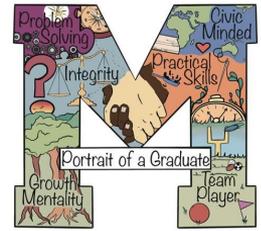


1. Share what I've learned about the strengths, hopes and opportunities for Mancos School District in my first 100 days.
2. Provide an updated Strategic Plan with priorities and action steps that builds on the great things happening in our schools while also addressing our areas of improvement.
3. Open up avenues for feedback from the community.

Building Understanding



Listening



Formats:

- 1-1 sessions
- Small groups
- Staff Meetings
- Parent events (PTC, events, etc.)
- Drop in and scheduled
- Formal and informal
- Surveys

Participants:

- Staff - almost everyone
- Parents - approx. 40
- Students - approx. 20
- Accountability groups - DAC, BOE
- Community members - approx 20



Learning

Formats:

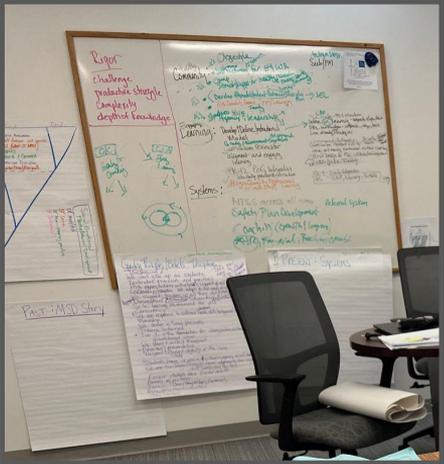
- Observe
 - Shadowing students
 - Observing meetings
 - Attending events
- Study
 - Data
 - Programs
 - Departments
 - Systems
- Participate
 - Teams
 - Classrooms
 - Audience

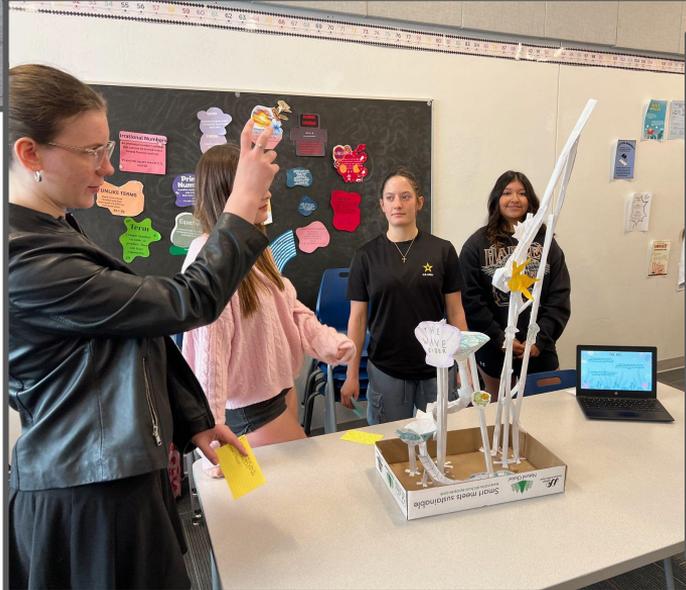




A collage of educational materials. On the left is a large analog clock showing approximately 1:50. In the center is a green poster for 'Addition' with terms like 'increase', 'both', 'all together', 'sum', 'plus', and 'add'. To the right is a poster for 'Subtraction' with terms like 'take away', 'decrease', 'minus', 'less', 'left', 'fewer', 'subtract', and 'difference'. Below these is a 'Flashback Wednesday' box with the text: 'Write about the time you spent at Durango Nature Studies.' and a list of instructions: 'Write a paragraph on the topic, and use descriptive details.', 'Be sure to tell where you were, who was there, and what happened.', and 'Also, share what you learned or how you felt about your experience.'

