



STEM School Highlands Ranch

Board of Directors Meeting

Published on April 1, 2024 at 7:47 AM MDT

Date and Time

Tuesday April 2, 2024 at 5:30 PM MDT

Location

P-tech Building
8920 Barrons Blvd
Highlands Ranch, CO 80129

Webinar Link: Join from a PC, Mac, iPad, iPhone or Android device: Please click this URL to join. <https://zoom.us/j/97049693895?pwd=RStxcVh2ay8rSVdvWTFJRHExaFNLUT09> Passcode: 919339

Link to Meeting Presentation Slides

Agenda

	Purpose	Presenter	Time
I. Opening Items			5:30 PM
A.	Record Attendance	Kelly Reyna	5 m
B.	Call the Meeting to Order	Kelly Reyna	
C.	Pledge of Allegiance	Greg Shick	
D.	Reciting of the Mission Statement	Michelle Horne	

	Purpose	Presenter	Time
<p>Never Stop Innovating! We envision a world of exponential possibilities where every child develops the innate knowledge, skills, creativity and character to thrive, lead and succeed in an ever-changing future.</p>			
E.	Approve Minutes	Kelly Reyna	
	Approve minutes for Board of Directors Meeting on March 5, 2024		
II.	Community Updates		5:35 PM
A.	Center for Strength	Kelly Reyna	15 m
	Presentation by Jess Monda on Center for Strength		
III.	Academic Excellence		5:50 PM
A.	Executive Director Report - STEM	LynAnn Kovalesky	15 m
	• General School Updates		
IV.	KOSON Schools		6:05 PM
A.	CIO Updates	Matt Cartier	15 m
V.	Board Committee Updates		6:20 PM
A.	Finance Committee	Star Ake	15 m
	• Preliminary Budget 2024-25 school year		
B.	Governance Committee	Carla Gustafson	5 m
	• Draft updated Student/Parent Handbook will be provided to Board in May for initial review		
	• Policy updates - none this month		
	• Bellwether survey results discussed at June 21st Board Training.		
C.	Advancement Committee	Matt Cartier	5 m

	Purpose	Presenter	Time
<ul style="list-style-type: none"> • Update from committee chair 			
D. CIO Support & Evaluation Committee	FYI	Erin Quigley	5 m
<ul style="list-style-type: none"> • Update CIO Contract Renewal 			
VI. Board of Directors Update			6:50 PM
A. 2024 Class A Election	FYI	Rudy Lukez	5 m
Timeline for Election			
B. Board Training	Discuss	Carla Gustafson	5 m
<ul style="list-style-type: none"> • Board Training June 21st • Afternoon reserved for Strategic Planning discussions 			
C. Upcoming Agenda Items	FYI	Kelly Reyna	
May			
<ul style="list-style-type: none"> • Draft 2024-25 Budget Approval • Discuss Student/Parent Handbook updates • Class A Elections • Bellwether • CIO Annual Support & Evaluation Review 			
VII. Public Comment			7:00 PM
<p>This is the time to voice opinions and provide feedback about specific agenda item(s) prior to any Board action. Speakers must complete the Public Comment Form and submit it electronically no later than 12 p.m. the day of each Board meeting. If written testimony or a handout is submitted, presenters are asked to supply one (1) copy via email to communications@stemk12.org</p>			
A. Public Comment Sign up link			5 m
https://forms.gle/xjYxbDmtekd7PC7B6			
VIII. Executive Session			7:05 PM

	Purpose	Presenter	Time	
The Board may enter into executive session pursuant to CRS 24-6-402(4)(e)(I) for determining positions relative to matters that may be subject to negotiations; developing strategy for negotiations; and instructing negotiators. Discussion of contract renewal terms for KOSON CIO.				
A.	Convene to Executive Session	Vote	Kelly Reyna	30 m
IX.	Closing Items			7:35 PM
A.	Adjourn Meeting Adjournment	Vote	Kelly Reyna	

Never Stop Innovating! We envision a world of exponential possibilities where every child develops the innate knowledge, skills, creativity and character to thrive, lead and succeed in an ever-changing future.

Coversheet

Approve Minutes

Section: I. Opening Items
Item: E. Approve Minutes
Purpose: Approve Minutes
Submitted by:
Related Material: Minutes for Board of Directors Meeting on March 5, 2024

APPROVED



STEM School Highlands Ranch

Minutes

Board of Directors Meeting

Date and Time

Tuesday March 5, 2024 at 5:30 PM

Location

P-tech Building

8920 Barrons Blvd

Highlands Ranch, CO 80129

Webinar Link: Join from a PC, Mac, iPad, iPhone or Android device: Please click this URL to join. <https://zoom.us/j/97049693895?pwd=RStxcVh2ay8rSVdvWTFJRHExaFNLUT09>

Passcode: 919339

Link to Meeting Presentation Slides

Directors Present

C. Gustafson, E. Quigley, G. Shick, I. Kalra, L. Davison, M. Horne, R. Lukez

Directors Absent

K. Reyna

Directors who left before the meeting adjourned

I. Kalra

Ex Officio Members Present

M. Cartier

Non Voting Members Present

M. Cartier

Guests Present

A. Westfall, L. Kovalesky, M. Pritchard (remote), N. Bostel, S. Ake

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

C. Gustafson called a meeting of the board of directors of STEM School Highlands Ranch to order on Tuesday Mar 5, 2024 at 5:36 PM.

