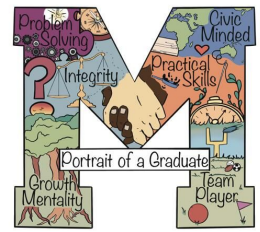


Work Session  
Monday, November 3, 2025 5:00 PM Mountain

HS Room #223 - Boardroom  
355 Grand Ave  
Mancos, CO 81328

1. Establish Quorum
2. Approval of Agenda
3. Review Norms
4. Strategic Plan
5. Board- "Other" Work Session
6. Admin
  - 6.A. Calendar Review
  - 6.B. New Topics and Agenda Proposals
7. Adjournment



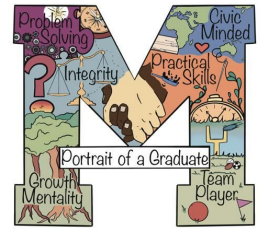
# First 100 Days

## Superintendent Reflections and Recommendations



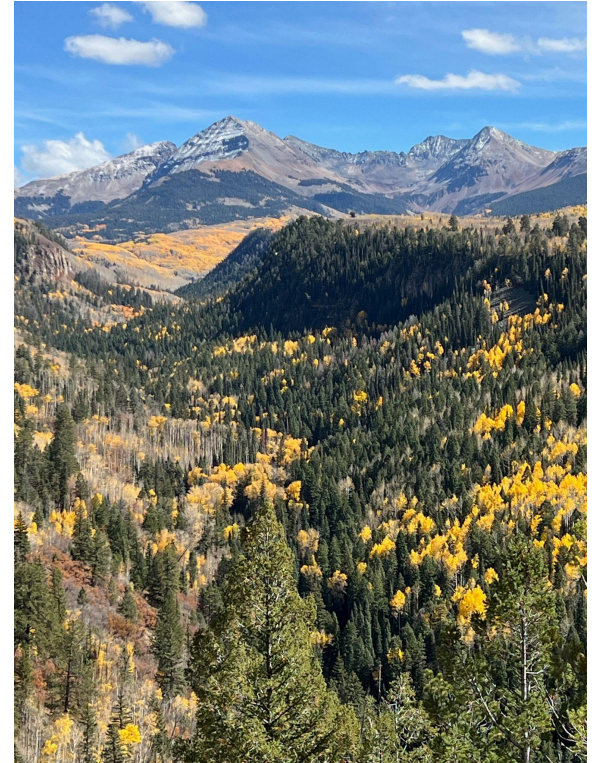
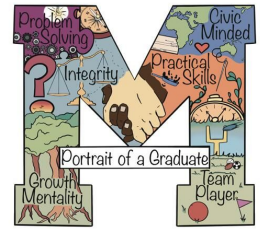
Prepared by Audrey Hazleton, Superintendent  
November 2025

# Today's Goals

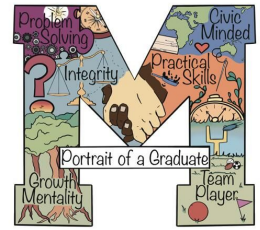


1. Share what I've learned about the strengths, hopes and opportunities for Mancos School District in my first 100 days.
2. Provide an updated Strategic Plan with priorities and action steps that builds on the great things happening in our schools while also addressing our areas of improvement.
3. Open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