Opening	8:05
Morning Work	8:20
Science	9:20
Specials	9:50
MUSIC	
Lunch/Recess	11:20
Character Ed.	12:10
RECESS and Snack	12:55
Reading Interoives	1:20
MATH	2:00
Learning Cafe	3:00 - Halloween Commit
W.I.N.	3:15
Clean-up	3:50
Dismissal	4:00





TREND - Preparedness (Food, H₂O, equipment)
PROBLEM STATEMENT - Limited access to field support Materials
GOAL: ensure students and staff have adequate supplies to meet their needs

BRAINSTORM:

- accessible / where are they located
- can materials be mobile or localized
- H₂O Food
- Medical supplies
- activities
- toiletries

PLAN RECOMMENDATIONS:

Accessibility + Mobility:

- Ensuring event/shelter/refrigeration places have H₂O access, bathroom facilities

Process: do not specific ppl, determine when higher volume supplies are accessed (amount of time, and kids just eat lunch)

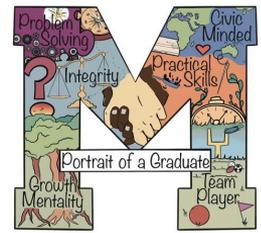
Materials: ~~food handling~~ food handling need food staff input; shelf stable / recommendations easy access process for re-stocking / food storage track

GO-BAG: * teacher / classroom
 * Admin
 * nurse
 * different locations for each

high volume need! Snacks + H₂O for big numbers where does this live, how does it travel (relates to shelter)

Small need





Core Strengths and Assets



Exceptional staff and community



Commitment to engaging and innovative learning practices



Student growth and achievement data



Exceptional staff and community



Everyone is welcoming and they treat students like if it's their own because our little community is like a family.

I have been truly impressed with how welcoming and collaborative the staff are in MSD district.

I like the personal connection with my teachers.

Relationships built in Mancos are so important... PK-12.

Small community with great families.

Teachers aren't micro managed - given autonomy to do what we do, equipped, held accountable, given supports.



Commitment to engaging and innovative learning practices



Mancos is unique in having our choice in what we teach... gives me the opportunity to be creative. We are able to have a say in what we're doing.

Small class sizes, engaged teachers, and PBL.

My child loves the amazing opportunities to participate in learning outside of school and the trips and events that build community with his classmates. The staff are incredible!

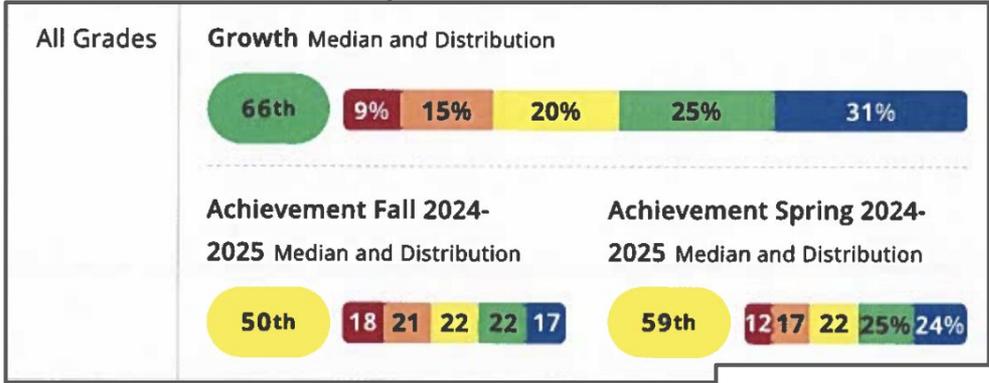
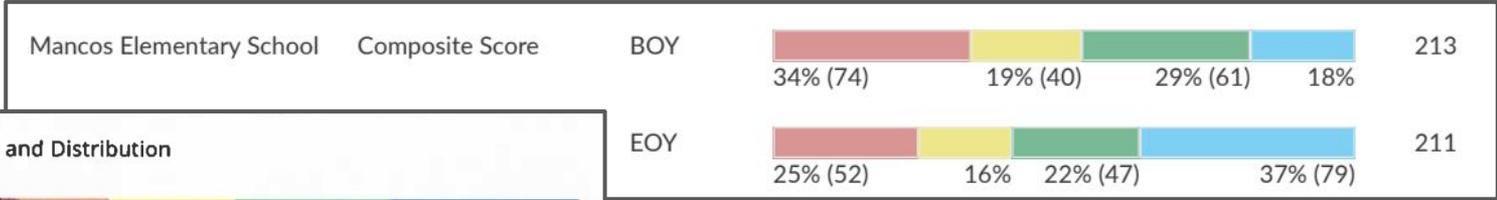
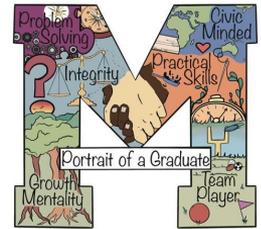
Partnerships with local organizations!