C. Pledge of Allegiance

D. Reciting of the Mission Statement

E. Approve Minutes

R. Lukez made a motion to approve the minutes from Board of Directors Meeting on 02-06-24.

L. Davison seconded the motion.

The board **VOTED** to approve the motion.

Roll Call

R. Lukez	Aye
E. Quigley	Aye
I. Kalra	Aye
G. Shick	Abstain
M. Horne	Aye
C. Gustafson	Abstain
K. Reyna	Absent
L. Davison	Aye

II. Academic Excellence

A. Executive Director Report - STEM

L. Kovalesky.:

ES and Secondary highlights

Parent conferences next week

Love of reading

WISH week assembly - student led, great event

All school 24/25 master schedule creations, teacher offer letters, spring break and CMAS Testing.

Student Highlights

Met MS TSA Chapter for the 10th year

TSA - HS/MS over 12 placements

Science Olympiad- 2 teams qualified for state and ranked 4th and 6th out of 29 teams

Andrew Hathaway accepted to the Air Force Academy

Two National Merit finalists- Spencer Neucks and Luke Paulka

Anirudh Rao National STEM Champion in STEM Challenge

M. Gasser:

Standards Based Learning- Secondary teachers discussed pros and cons of SBL

SBG Working Group is exploring an option that would eliminate the need for Mastery

Connect

Sandbox compared to Mastery Connect

BOD Comments:

Are you getting feedback from teachers about inconsistency between teachers about how they enter things?

Yes, now we are trying to standardize so that it can come down to PD planning where our assessments can be planned and expected.

Is there a way to create a parent friendly view that we can see the grades?

Sandbox can eliminate some missteps here.

I suggest you invite parents who have been frustrated with it to come take part in the group.

Were we the first school in the district to do SBL?

No, we were one of the first. Douglas county is working toward greater participation.

III. KOSON Schools

A. CIO Updates

M. Cartier:

Colorado League of Charters Conference - We were able to network with a lot of people to talk about networking and communications

Bellwether Consulting-

We met from 9-5 today. There are 3 other schools going through the process which is about 1/2 way done. The BOD members took a survey.

Growth Opportunities Update-

The plan is to have the governance committee and BOT review. The survey will be discussed next month.

Draft Plan: Deepen and Expand-

DEEPEN: Add a preschool (100 students), Homeschool program (100 students), and summer school classes/camps (500 students) to the existing location.

EXPAND: Add 2 elementary schools within a 15 minute drive of the Highlands Ranch campus that will educate 450 K-5 students and 100 preschool students at each campus.

Enrollment Plan-

Intent to return form- 1406 kids have an intent to return. We are also engaging with communications and marketing to have a sales funnel website. We are hiring a new Associate Director of Enrollment. The effects of these changes will be evident in 18 months.

BOD Comments-

Have you decided how you will staff the Summer School?

We would use current STEM teachers who want extra work over the summer.

Can you explain the Homeschool program?

Students are at home 4 days per week and at STEM one day per week to take electives and socialize. We would hire a Homeschool Director.

Regarding enrollment, I think it would be great to also ask our girls "What can we do to keep you here, and how can we attract more girls to this school?"

Yes I think looking at girls vs. Boys in the enrollment and retention numbers would be great.

IV. Board Committee Updates

A. Finance Committee

S. Ake:

Shared a projection of where we will finish at with finances for this year.

Mill Levy-

We did get the first half of the Mill Levy (based on 1396 students)STEM received \$1089/student. That money has started to come in and will continue through the rest of the year.

Interest income -

We estimated \$40-50,000 per year, and it sits at about 12-13 million. We are currently at approximately \$60,000 interest.

End of year projections-

We are looking toward getting a lot of our facilities repairs/maintenance completed before the end of June. We have an estimate to repair the roof and do some RTU Units repairs, and we are working on finding out if it is doable to complete using this year's budget.

Budgeting Annual Cycle-

October - December- Dreaming, strategic thinking operational plans

January - February- Turn Operational plans into next year's budget

February - March- Refine with current year's projection to finish the year and confirm PPR

April 15th- proposed budget due to DCSD

May 31- Adopted budget due

September 15th-Update based on enrollment

December 15th- Report to DCSD

S. Ake shared the Budgeting Overview & Process and introduced a new process.

New Process-

We have created 15 budgets for each department, S. Ake created a template and shared it with each department. They accumulated the information and sent it back. This will help the staff leadership have some ownership over their part of the budget and we will also use it as a tool for alignment together.

Next Steps-

1. DCSD announced that they would do 5% increase and the PPR went down by \$100 per student. These are 2 negatives for us. We are incorporating this cost to the 2024-25 budget and looking at what we can do this year to take expenses off next year's budget.
2. Finalizing budgets for 2024-2025 school year: Operational Budget, Capital Projects Budget, Grants Budget, Fundraising Budget.
3. Work with BOD Treasurer to finalize budget,
4. Continue research and develop plan for potentially using cash reserves if needed

The Fundraising annual fund is visible on the website. Focus on three pillars- Academics, Enrichment, Athletics.

I. Kalra left at 7:13 PM.

B. Governance Committee - Board Policy Updates

Policy review is done.

Handbooks review ongoing.

C. CIO Support & Evaluation Committee

The mid-year check in with CIO is complete. Discussions entailed renewal, compensation, etc.

