



# Stakeholder Presentation

Stargate School Governance Board

October 25, 2023

# Agenda

- ❖ Living our Mission/Celebrations
- ❖ 2023-24 Objectives
  - Addressing Findings from ReImagine
  - Other Operational Objectives
- ❖ Developing a 3-Year Strategic Plan
- ❖ Get Involved: What do our Committees do?
- ❖ Charter Renewal Update



## Mission

Stargate School will provide a differentiated program designed specifically to meet the needs of identified intellectually gifted learners in order to challenge each student's academic abilities, support their unique emotional needs, promote individual character development and encourage a life-long love of learning.

## Vision

Stargate community will be a leader and innovator in intellectually gifted education by providing a learning environment to meet gifted students' needs.

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Stargate HS  
Student Body



# Flight Crew



# Senior Sunrise





# Club Carnival





# Homecoming





# Culture

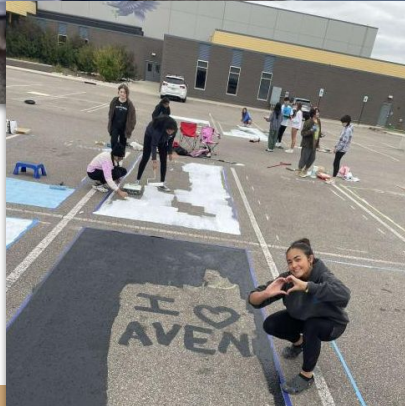




# Culture

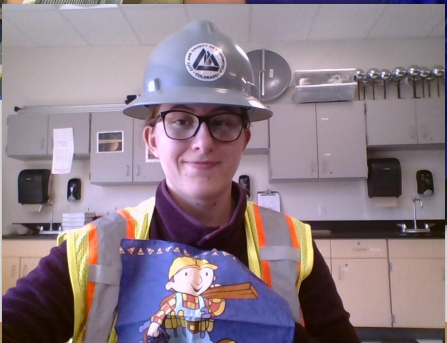


# Culture





# Looking forward



WHAT  
ARE YOU  
FOR?



FOR  
Our Students  
Our Team  
Our Community  
Me

# Living our Mission: *Our Students*

## Fall 2023 High School Awards

- 8 National Merit Scholarship Program Semi-finalists
- School wide AP Platinum Honor Roll distinction
- 43 AP Scholars
- 17 AP Scholars with Honor
- 35 AP Scholars with Distinction
- 22 College Board National Recognition Program Awardees

## Post-graduation preparedness

- 5 Concurrent Enrollment course options
- Individual Career and Academic Plan (ICAP) curriculum expanded from HS to MS
- 25 Colleges and Universities visiting Stargate in October and November

## Extracurriculars

- High School Club Carnival - 54 clubs offered, 340 students expressed interest in at least one club
- Middle School Academic Enrichment - 17 options offered
- 3 Student Theater Productions annually
- 3 Band & Orchestra Concerts annually
- Over 275 students participating in Athletics - HS: Cross Country, Girls Volleyball, Boys Soccer, Coed Mountain Biking; MS: Cross Country, Girls Volleyball, Boys Soccer

*More highlights to come and to be shared on the website*

- Some Highlights:
  - 2022-2023 - HS National qualifiers in Knowledge Bowl, Robotics, HOSA, FBLA
  - 2022-2023 - State qualifiers in Band & Orchestra
  - 2022-2023 - State qualifiers in Boys Basketball, Girls Soccer, Girls Volleyball, Mountain Biking, Cross Country, Track
  - 2023-2024 - State qualifiers in Boys Soccer, Mountain Biking, Cross Country
  - League Champions: MS Boys Soccer (2022), MS Girls Soccer (2023), MS Girls Volleyball (2023)



# Living our Mission: *Our Students*



6th and 9th Grade  
Flight School Orientation

8th Grade Outdoor Ed

5th Grade Outdoor Ed





# Living our Mission: *Our Students*



Senior  
Parking  
Spots





Living our Mission: Building

# Our Team

*New to Stargate:*



**Dr. Robin Greene**

**Executive Director of Academics**

Doctor of Education - Curriculum and Instruction with a specialization in Gifted Education