"Maintain the unique independent quality with balance."

Mancos is **doing a lot to build up the CTE programs**. What our industries need.



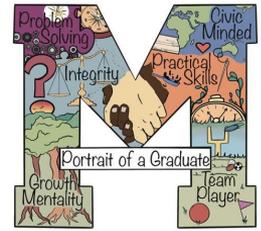
Student Growth & Achievement



5452: Mancos High School | 2070: Mancos Re-6

Plan Type	Of
Performance Plan	

Areas for Improvement



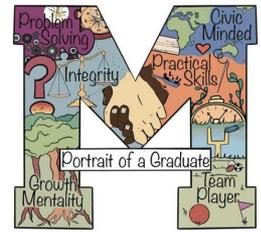
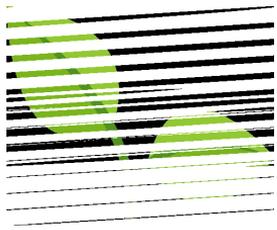
Culture: Connect and build trust



Instructional Program: Address consistency and alignment



Systems: Ensure systematic supports for students and staff.



Culture, Instructional Program, Systems

Create opportunities for special needs families to connect. New parents too.

Give students more opportunities to lead and make decisions about school culture.

How do we build//regain trust?

Solicit parent insight & info more variety of avenues.

Sometimes staff need time to tap out. How can staff get a break when they need it?

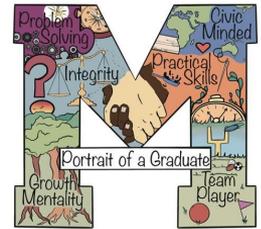
Need scope and sequence to achieve consistency in curriculum.

Concerned by use of worksheets and outdated instruction.

Reduce staff turnover, listen to staff directly.

More support for those not meeting standards and more support for those achieving higher

Synthesis: Strengths & Growth Areas



Exceptional staff and community

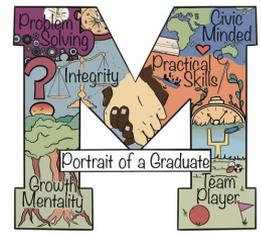
Commitment to engaging and innovative learning practices

Student growth and achievement data

Culture: Connect and build trust

Instructional Program: Address consistency and alignment

Systems: Ensure systematic supports for students and staff.



Recommendations

Align Strategic Plan

Prioritize Targets

Implement Key Actions

Strategic Plan



ABSTRACT

This revision of the Mancos RE-6 2010, 2021, and 2023 Strategic Plans reflects our district-wide initiative toward a Project Based Learning model, our Portrait of a Graduate competencies, planning for student wellness, and improving our connections with the community.