K. Reyna and E. Quigley will meet with M. Cartier on Tuesday. There will be a Zoom on March 25th to discuss decisions on compensation that can affect the budget. All BOD members will take a look at our calendars to see if we can reach quorum. The zoom meeting is tentatively scheduled for March 26th- Tuesday 6:00 PM. This will need to be confirmed with K. Reyna and I. Kalra.

The budget will be shared one week before the next BOD meeting. Any feedback we have on the budget, will be discussed then. The final approval of Budget and CIO salary will be made May 14th.

V. Board of Directors Update

A. Board Treasurer Candidate

Nominee for STEM Board of Directors Treasurer: Darrell Lomelino

C. Gustafson made a motion to made a motion to nominate Darrell Lomelino for the vacancy of our Board Treasurer.

R. Lukez seconded the motion.

The board **VOTED** to approve the motion.

B. 2024 Class A Election

Timeline for Election:

All biographies and photos (if desired) should be submitted 1 week before election, April 22nd. This should give enough time for everyone to view the candidates.

Election will run April 28-May 4.

C. Schedule Board Training

Board training tentatively scheduled all day on June 21st. This may be rescheduled after confirming with all board members.

D. Upcoming Agenda Items

CIO Contract Renewal

Handbooks

Bellwether

Center for Strength

VI. Closing Items

A. Adjourn Meeting

R. Lukez made a motion to adjourn public session at 7:32pm.

L. Davison seconded the motion.

The board **VOTED** to approve the motion.

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:32 PM.

Respectfully Submitted,

M. Horne

Never Stop Innovating! We envision a world of exponential possibilities where every child develops the innate knowledge, skills, creativity and character to thrive, lead and succeed in an ever-changing future.

Coversheet

Center for Strength

Section: II. Community Updates
Item: A. Center for Strength
Purpose: FYI
Submitted by:
Related Material: STEM Board Presentation 42.pdf

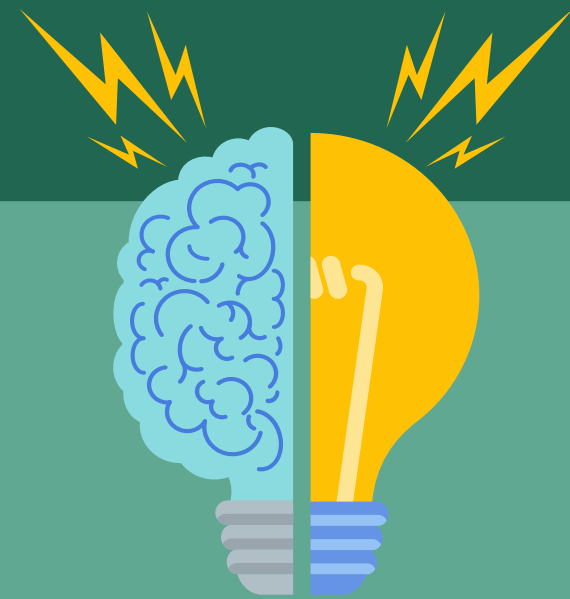
Center for Strength Updates

23

24

Our Goals at a Glance

These are goals we're working on based on our team's key strategies for the remaining year.



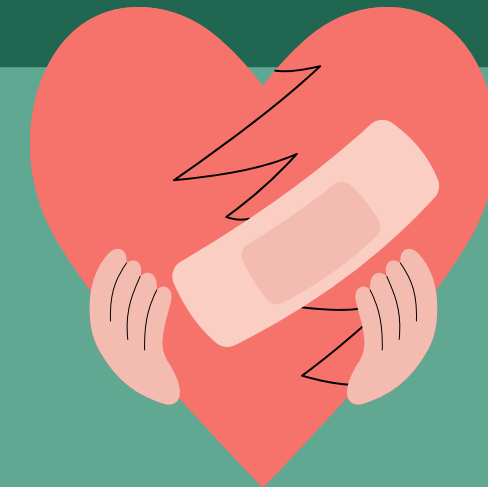
**Regular & final programs,
prepare for May & Beyond**

April



**May 7th Commemoration
May 31st Farewell
Celebration**

May



**The Healing Continues
(Resource Guide)**

Beyond

Your Support

These are ways we asking for your assistance.

01

Donations to fund the food at the final events

02

Bridge connections with survivors at these events

03

Partner and build ongoing resources for the school

01

Donations & Funding

\$1200 balance from Colorado Healing Fund.

Need \$750 to execute all food goals.

The grant does not cover food. These are food needs!



Donations in the form of money and/or food

canva.com

This is where we need you!
For a proper farewell to closing the Center, we need to raise \$2,000 to accomplish our closing activities.
See the breakdown below and how to donate!