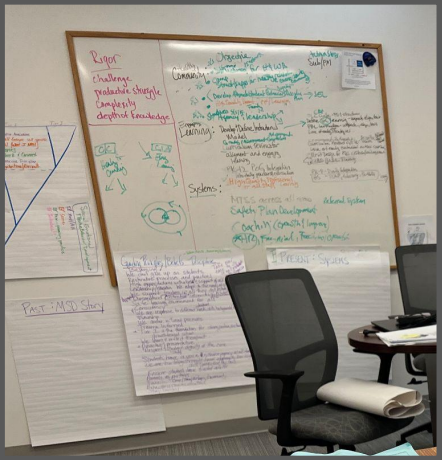


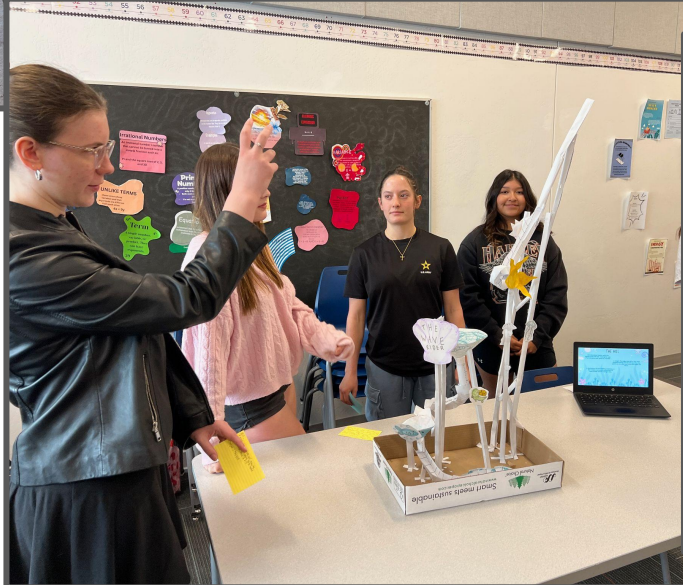
 A classroom bulletin board featuring a large analog clock on the left. To the right of the clock is a green sign with math rules: "Addition" (increase, both, all together, sum, plus, in all, add) and "Subtraction" (take away, decrease, less, minus, take, fewer, subtract, how many more, difference). Below the signs is a schedule:
 

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

 Below the schedule is a "Flashback Wednesday" prompt: "Write about the time you spent at Durango Nature Studies." with instructions:
 

- Write a paragraph on the topic, and use descriptive details.
- Be sure to tell where you were, who was there, and what happened.
- Also, share what you learned or how you felt about your experience.





**TREND - Preparedness (Food, H<sub>2</sub>O, 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
- H<sub>2</sub>O Food
- Medical supplies
- activities
- toiletries

**PLAN RECOMMENDATIONS:**

**Accessibility + Mobility:**

- Ensuring event/shelter/refrigeration places have H<sub>2</sub>O 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

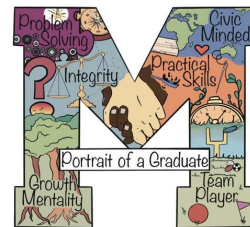
process for re-stocking / food storage / track

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

high volume need! Snacks + H<sub>2</sub>O for big numbers where does this live, how does it travel (relates to shelter)

Small need





## Core Strengths and Assets



Exceptional staff and community



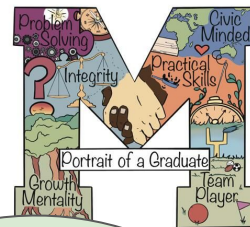
Commitment to engaging and innovative learning practices



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.

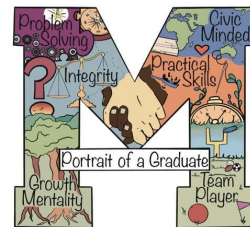
Relationships built in Mancos are so important... PK-12.

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.

Partnerships with local organizations!

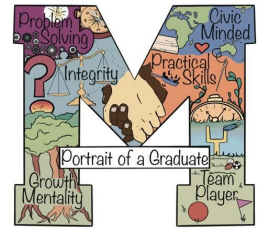
"Maintain the unique independent quality with balance."

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

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!



# Student Growth & Achievement



Mancos Elementary School	Composite Score	BOY	213
		34% (74)	19% (40)
		29% (61)	18%
		EOY	211
		25% (52)	16%
		22% (47)	37% (79)

**All Grades**

**Growth Median and Distribution**

66th 9% 15% 20% 25% 31%

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**Achievement Fall 2024-2025 Median and Distribution**

50th 18 21 22 22 17

**Achievement Spring 2024-2025 Median and Distribution**

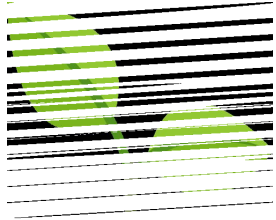
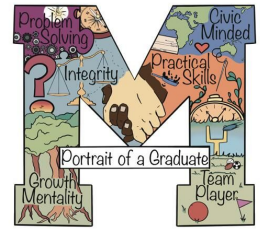
59th 12 17 22 25% 24%