**Wayne Granger**

**Executive Director of Operations & Finance**

Previously, Executive Director  
Flagstaff Academy Charter School

**Dr. Cynthia Rundquist**

**Director of Gifted Curriculum & Instruction**

Doctor of Education -  
EdD, Educational Leadership & Administration

**Karen Wolfer**

**Elementary Principal**

Previously, Assistant Director  
Horizons K-8 Charter School

# Living our Mission: *Our Team*



TIME	MONDAY 8/7/2023	TUESDAY 8/8/2023	WEDNESDAY 8/9/2023	THURSDAY 8/10/2023	FRIDAY 8/11/2023	TIME
8:00-8:30	All Staff	All Staff	Instructional Staff	Support Staff	All Staff	8:00-8:30
8:30-9:00	Staff Connection, Announcements, & Celebration (Breakfast provided)	Morning Kickoff	Morning Kickoff	Morning Kickoff	Note later start	8:30-9:00
9:00-9:30		Mapping our Course for the Year	Behavior/Discipline/PBIS Process	Sleep In!	Morning Kickoff	9:00-9:30
9:30-10:00						9:30-10:00
10:00-10:30	2023 School Year Kickoff					10:00-10:30
10:30-11:00		Principal/Staff Meetings by building	Principal/Staff Meetings by building	Office Team Meeting	Morning Kickoff	10:30-11:00
11:00-11:30			Campus Safety	Campus Safety	SRP Safety Training	11:00-11:30
11:30-Noon	Staff BBQ: Lunch Provided					11:30-Noon
Noon-12:30		Lunch on your own	Lunch on your own	Lunch on your own	Lunch on your own	Noon-12:30
12:30-1:00						12:30-1:00
1:00-1:30			Health Training Children's Hospital (All Staff)			1:00-1:30
1:30-2:00			Med Delegation (specific staff only)		Title IX, Mandatory Reporting, Handbooks, Suicide Awareness	1:30-2:00
2:00-2:30	All Staff Team Building	Classroom Time	Classroom Time	Classroom Time	Classroom Time	2:00-2:30
2:30-3:00			Classroom Time	Facility Help-Furniture Brigade		2:30-3:00
3:00-3:30						3:00-3:30
3:30-4:00					Happy Hour (Off duty) Location TBD	3:30-4:00
4:00-4:30						4:00-4:30
4:30-5:00	Wrap Up			Dinner Provided by School		4:30-5:00
5:00-5:30				Welcome Back to School Night		5:00-5:30
5:30-6:00						5:30-6:00
6:00-6:30						6:00-6:30

All meetings will be hosted in the Secondary Commons unless otherwise noted.



imagine  
believe  
grow  
cagt2023

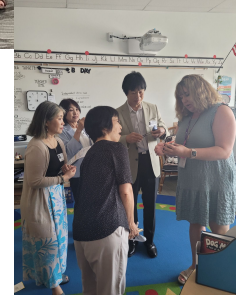
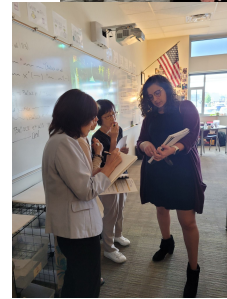
## Staff Kickoff Programming

- All Staff participated from both buildings
- Team-building
- Training
- Building, department, and classroom planning time

## Colorado Association for Gifted & Talented 2023 Conference Participation

- 20 staff and 4 board attendees
- Presenters included Stargate's Executive Director of Education, Dr. Robin Greene, and Stargate Board Member, Dr. Meryl Faulkner

# Living our Mission: *Our Team*



## New Social Emotional Learning Program Training & Implementation

- Curriculum selected after rigorous evaluation
- Implementation is in progress for both Elementary and Secondary