<u>Snacks and Programming</u>	<u>Community Gatherings</u>	<u>May 7th Commemoration</u>
<p>\$500</p> <p>Snacks for all regular programming and in house groups</p> <p>\$500</p>	<p>\$120</p> <p>May 7th Staff Gathering</p> <p>\$100</p> <p>Staff/Alumni gathering: food, snacks, drinks</p> <p>\$300</p> <p>Center Farewell Celebration: food truck, waters, snacks</p> <p>\$520</p>	<p>\$500</p> <p>May 7th Commemoration at Civic Green park: dessert truck, waters, snacks</p> <p>\$500</p>
<p>\$750 Need to fundraise</p>		

If you would like to donate snacks, they can be shipped or dropped off at the Center Mon-Fri, 9-5.
640 Plaza Dr STE 130
Highlands Ranch, CO 80129
303-872-3040

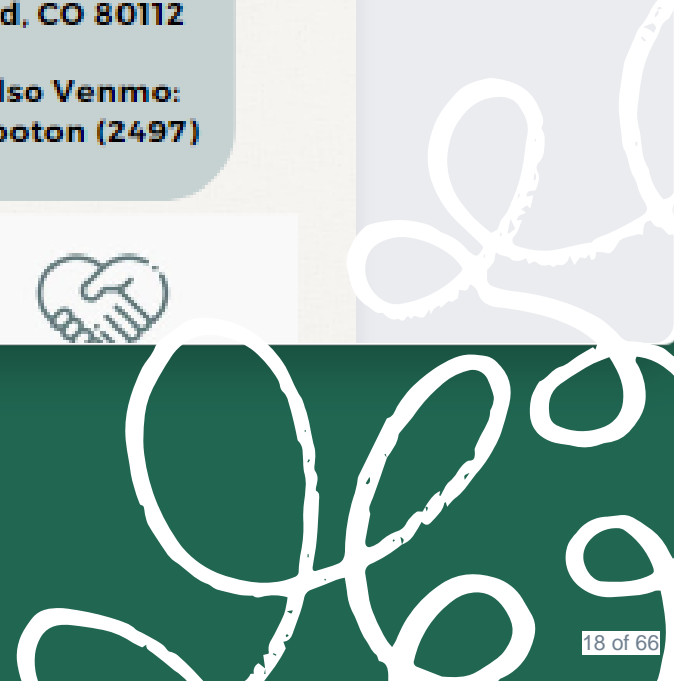
Monetary Donations

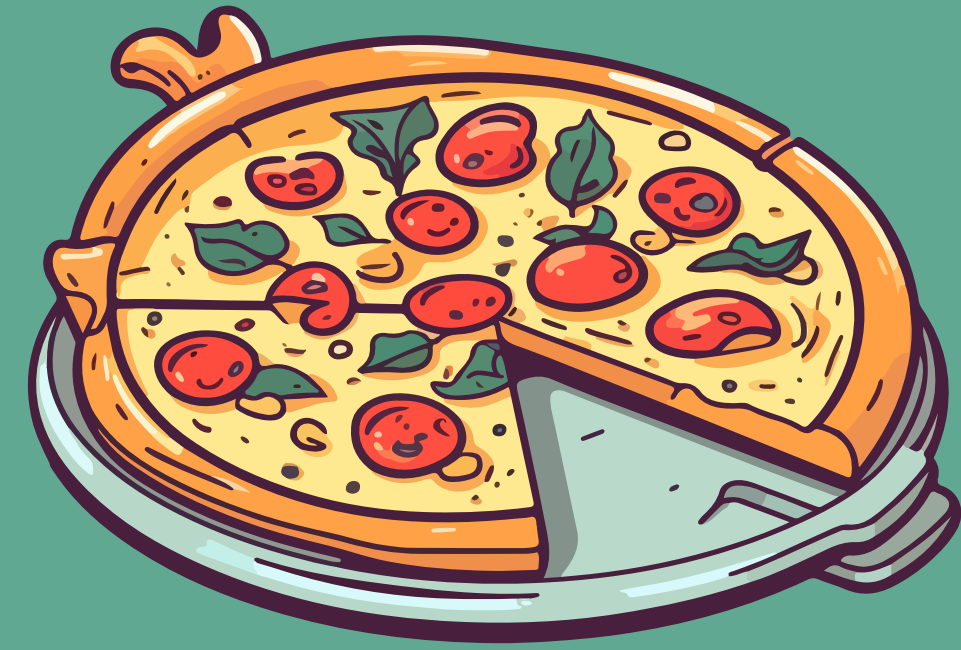
If you wish to contribute, a check can be written to:

AllHealth Network Attn:
Center for Strength (snack donations)
116 Inverness Dr.
Englewood, CO 80112

You can also Venmo:
@Randy-Booton (2497)

Icons: hands holding a globe, open book, person running, two hands shaking.





Food brings people together

02

Bridge Connections

Attend events/programs being held by the Center/partners.
Stay connected with current May 7th staff/students with intention.

What is the main reason you have used services at the Center for Strength?

“Just a calming safe space I needed a lot when I was at stem especially because it helped me better cope with the trauma even after”

“I use the services at the center to help myself take a break from school and give myself a minute to recover from the stress and worry of the day. It is highly beneficial to my mental health, and it has overall been a great way to decompress and heal”



4
April

Upcoming Events

640
PLAZA DR
STE. 130
HIGHLAND
RANCH, CO
80129
303.872.3040



CONNECT * DO * LEARN * HEAL

some dates and times may change, please check out our calendar @ center4strength.org for updates

Programming - Elementary/Middle School/High School

TUE - 4.9, 4.23 - 3:15p-4:15p - **Green Leaf Society** (Teens)

Weekly

MON - 12p-1p - **Transition to College**: 4-week mental health series (ends 4.15)

MON - 2:30p-4:00p- **EMERGE Inside Out** (3rd-6th Graders)

WED - 3:15p-4:30p - **SOLACE** (LGBTQ+ Teens)