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

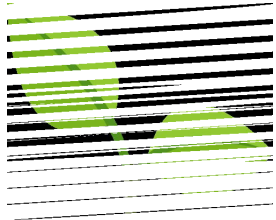
**Plan Type** Of

**Performance Plan**

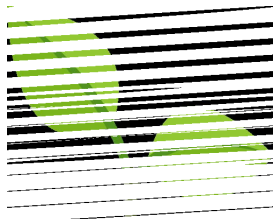
# Areas for Improvement



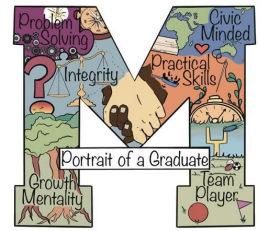
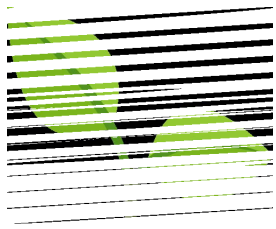
Culture: Connect and build trust



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?

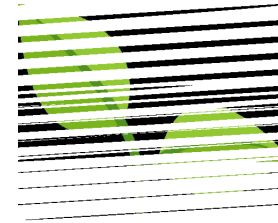
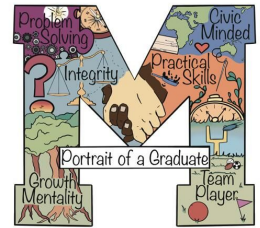
Need scope and sequence to achieve consistency in curriculum.

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

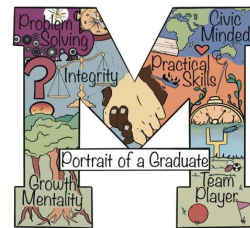
Commitment to engaging and innovative learning practices

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 partnerships with community organizations.

**OBJECTIVE 1B:** Mancos School District encourages partnerships with community organizations and encourages participation.

**OBJECTIVE 1C:** The Mancos School District encourages partnerships with community organizations and encourages participation.

#### 2. Climate and Culture

**OBJECTIVE 2B:** Mancos School District encourages partnerships with community organizations that they are able to demonstrate effective practices to students and adults.

**OBJECTIVE 2C:** Mancos School District encourages partnerships with community organizations that promote a culture of mutual respect and collaboration.

#### 3. Portrait of a Graduate Competencies via

**OBJECTIVE 3B:** Mancos School District encourages partnerships with community organizations that promote a culture of mutual respect and collaboration through a student-centered approach.

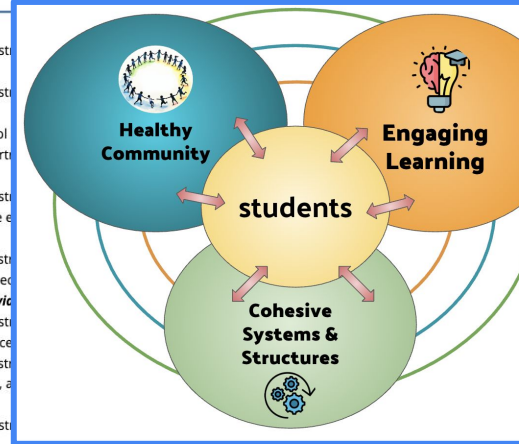
**OBJECTIVE 3C:** Mancos School District encourages partnerships with community organizations that align with our teachers' strengths, and professional development.

#### 4. Opportunities for Individual Students

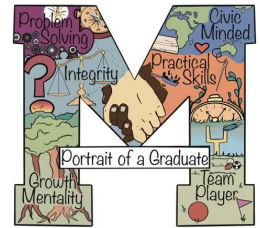
**OBJECTIVE 4A:** Mancos School District encourages partnerships with community organizations that promote reading and math.

**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



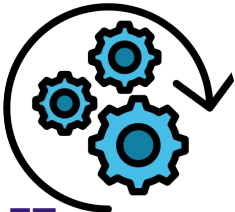
**Healthy Community:** We will cultivate a joyful and connected community where students, staff and families have a strong sense of belonging because they feel safe, seen, heard, supported and valued.