MANCOS RE-6 STRATEGIC PLAN

Presented for Adoption
August 2024



Mancos School District 2025-2026 Goals and Strategic Plan Objectives

Mission: In partnership with our community, we will foster safe, positive and rigorous learning experiences.
Vision: Every student will graduate with a broad academic foundation which enables each to demonstrate the skills of critical thinking, problem solving, team work and independent judgment. All students will understand democratic principles and recognize their civic responsibilities, and will be capable of ambitiously and appropriately participating in an age of dynamic technological change within a global context.

District Goals (DRAFT):

	Healthy Community: We will cultivate a joyful and connected community where students, staff and families have a strong sense of belonging because they feel safe, seen, heard, supported and valued.
	Engaging Learning: We will deepen our shared understanding, develop practices and implement strategies for rigorous, student-centered learning.
	Cohesive Systems and Structures: We will collectively renew, revise and build systems and structures that reflect our values and ensure success, consistency and cohesion across the district.

1. Community Connections

- OBJECTIVE 1A:** Mancos School District encourages connections with community organizations.
- OBJECTIVE 1B:** Mancos School District encourages connections with community organizations and encourages participation.
- OBJECTIVE 1C:** The Mancos School District encourages connections with community organizations and encourages participation.

2. Climate and Culture

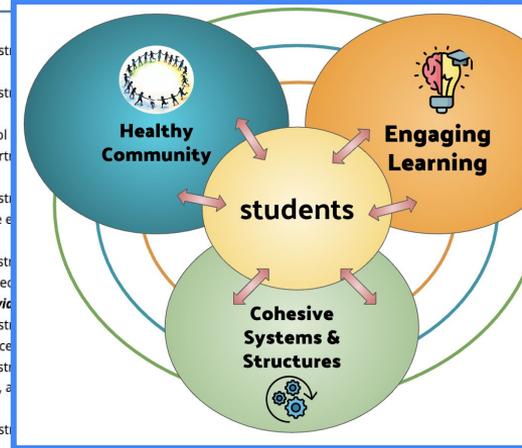
- OBJECTIVE 2B:** Mancos School District encourages connections with community organizations that they are able to demonstrate effective communication with students and adults.
- OBJECTIVE 2C:** Mancos School District encourages connections with community organizations that promote a culture of mutual respect and understanding.

3. Portrait of a Graduate Competencies via

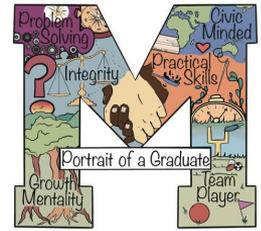
- OBJECTIVE 3B:** Mancos School District encourages connections with community organizations that promote a culture of mutual respect and understanding through a student-centered approach.
- OBJECTIVE 3C:** Mancos School District encourages connections with community organizations that align with our teachers' strengths, and professional development.

4. Opportunities for Individual Students

- OBJECTIVE 4A:** Mancos School District encourages connections with community organizations that promote a culture of mutual respect and understanding through reading and math.
- OBJECTIVE 4C:** Mancos School District teaching staff and students work together to identify individual student interests, talents, strengths, needs, and goals.
- OBJECTIVE 4D:** Mancos School District teaching staff encourages a love of reading in students.



Revised Goals for 2025-26



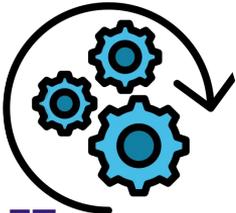
Healthy Community: We will cultivate a joyful and connected community where students, staff and families have a strong sense of belonging because they feel safe, seen, heard, supported and valued.

Healthy Community: We will cultivate a connected community where students, staff and families feel agency and belonging.



Engaging Learning: We will deepen our shared understanding, develop practices and implement strategies for rigorous, student-centered learning.

Engaging Learning: We will create learning environments that are rich with challenging, student-led learning experiences.



Cohesive Systems: We will collectively renew, revise and build sustainable systems and structures that reflect our values and ensure success, consistency and cohesion across the district.