Programming - 16yrs+/Adults/Alumni/Staff

FRI - 4.12 - 4:00p - 7:00p - **Art with Niki and Staff Happy Hour**, Blue Spruce (May 7th Staff)

TUE - 4.23 - 6:00p-7:00p - **Parent and Caregiver Art with Niki** (Adults)

Weekly

SUN - 6:45p-8:00p - **Restorative Yoga** (Adults)

Mon - 3:00p-4:00p- **RECOUP Support Group** (Parents/Caregivers)

Mon - 5:15p-6:00p **Propped Up: Chair yoga and Breathwork** (16+)

TUE - 8:00a-9:15a - **Morning Warm Up: All Levels Flow Trauma-Informed Yoga** (16+)

THU - 6:30p-7:45p - **Breathe, Stretch, Rest: Trauma-Informed Yoga** (Adults)

🌟 Super Smash Tournament April 26th 10-2 🌟

Programming - Everyone *11y & younger must be accompanied by an adult or a responsible older sibling*

TUE - 3:00p-4:00p - **Community Art with Niki** (Everyone) 4.2, 4.16, 4.30

THU - 3:00p-5:00p - **Open Art Studio - Afternoons!** (Everyone)

4.4 Upcycled Garden Tile 4.18 Pour Paint

FRI - **GO Team Dogs** - 4.12 - 11a - 1p // WED 4.24 - 3p - 4p

Weekly

WED - 11:45-1:35p **Open Art Studio** (Everyone)

4.3 April Sprites 4.10 Relaxing Watercolor 4.17 Pour Paint Hearts 4.24 Pomander Ball



Resiliency
Reimagined
New Episode
March 9th



PODCAST

highlights

Parent-led
book club

"The Pain We Carry:
Healing from Complex PTSD
for People of Color"

SPRING BREAK

THE CENTER WILL HAVE
MODIFIED HOURS

3/18 - 3/22

10AM TO 2PM

ALL Programs are cancelled, except BSR Yoga.
We are available online and via phone:
contact@center4strength.org
303-872-3040

Therapy Services

FREE to those affected by the
tragedy on May 7, 2019

Talk to a
staff member
or sign up online



New Programming

Check our website for
more info!



Transitioning 2 College:

4-week mental
health preparation
series
with Devon Edwards

Starting 3/25

Mondays @Noon



**PARENTS & CAREGIVERS
ART WORKSHOP**

FACILITATED BY NIKI

**MARCH 26, 2024
6PM - 7PM**

center4strength.org

03

Partner and Build

Staff trainings and support groups

Safe spaces & support groups for students

Trauma-informed Social-emotional learning & events

391

Survey responses

What else would you like us to know about the services at the Center for Strength or a potential future youth drop-in center?

"I do believe the center has been a refuge for a lot of kids and has had a positive trickle down effect on their families, the STEM community and the surrounding community. It has become a major part of people's lives, and who knows....it may have helped kids who were experiencing feelings that would've led to another significant event."

"I volunteered at the center for strength. I did not use the services but I talked with so many of my fellow students who came in. It is a very important place for many, whether it be for mental health reasons or a means of staying somewhere safe while waiting for their parents. Even now with me being in college, I still feel the effects of May 7th. The center of strength has helped me be with a community that all suffered the same events as I have. That is a very important thing for many, even more so for the younger children who will grow to find the significance of the event. They will need help, and a community to talk to."

What are the needs?