## Best Practice Sharing with the Ministry of Education of Japan

- Hosted members from the Ministry of Education in Tsukuba City, Japan
- Seeking to bring gifted education to Tsukuba City and the rest of Japan
- Spent the day sharing best practices for gifted education and brainstorming how to support gifted learners in Japan



# Living our Mission: *Our Community*



**EAGLE FEST '23**  
BRINGING THE COMMUNITY TOGETHER  
SATURDAY, AUG. 19  
12-4  
ON THE QUAD  
FUN, FOOD AND COMMUNITY  
Carnival and Yard Games; Dunk Tank; Cake Walk; Music  
Concessions and BBQ Food Vendor  
[www.stargateschool.org](http://www.stargateschool.org)

The poster has a purple background with a white 'S' logo at the top. Below the logo is a string of colorful triangular bunting. The text is in yellow and white. At the bottom, there are colorful illustrations of carnival booths: a concession stand, a game booth, a food stand with an ice cream cone, a game booth with a wheel, and a food stand with a hot dog.

- Over 500 in attendance
- Thank you to the CRC for all of the planning that went into this event!
- Thank you to the Facilities team, Student Council, our vendors, and our sponsors for your support!



# Living our Mission: *Our Community*



**Multicultural booths, performances,  
and interactive games**

Brazil  
China  
Egypt/Afghanistan  
England/Wales  
Hawaii  
India/Nepal  
Italy  
Japan

Korea  
LGBTQIA+  
Mexico  
Mongolia  
South Africa  
Taiwan  
Ukraine

**Food Options**

*Roots  
(card/cash)*

*Samples and Tastings  
provided by participating booths*



- 15 different cultures represented with information booths, performances, and beautiful displays
- Hundreds in attendance
- Thank you to the CRC and to all who participated!

**Friday, September 29, 2023 5-8 PM**  
Secondary building | Free admission

*All are encouraged to wear clothing representative of their culture*





# Living our Mission: School Performance



## Best public high schools

1. Stargate Charter School

## Best public middle schools

1. Stargate Charter School

## Best public elementary schools

1. Stargate Charter School

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- ❖ Get Involved: What do our Committees do?
- ❖ Charter Renewal Update

1. Clarify Stargate  
Stakeholder Roles



2. Create Shared  
Decision-Making  
Model



3. Facilitate Team  
Culture Building



# ReImagine Recommendations

1

## Starting Point

For these reasons, **we recommend that the first step Stargate School takes is to collaboratively revisit the vision, mission statement, and core values to ensure all stakeholders understand these values statements and how their work supports them.**

2

## Prioritized Recommendations

These targeted shifts are specific tasks that Stargate can prioritize in order to move towards the adaptive changes that need to take place within the culture at Stargate.

### Proposed Shifts

#### 1. Clarify Stargate Stakeholder Roles



#### 2. Create Shared Decision-Making Model



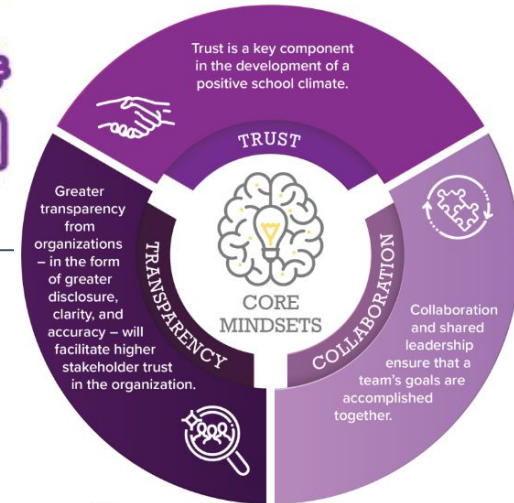
#### 3. Facilitate Team Culture Building



3

## Activating New Mindsets

Beginning at the **STARTING POINT** offered above, Stargate has a clear set of tasks that should be done in creating a solid foundation for repairing climate and culture. The priorities outlined are grounded in the following mindsets that we believe will serve as the foundation upon which Stargate can build moving forward.