Cohesive Systems: We will improve and build sustainable systems that reflect our values ensuring continuity throughout our district.

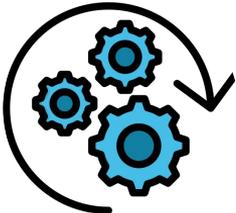
Revised Goals for 2025-26



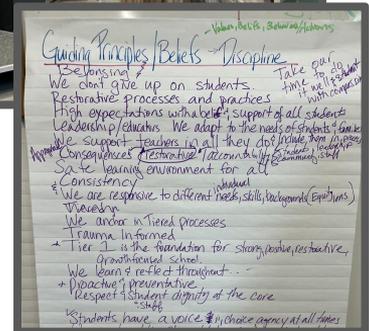
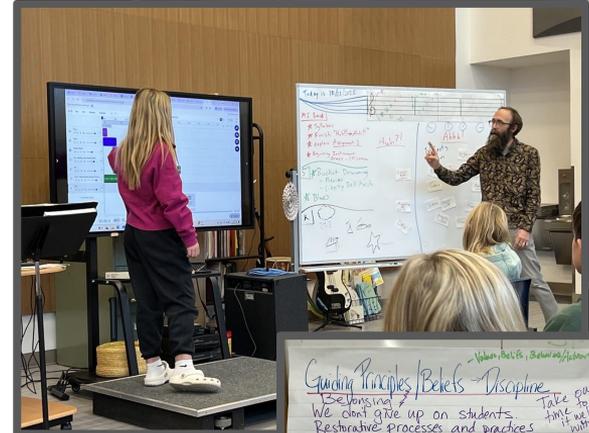
Healthy Community: We will cultivate a connected community where students, staff and families feel **agency** and belonging.



Engaging Learning: We will create learning environments that are rich with **challenging, student-led** learning experiences.



Cohesive Systems: We will improve and build sustainable **systems that reflect our values** ensuring continuity throughout our district.





Healthy Community

We will cultivate a connected community where students, staff and families feel agency and belonging.

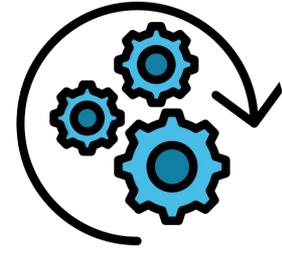
- ❖ Community-centered learning environments
- ❖ Whole-child development and supports
- ❖ Proactive and restorative approaches
- ❖ Inclusive parent-engagement
- ❖ Culture of support and growth



Engaging Learning

We will create learning environments that are rich with challenging, student-led learning experiences everyday.

- ❖ Cohesive and engaging instructional approach
- ❖ Aligned and articulated curriculum
- ❖ Student-centered assessment practices
- ❖ Portrait of a Graduate integration
- ❖ Community, work and nature based learning experiences



Cohesive Systems

We will improve and build sustainable systems that reflect our values ensuring continuity throughout our district.

- ❖ Structures for input and shared-leadership
- ❖ Purposeful and responsive communication plans
- ❖ Multi-tiered framework
- ❖ Mission-aligned and transparent operations
- ❖ Targeted professional growth cycles and support.

Goal



Healthy Community

We will cultivate a connected community where students, staff and families feel agency and belonging.

Targets

- ❖ Community-centered learning environments
- ❖ Whole-child development and supports
- ❖ Proactive and restorative approaches
- ❖ Inclusive parent-engagement
- ❖ Culture of support and growth

Goal



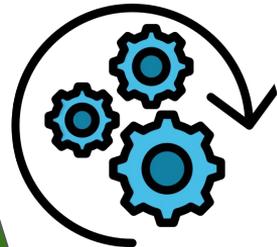
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Goal



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Healthy Community

We will cultivate a connected community where students, staff, and families feel agency and belonging.