Staff trainings, groups, and activities

Phase 1



Safe spaces & support groups for students

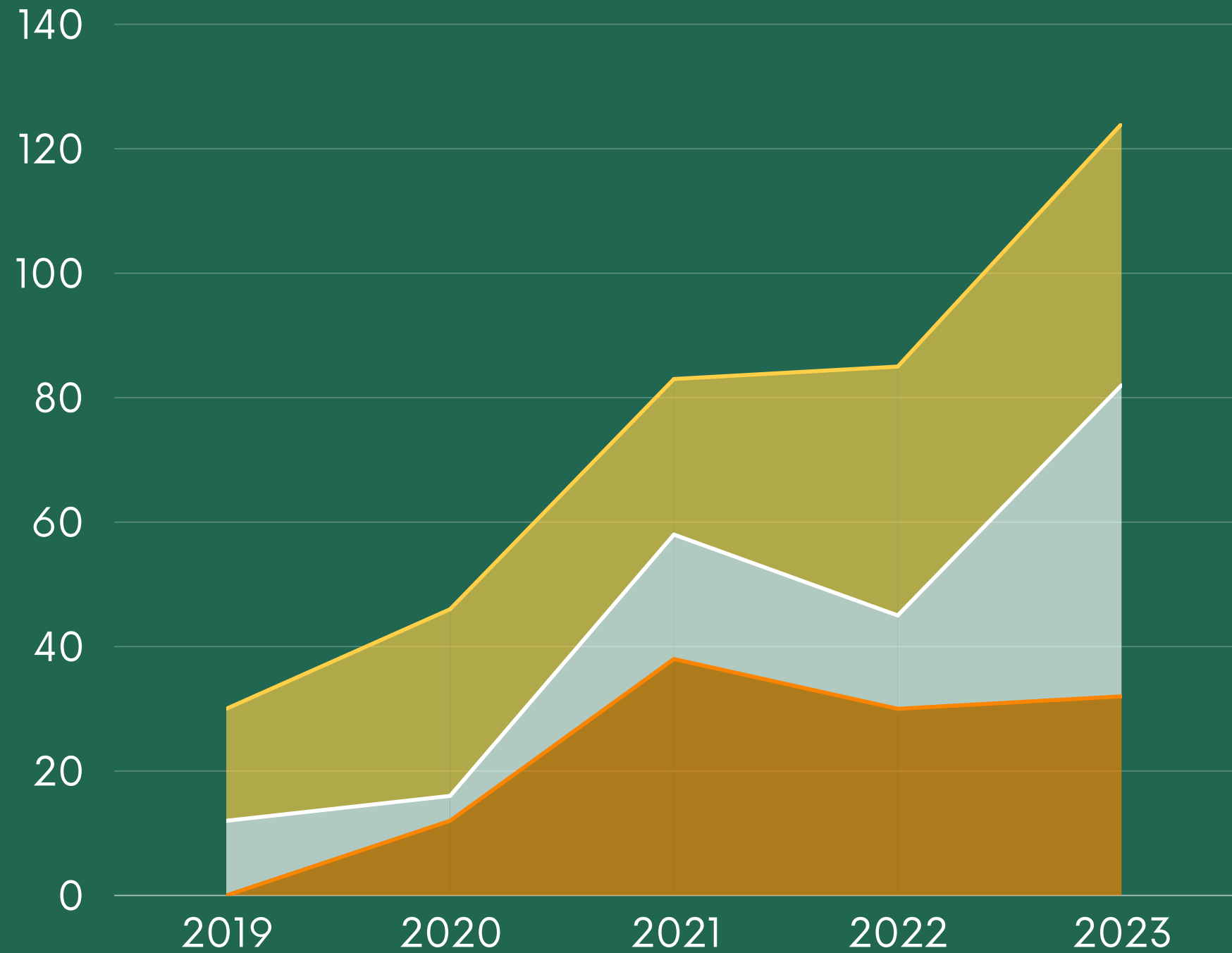
Phase 2



Trauma-informed approach
Social-emotional learning & events

Phase 3

We learned
the impacted and
indirectly affected have
benefited from the
services at the Center



Action Items for The Board

These are items from our team asking for our assistance.

01

Work with the Center to collaborate on what is working to fulfill the needs

02

Call to action:
Donations!

03

Tap into existing resources, partnerships, and survey results

Thank You



Center4Strength

Coversheet

Executive Director Report - STEM

Section: III. Academic Excellence
Item: A. Executive Director Report - STEM
Purpose: FYI
Submitted by:
Related Material: April Board Presentation.pdf

Executive Director Update

April 2nd, 2024



School Level Highlights

ES

- CMAS for 3rd-5th - next week - 4/2- 4/4
- Battle of the Books 3rd /4th Grade Team took 2nd place in the district
- April 8th - ES Solar Eclipse Watch Party
- Upcoming Field Trips for ALL Grades in April

Secondary

- 6th grade Keystone trips this week
- Science Olympiad State Competition - 4/6/24
- CMAS - April 5-16
- Move up to Middle School Day - 4/12
- PSAT/SAT - 4/16 (9th, 10th, 11th)
- Virtual Days:
 - April 5 - 6th grade
 - April 8 - 7th grade
 - April 9 - 8th grade
 - April 16th - 6th, 7th, and 12th
- MS Awards Night - 5/15 - 4 pm
- HS Awards Night - 5/22 - 4 pm

Student Highlights

3rd/4th Grade Students took 2nd place at district Battle of the Books

11 Students are attending FBLA State

3 Students are going to DECA Nationals in Anaheim, California later this month

Amrit Ahuja was Rotary Student of the Month

SBL Updates

Secondary Canvas Pilot Group

5 Secondary Teachers

47 Parents

45 Students

- Canvas features allow for more transparency for teachers, students, and parents
- SBL parent group will meet on April 3rd to provide feedback on the pilot
- Working to determine ways to integrate feedback on behaviors that promote learning.

Scope and Sequence-Portraits of Stem Students

Goal is to create a K-12 repository of STEM's academic and social emotional learning, and student experiences.

PD Day Focus-

- ES- vertical alignment of writing standards
- Secondary- begin mapping out standards to start the backwards design for our unit planning.

Summer Work Opportunities

Teams will work with coaches on...

- Determining the standards that will be assessed in the unit
- Determining the final assessment of the unit or how students will demonstrate that they understand and can apply the standard. This includes the authentic tasks and assessments they will complete.
- Determine the length of the unit.
- Determine how many formative assessments will be needed throughout the unit to monitor progress and provide feedback
- Design lessons that precede the formative assessments and that directly correlate to the formative assessments.
- Determine the feedback that teachers will provide and when they will provide that feedback.
- Work on which mentors or experiences will enhance the unit

Goal is to create a K-12 repository of STEM's academic and social emotional learning, and student experiences.