# How this ties to our 5-point Star



## What: Fulfilling our Mission

- ❖ Recommit to our Mission, Vision, & Values
  - Align on Mission & Vision
  - Center the student: academic and social-emotional health
  - Implement GT best practices
  - Maintain long-term financial viability

Differentiated Learning Environment

Financial Stability

## Who: All of Us

- ❖ Engage all Staff, Administrators, Board Members, Community Members, and the District
  - Clarify roles
  - Create shared decision-making model
  - Build robust communication and feedback loops

Responsible Leadership

Exceptional Staff

## How: Team Culture

- ❖ Build a team culture throughout the school, district, and community based on:
  - Trust
  - Collaboration
  - Transparency

Engaged Community of All Stakeholders

# Objectives for 2023-24 (1 of 3)

<b>Mission, Vision and Core Values</b>
Investigate, propose, and vote on Mission/Vision (in conjunction with Bylaws changes)
<b>Clarify Stargate Stakeholder Roles</b>
Complete all Board training modules in new training system
Define the Board/Admin Responsibility Matrices
Clearly communicate the role of the Board to Stakeholders
Develop brief position descriptions for all staff positions to clarify roles
Define the desired role of a "Stargate Family/Community Member"
Complete the annual review and feedback cycle in full for Teacher and Administrator evaluations
Investigate, propose, and vote on any changes in Board composition (in conjunction with Bylaws changes)
<b>Create Shared Decision-Making Model</b>
Identify Teacher Leads/Department Leads for K-12
Continue to refine the Decision Making Matrix for both Admin/Staff and within Departments
Design a vertical teaming structure for teachers K-12



# Objectives for 2023-24 (2 of 3)

<b>Facilitate Team Culture Building</b>
Execute effective Staff Kickoff, including team-building
Communicate team-based priorities ("What are You For?")
Establish system for sharing positive feedback of peers ("Stargate Shout-Outs")
Include team-building in each PD Day
Develop 2024-2025 Events Calendar for broader community of stakeholders
<b>Activating New Mindsets: Trust</b>
Monitor Staff and Community survey results for feedback on Board and Administration
Monitor Board Evaluations and Executive Director feedback on Board trust
<b>Activating New Mindsets: Collaboration</b>
Include collaborative department time in each PD Day
Involve staff committees to support decision-making
Implement system to celebrate and reward staff for their efforts
Leverage community surveys for identifying community input into Bylaws and Mission/Vision
Hold Board Office Hours/Coffee Chats to engage with stakeholders



# Objectives for 2023-24 (3 of 3)

<b>Activating New Mindsets: Transparency</b>
Continue communications to stakeholders via StarNews
Continue communications to stakeholders via Board Updates
Conduct Stakeholder Meeting and State of the School Meeting to communicate goals, decisions, and progress to community
Communicate Job Descriptions and Decision Matrices internally to staff
Utilize community surveys and task forces to inform decision-making
Develop and communicate a Board Shared vs. Kept Confidential Matrix
Re-vamp and re-implement Board Complaint Form
<b>Select Operational Areas</b>
Develop a 3-Year Strategic Plan
Build a marketing plan based on Strategic Plan
Monitor survey results for trends in safety

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# Process summary: Developing a 3-Year Strategic Plan

<i>DATES TBD</i>	<b>MILESTONE</b>
Fall 2023	BOD votes to commission new Strategic Plan
	BOD forms Task Force to revisit Mission and Vision
	Task Force gathers stakeholder feedback on Mission & Vision and proposes changes
	BOD votes on Mission & Vision update
Winter 2024	BOD determines Top Strategic Objectives (across Academic, Operations, Culture) and two or three Key Results of each Objective
	OKR budgetary impacts determined
	Strategic Plan draft complete
Spring 2024	BOD votes to approve Strategic Plan
	BOD develops Communications Plan for Strategic Plan
	BOD communicates Strategic Plan to community
	BOD approves budgetary appropriations for OKRs
August 2024	Strategic Plan in place

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# We need your help: Serve on a Board Committee