Evidence

Evidence:

- **School-Climate Survey**
- Healthy Kids Colorado
- Family Engagement Inventory
- Attendance
- Referral & Discipline Data
- Activities & Leadership Participation



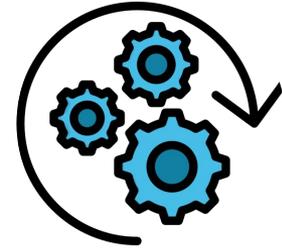
Engaging Learning

We will create learning environments that are rich with challenging, student-led learning experiences everyday.

Evidence

Evidence:

- NWEA Reading Fall-Spring
- NWEA Math Fall-Spring
- TS Gold Fall-Spring
- MTSS SFT
- **2027: Portfolio outcomes**
- **Student work protocols**
- **Student perception data**
- **Observation data**



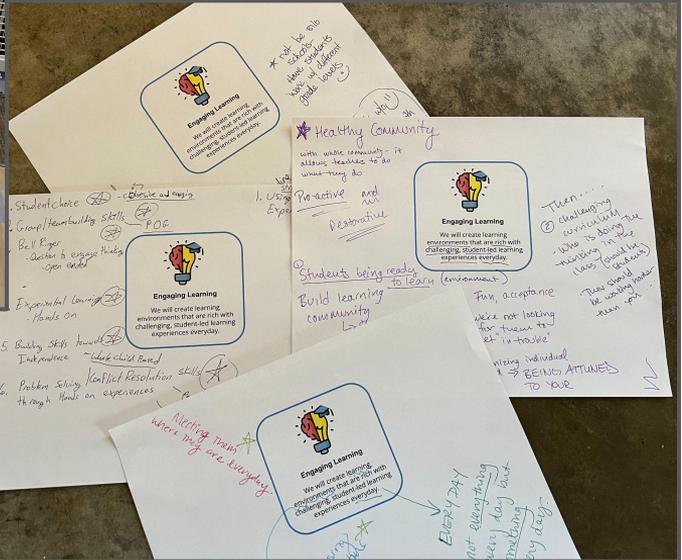
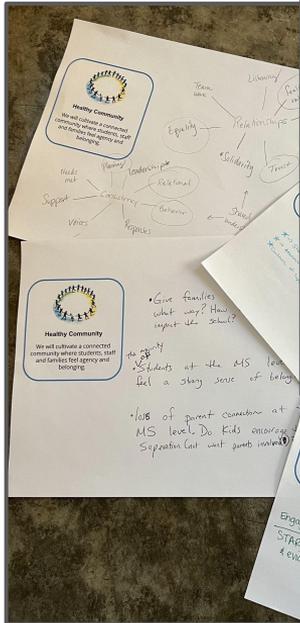
Cohesive Systems

We will improve and build sustainable systems that reflect our values and ensure continuity throughout our district.

Evidence:

- MTSS School-Fidelity Tool
- **Strategic Coherence Tool**
- Audits
- **Staff feedback**
- Data review: usage, work requests, etc.

Gathering Input & Feedback



2025-26
Priority Targets - Everyone



Healthy Community

We will cultivate a connected community where students, staff and families feel agency and belonging.

- ❖ Community-centered learning environments
- ❖ **Whole-child development and supports**
- ❖ **Proactive and restorative approaches**
- ❖ Inclusive parent-engagement
- ❖ **Culture of support and growth**

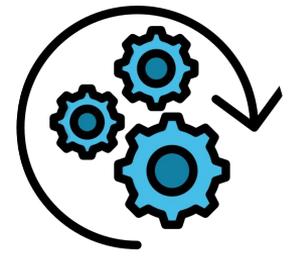
2025-26
Priority Targets - Leadership



Engaging Learning

We will create learning environments that are rich with challenging, student-led learning experiences everyday.