Coversheet

CIO Updates

Section: IV. KOSON Schools
Item: A. CIO Updates
Purpose: FYI
Submitted by:
Related Material: 20240402 Board Meeting CIO SLIDES (1).pdf



KOSON SCHOOLS

CIO Update

Tuesday, April 2, 2024

- Charter Renewal
- Employment Agreements
- Marketing Update
- State of STEM

Charter Renewal

Charter Renewal

- April 10th - Mediation Day (if needed)
- April 23th - Updated contract presented to DCSD for vote

Employment Agreements

Employment Agreements

- Reiterated our care for, and prioritization of, the people at STEM. The health, stability, and success of our Staff is essential to everything that we do.
- Moved to new annual school year dates for staff so annual salary increases match the school work year. (July 16th for teachers and July 1 for admin)
- Removed contract language in terms of start and end days in a school work year and “contract” hours per day.
- Highlighted exempt status and what that means in the context of being a teacher and school employee. For example, there may be situations (pandemic, lack of performance, special project, etc) where we may require exempt staff to work weekends or days that are outside of the school year calendar.

State of STEM

- Who we are - Identity
- Where we have been - Story
- Where we are at - Successes and Challenges
- Where we have put our focus - Recap of 2023-2024
- Where we are going - Strategic Plan and Roadmap

PREMIER STEM SCHOOL IN MOUNTAIN WEST



1400

Students served grades K-12



Ranked #1

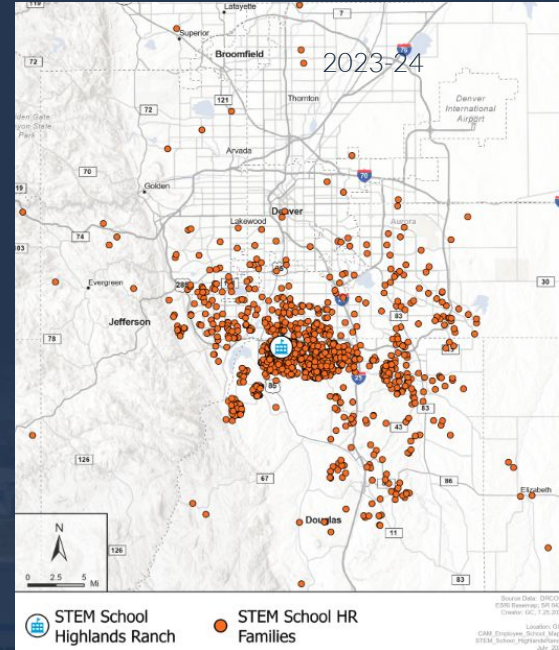
High School in Douglas County



73%

AP participation rate

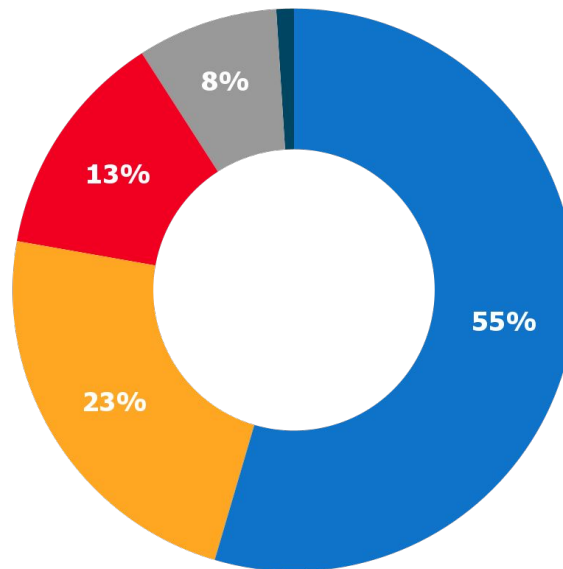
STEM SCHOOL HIGHLANDS RANCH FAMILIES



Students and families come from across the Denver metro for **THE STEM HR EXPERIENCE**



DOUGLAS COUNTY SCHOOLS



- White
- Asian / Pacific Islander
- Hispanic / Latino
- Two or more races
- Black / African American

Source: [Colorado Department of Education](#)

MOST DIVERSE SCHOOL

HISTORY AND CONTEXT

STEM HR has built a strong reputation as an academically rigorous school that challenges students while providing hands-on, engaging learning experiences.



WHO ARE STEM STUDENTS?

STEM School students combine academic excellence with curiosity, playful imagination, and an appetite for solving real-world challenges.

We are light-hearted and quirky, inventive and artistic, obsessed with numbers, and welcoming to passionate students regardless of where they come from.