**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.

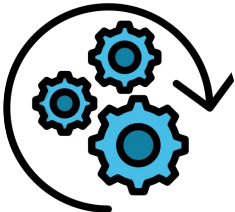
# Revised Goals for 2025-26



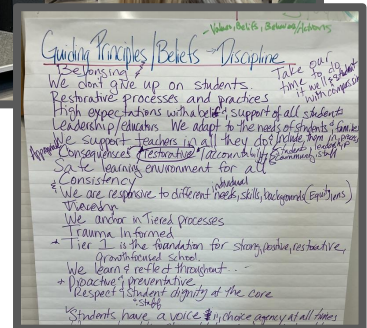
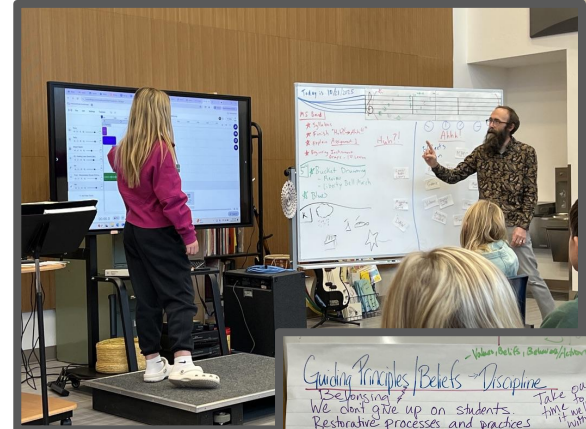
**Healthy Community:** We will cultivate a connected community where students, staff and families feel **agency** and belonging.



**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.

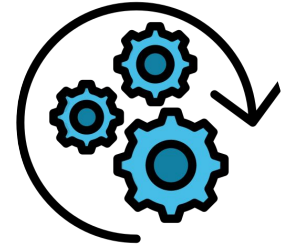
- ❖ Community-centered learning environments
- ❖ Whole-child development and supports
- ❖ Proactive and restorative approaches
- ❖ Inclusive parent-engagement
- ❖ Culture of support and growth



## 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.

- ❖ Community-centered learning environments
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Goal

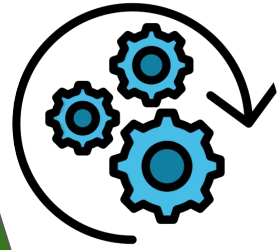


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## Healthy Community

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



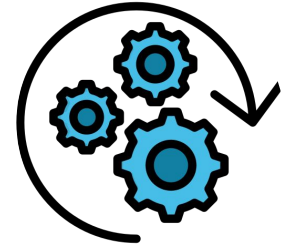
## Engaging Learning

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**



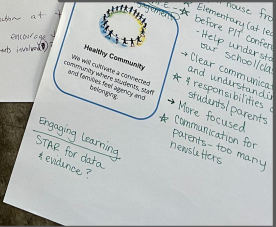
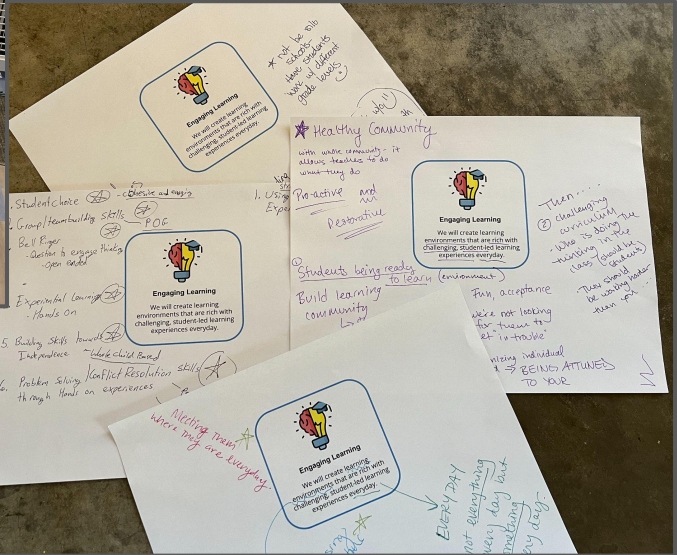
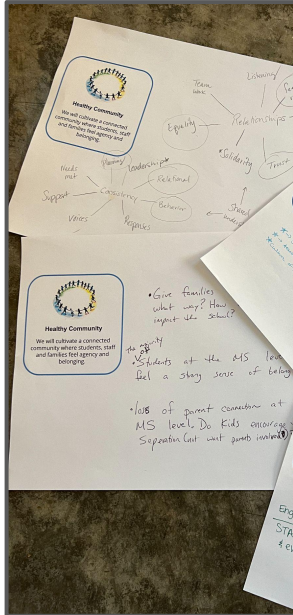
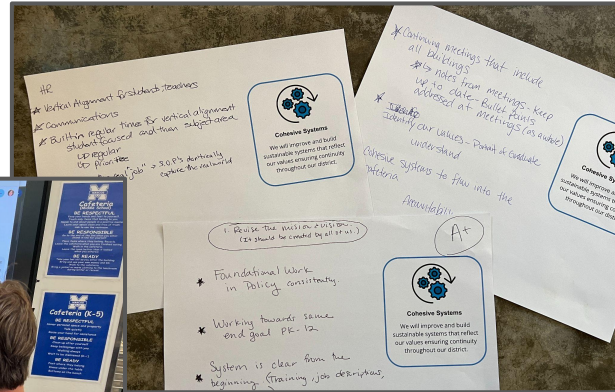
## Cohesive Systems