- ❖ **Cohesive and engaging instructional approach**
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- ❖ Student-centered assessment practices
- ❖ Portrait of a Graduate integration
- ❖ Community, work and nature based learning experiences



Cohesive Systems

We will improve and build sustainable systems that reflect our values ensuring continuity throughout our district.

- ❖ **Structures for input and shared-leadership**
- ❖ Purposeful and responsive communication plans
- ❖ Multi-tiered framework
- ❖ **Mission-aligned and transparent operations**
- ❖ Targeted professional growth cycles and support.

Action Plan Example



❖ **Target (Cohesive and Engaging Instructional Approach)**

- Build shared understanding by unpacking and defining terms
- Articulate our guiding principles and approaches for the target
 - Students do the heavy lifting, inquiry-based, PBL, community partners, etc.
- Identify outcomes and evidence of progress
- Make a plan
 - Tasks
 - Responsibilities
 - Professional learning
 - Timeline
 - Roles
- Test Drive
- Gather input and feedback
- Refine
- Communicate
- Celebrating and sharing progress



Strategic Plan Overview (DRAFT)

- Simplified into one page
- Posted for feedback
- Purpose: To be utilized and referred to consistently in all that we do:
 - A focal point for collaboration and decision-making
 - Connected to professional learning goals
 - A discussion point for reflection and goal setting
- Link to full document [here](#).



Mission Statement: In partnership with our community, we will foster safe, positive and rigorous learning experiences.

Vision Statement: Every student will graduate with a broad academic foundation which enables each to demonstrate the skills of critical thinking, problem solving, team work and independent judgment. All students will understand democratic principles and recognize their civic responsibilities, and will be capable of ambitiously and appropriately participating in an age of dynamic technological change within a global context.

Goals and Targets:

 <p>Healthy Community</p> <p>We will cultivate a connected community where students, staff and families feel agency and belonging.</p> <ul style="list-style-type: none">◆ Community-centered learning environments◆ Whole-child development and supports◆ Proactive and restorative approaches◆ Inclusive parent-engagement◆ Culture of support and growth	 <p>Engaging Learning</p> <p>We will create learning environments that are rich with challenging, student-led learning experiences everyday.</p> <ul style="list-style-type: none">◆ Cohesive and engaging instructional approach◆ Aligned and articulated curriculum◆ Student-centered assessment practices◆ Portrait of a Graduate integration◆ Community, work and nature based learning experiences	 <p>Cohesive Systems</p> <p>We will improve and build sustainable systems that reflect our values ensuring continuity throughout our district.</p> <ul style="list-style-type: none">◆ Structures for input and shared-leadership◆ Purposeful and responsive communication plans◆ Multi-tiered framework◆ Mission-aligned and transparent operations◆ Targeted professional growth cycles and support.
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Evidence of Progress:

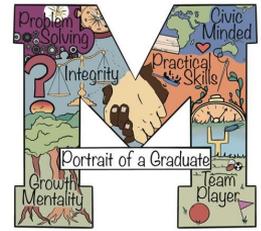
<p>Evidence:</p> <ul style="list-style-type: none">● School-Climate Survey● Healthy Kids Colorado● Family Engagement Inventory● Attendance● Referral & Discipline Data● Activities & Leadership Participation	<p>Evidence:</p> <ul style="list-style-type: none">● NWEA Reading Fall-Spring● NWEA Math Fall-Spring● TS Gold Fall-Spring● Dibels● 2027: Portfolio outcomes● Student work protocols● Student perception data● Observation data	<p>Evidence:</p> <ul style="list-style-type: none">● MTSS School-Fidelity Tool● Strategic Coherence Tool● Audits● Staff feedback● Data review: usage, work requests,
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Action Plan Example:

- ◆ **Target (Cohesive and Engaging Instructional Approach)**
 - Build shared understanding by unpacking and defining terms
 - Articulate our guiding principles and approaches for the target
 - Restorative Practices, PBIS, etc.
 - Identify outcomes and evidence of progress
 - Make a plan
 - Tasks
 - Responsibilities
 - Professional learning
 - Timeline
 - Roles
 - Test Drive
 - Gather input and feedback
 - Refine
 - Communicate
 - Begin



Additional recommendations to guide us into the near future:



Return to the Mission and Vision:

- Does it inspire and guide us today?
- What is still relevant? What might need revision?