	Elections	Finance	Fundraising Allocation	Recruiting	School Accountability
Description of Deliverables	Election process, timeline, execution, and reporting of results	Oversight of: Annual Audit, Tax Compliance, Annual Budget, Risk Management	Approval of: Fundraising Allocation Applications	Candidate Pipeline, Candidate Applications, Candidate Forums	Community Survey Reporting, Unified Improvement Plan, Key Performance Indicators Reporting
Skills desired	Analytics, Compliance, Communications	Banking, Accounting, Investment Mgmt, Public Finance	Accounting, Analytics	Communications, Community Relations, Org. Networking	Data Analysis, Community Surveys
Meeting cadence	Clustered around fall and spring elections	1x/month	As needed	Clustered around fall and spring elections	1x/month, 9x/year
Term length	None	None	None	None	2 years
How to Join?	Contact Recruiting at <a href="mailto:recruiting@stargateschool.org">recruiting@stargateschool.org</a>				

# Join the Community Relations Committee (CRC)



School Dances



A logo for 'School Dances' featuring a purple silhouette of a person dancing with one arm raised, positioned over the word 'Dances' in a purple, cursive font. The word 'School' is in a black, cursive font.

- Generally meets on the 1st Wednesday of each month at 8:15 am
- Many ways to help out even if you are unable to attend meetings
- Watch for event sign-ups

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# Charter Renewal Update: Key Dates

Renewal Activity	When
Kick off meeting between District and charter school	April - June
Site Visit Planning meeting with the charter school leaders	July - September
<b>Site visit(s) to charter school and summative narrative</b>	<b>November 7th</b>
<b>Deadline for school to submit Renewal Packet</b>	<b>December 1st</b>
District review team feedback on packet submitted	December
DAC considerations provided to the District review team and Board of Education	December
District review team evaluation and recommendation made to Board of Education	December
<b>Board of Education Vote</b>	<b>By February 1st</b>
Contract Negotiations	Within 90 days of Board ruling by resolution to approve the renewal

# Supporting Data

- ❖ ReImagine Climate & Culture Review
- ❖ Enrollment Data
- ❖ Demographic Data
- ❖ Testing Data
- ❖ Financial Data
- ❖ Fundraising Data
- ❖ Parent Survey Data
- ❖ Staff Survey Data
- ❖ Board Evaluation Data
- ❖ Key Performance Indicators

Most of this data is posted on our website's Data Dashboard

## Data Dashboard & Strategic Plan

Stargate's framework for success includes a variety of tools to guide insights and team decision-making.

### School Data Dashboard



### Strategic Plan & Key Performance Indicators

All planning at Stargate starts with the school [vision & values](#). The strategic plan includes the focus areas, every day staff, engaged community, differentiated learning experiences, measurable leadership, and student success.



### Community Surveys & Annual Stakeholder Updates





Questions?



FOR

Our Students

Our Team

Our Community

Me

WHAT  
ARE YOU  
FOR?



# How this ties to our 5-point Star (more detail)



## What: Fulfilling our Mission

- ❖ Recommit to our Mission, Vision, & Values
  - Evaluate, propose, and vote on Mission & Vision changes (tie in with by-law changes)
  - Center the student - academic and social-emotional health
  - Implement GT best practices
  - Maintain long-term financial viability

Differentiated Learning Environment

Financial Stability

## Who: All of Us

- ❖ Engage all Staff, Administrators, Board Members, Community Members, and the District
  - Define roles and decision matrices
  - Provide training and coaching
  - Build on teaming models to maximize stakeholder involvement
  - Implement robust performance management system

Responsible Leadership

Exceptional Staff

## How: Team Culture

- ❖ Build a team culture throughout the school, district, and community based on:
  - Trust
    - Trust in individuals to perform roles as defined
  - Collaboration
    - Leverage advisory teams
    - Engage community stakeholders
    - Foster team-building
  - Transparency
    - Practice radical transparency
    - Communicate clear expectations
    - Share how decisions are made
    - Provide honest and constructive feedback

Engaged Community of All Stakeholders