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**

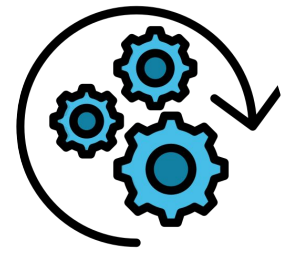
2025-26  
Priority Targets - Leadership



### Engaging Learning

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

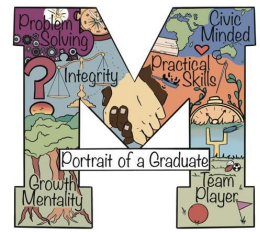
- ❖ **Cohesive and engaging instructional approach**
- ❖ **Aligned and articulated curriculum**
- ❖ Student-centered assessment practices
- ❖ Portrait of a Graduate integration
- ❖ Community, work and nature based learning experiences



### 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.



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

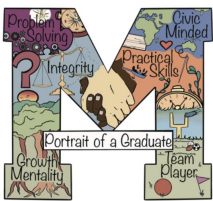
<p><b>Evidence:</b></p> <ul style="list-style-type: none"><li>● School-Climate Survey</li><li>● Healthy Kids Colorado</li><li>● Family Engagement Inventory</li><li>● Attendance</li><li>● Referral &amp; Discipline Data</li><li>● Activities &amp; Leadership Participation</li></ul>	<p><b>Evidence:</b></p>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



# Strategic Plan alignment progression



**MANCOS RE-6 STRATEGIC PLAN**  
Presented for Adoption  
August 2024

2024-25



## 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 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.

**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 review, revise and build systems and structures that reflect our values and the needs of the district.

**1. Community Connections**

**OBJECTIVE 1A:** Mancos School District connects with local organizations.

**OBJECTIVE 1B:** Mancos School District connects with community organizations and encourages partnerships.

**OBJECTIVE 1C:** The Mancos School Board connects with community organizations and encourages partnerships.

**2. Climate and Culture**

**OBJECTIVE 2B:** Mancos School District supports staff so that they are able to demonstrate emotional intelligence with students and adults.

**OBJECTIVE 2C:** Mancos School District supports its staff through a trauma-informed framework in order to promote a culture of mutual respect and cooperation and to model self-regulation.

**3. Portrait of a Graduate Competencies via Student-Centered Learning**

**OBJECTIVE 3B:** Mancos School District teaching staff teach and assess Portrait of a Graduate competencies through a student-centered model.

**OBJECTIVE 3C:** Mancos School District provides students with course options that are based on student input, align with our teachers' strengths, and can potentially lead to future career paths.

**4. Opportunities for Individual Students**

**OBJECTIVE 4A:** Mancos School District students demonstrate achievement and positive longitudinal growth in reading and math.

**OBJECTIVE 4C:** Mancos School District teaches and assesses student interests, talents, strengths, needs, and preferences.

**OBJECTIVE 4D:** Mancos School District teaches and assesses student interests, talents, strengths, needs, and preferences.