Mission Statement

In partnership with our community, we will foster safe, positive and rigorous learning experiences.

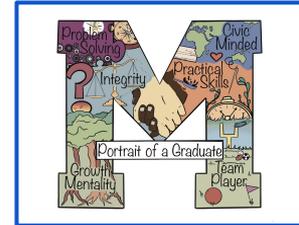
Vision Statement

Every student will graduate with a broad academic foundation which enables each to demonstrate the skills of critical thinking, problem solving, team work and independent judgment. All students will understand democratic principles and recognize their civic responsibilities, and will be capable of ambitiously and appropriately participating in an age of dynamic technological change within a global context.

Synthesize and renew guiding principles:

- What core values guide us all?
- How can we incorporate or utilize our Portrait of a Graduate competencies?
- What are the benefits of a common language PK-12?

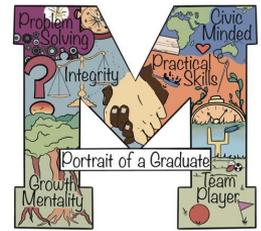
**Ready
Responsible
Respectful**



**Character
traits and
more!**



Next Steps:



October 24 - November 6 : Share and provide opportunities for feedback

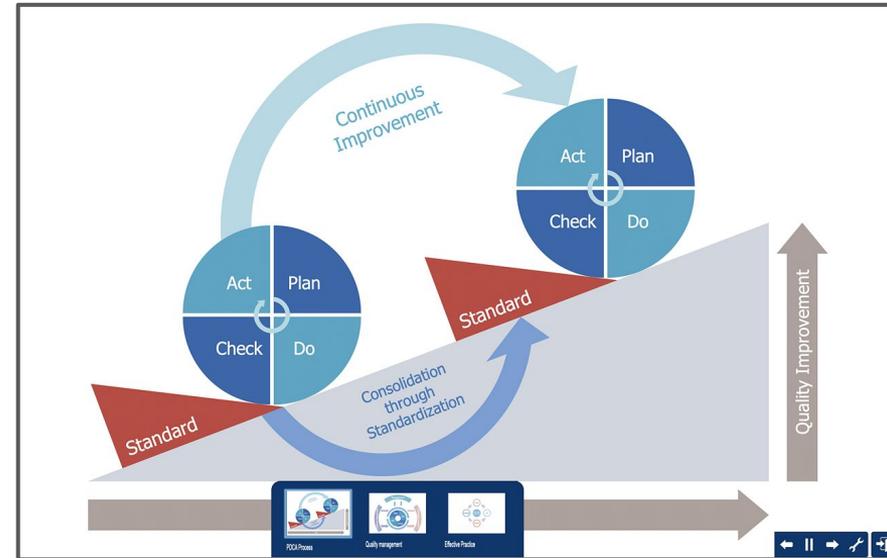
- Staff - drop-in, screencast
- Community - screencast shared in Mancos Matters
- Board of Education - Work Session, 1-1s
- DAC - November 6

November 10: Share at BOE Work Session and Meeting

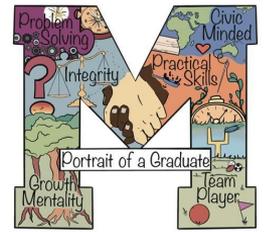
- Share Strategic Plan tracker
- Seek BOE feedback and approval of Strategic Plan

November - May

- Focus on priority target areas
- Execute Strategic Plan
- Engage in continuous learning cycles (Plan, Do, Study, Act)



Closing





Questions and Feedback