August 2025

**Mancos School District - Strategic Plan Overview DRAFT**  
2025-26

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

<p><b>Evidence:</b></p> <ul style="list-style-type: none"> <li>School-Climate Survey</li> <li>Healthy Kids Colorado Survey</li> <li>Student Engagement Inventory</li> <li>2023-24 IA Discipline Data</li> <li>2023-24 Leadership Observation</li> </ul>	<p><b>Evidence:</b></p> <ul style="list-style-type: none"> <li>NWEA Reading Fall-Spring</li> <li>Strategic Coherence Tool</li> <li>TS Gold Fall-Spring</li> <li>Climate</li> <li>2027: Portfolio outcomes</li> <li>Student work protocols</li> <li>Student perception data</li> <li>Observation data</li> </ul>	<p><b>Evidence:</b></p> <ul style="list-style-type: none"> <li>MTSS School-Fidelity Tool</li> <li>MTSS Data Review</li> <li>Audits</li> <li>Staff feedback</li> <li>Data review: usage, work requests.</li> </ul>
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**Example:**

- Target (Cohesive and Engaging Instructional Approach)**
  - Built shared understanding by unpacking and defining terms
  - Advocates our guiding principles and opportunities for the target
    - Restorative Practices, PBIS, etc.
  - Identify outcomes and evidence of progress
    - Tasks
    - Responsibilities
    - Professional learning
    - Timeline
    - Roles
    - Tools/One
    - Gather input and feedback
    - Rubric
    - Communications

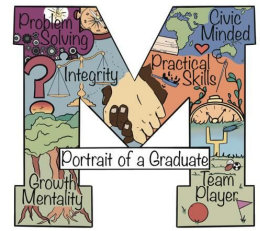


November 2025



\*click images for links to documents

# 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.*

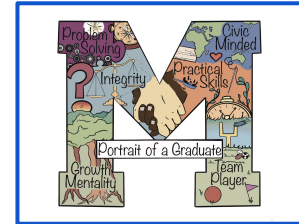
### Vision Statement

*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?

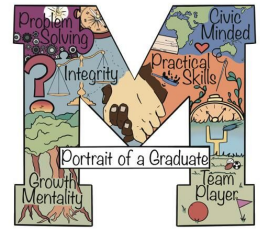
**Ready  
Responsible  
Respectful**



**Character  
traits and  
more!**



# Next Steps:



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

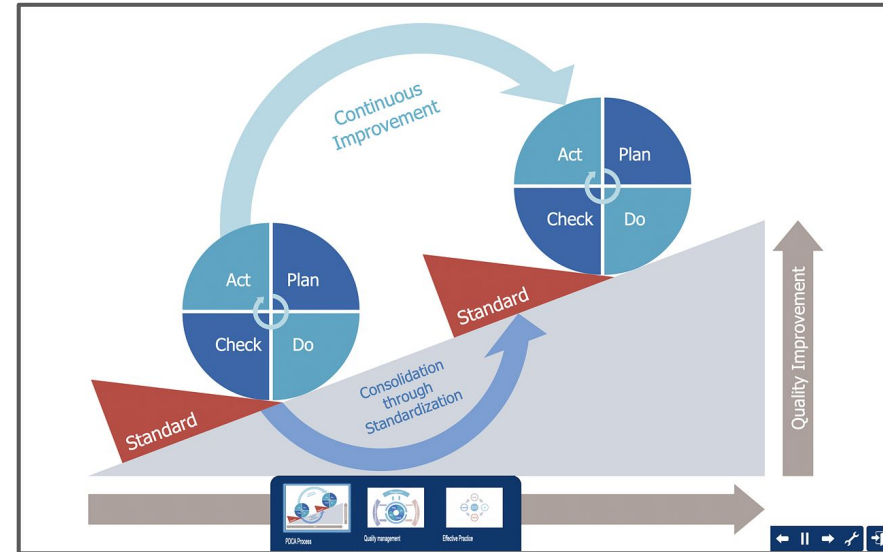
- Staff - drop-in, screencast
- Community - screencast shared in Mancos Matters
- Board of Education - Work Session, 1-1s
- DAC - November 6

**November 10:** Share at BOE Work Session and Meeting

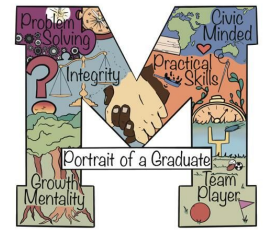
- Share Strategic Plan tracker
- Seek BOE feedback and approval of Strategic Plan

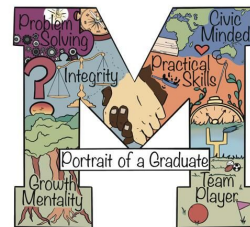
**November - May**

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



# Closing





# Questions and Feedback