INNOVATORS

CURIOUS

PROBLEM SOLVERS

COLLABORATORS

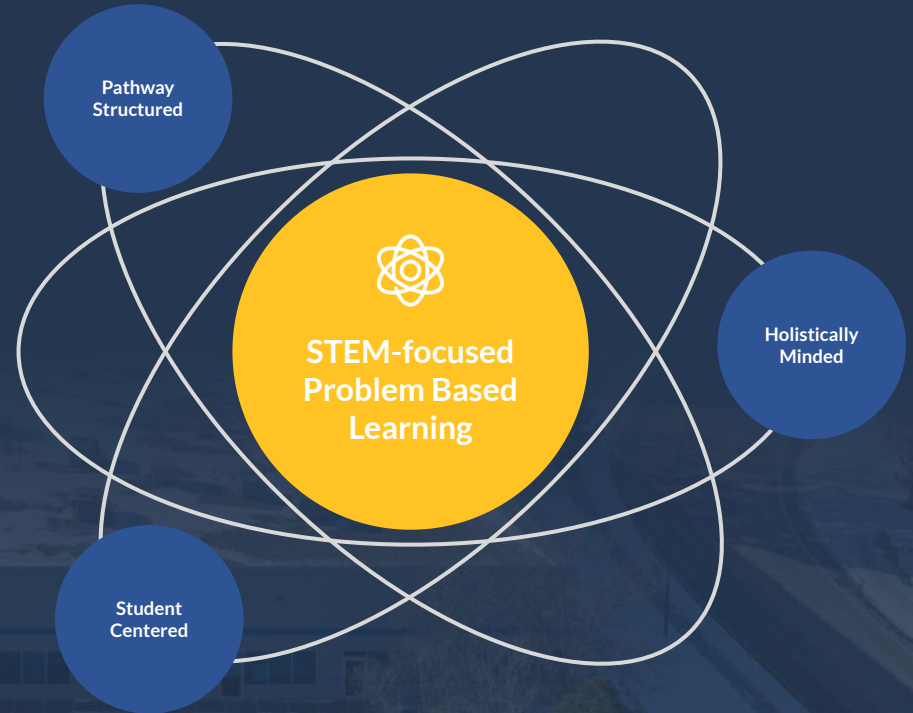
CHANGE MAKERS

INVENTIVE



PROGRAM MODEL

STEM focused, problem-based learning school that tailors instruction and creates pathways to build healthy, prepared students who will thrive lead and succeed in the next chapter of their lives.



VALUE PROPOSITION



EXPERIENTIAL LEARNING

We thrive in a culture of learning by doing. Our curriculum goes beyond textbooks, encouraging students to be inventive and apply

their knowledge to solve real-world problems. STEM students

build robots, design sustainable communities, and conduct scientific experiments - all while learning from one another in a collaborative environment.



CHARACTER DEVELOPMENT

We believe in building a strong foundation of character in our students. Starting in kindergarten, our curriculum is designed to develop skills like collaboration, communication, resilience, and leadership. These skills, alongside strong academics, prepare students to thrive in college, careers, and life as responsible citizens.



CUSTOM PATHWAYS

We celebrate diversity and ignite a love for learning in every student. Our adaptable and personalized pathways let students explore their unique strengths and chase their goals at their own speed.



REAL WORLD APPLICATION

We are a globally-minded school that fosters a love for learning and a desire to make a positive impact on the world. Through extracurricular activities, project showcases, guest speaker sessions, and potential internship opportunities, students can explore their interests, connect with the broader STEM community, and get a glimpse of what the future holds.

STRENGTHS



POSITIVE RELATIONSHIPS & SENSE OF COMMUNITY

Relationships within the student body and among staff are strong and genuine. STEM HR students have a strong sense of belonging.



OPPORTUNITIES FOR ADVANCEMENT

Teachers and students appreciate the vast programming offered at STEM. Teachers have autonomy to craft (standards-aligned) programming, and students have many interest-based and college preparatory course options.



FINANCIAL PLANNING & PHYSICAL ENVIRONMENT

STEM HR is in a strong financial position and has a school facility that fosters innovation and creativity for students and staff.

Accomplishments

- 5 Year Charter Renewal
- Improved Teacher Retention
- Hired Human Resources Director
- Hired Facilities Director
- John Irwin Award
- Governor Distinguished Award
- Top Ranked HS in Douglas County
- 12th ranked school in Colorado
- Top 100 Charter Schools in America
- Niche ranks STEM top 5 schools in Colorado and #1 in every category in Douglas County



OPPORTUNITIES



PROGRAM ALIGNMENT

There is an opportunity to clarify and codify the integration of STEM's core program elements (STEM, Problem-Based Learning, Standards-Based Learning) to ensure consistency, fidelity, and alignment to a coherent instructional vision.



DECISION-MAKING STRUCTURES

There are opportunities for greater collaboration between administration and staff with contributions from students and families.



CURRICULUM

There is an opportunity to increase teacher fidelity to the implementation of high quality instructional materials, thereby increasing the consistency of academic programming.

Challenges

- Standards Based Grading
- Reputation in Community
- Program Model
- Shared Services
- Fundraising
- Parent Engagement
- Facilities Maintenance
- Onboarding New Teachers Into Our Model
- Codifying Process and Programs
- Long Range Planning and Decision Making
- Integration of Enrichment, Sports, Arts, and Theatre



2023-2024 Recap

- Annual Planning and Budgeting Process
- Shared Services Development
- Support and Evaluation Process
- Codifying our Programs, Curriculum and Processes
- Reputation with district, neighbors, and community
- Marketing and clarifying message in preparation for promotional campaign
- Growth and Replication Planning

Strategic Planning Roadmap

- Fall 2023 - Operational Plans from School Leadership
- Winter 2023-24 - Bellwether Consulting
- Spring 2024 - Draft created by Leadership Team
- Spring 2024 - Draft circulated to Board and Admin Team
- Fall 2024 - Updated Draft presented to advisory committees
- Winter 2024 - Finalization of Strategic Plan



Marketing Update

- School is in need of building its reputation within the community and the district. There are many great things happening at the school. We need to get the message out in a way the audience digest and understand.
- The school has not invested in either internal or external marketing and we are now paying a price for the lack of high-quality material and advertising over the last decade.
- Our focus in this campaign is around on delivering a clear, consistent brand identity message both internally and externally that focuses on human stories from all types of people within the STEM community.
- Three companies were investigated and we ultimately landed on a company that has worked with schools and is cost effective and flexible to our needs.

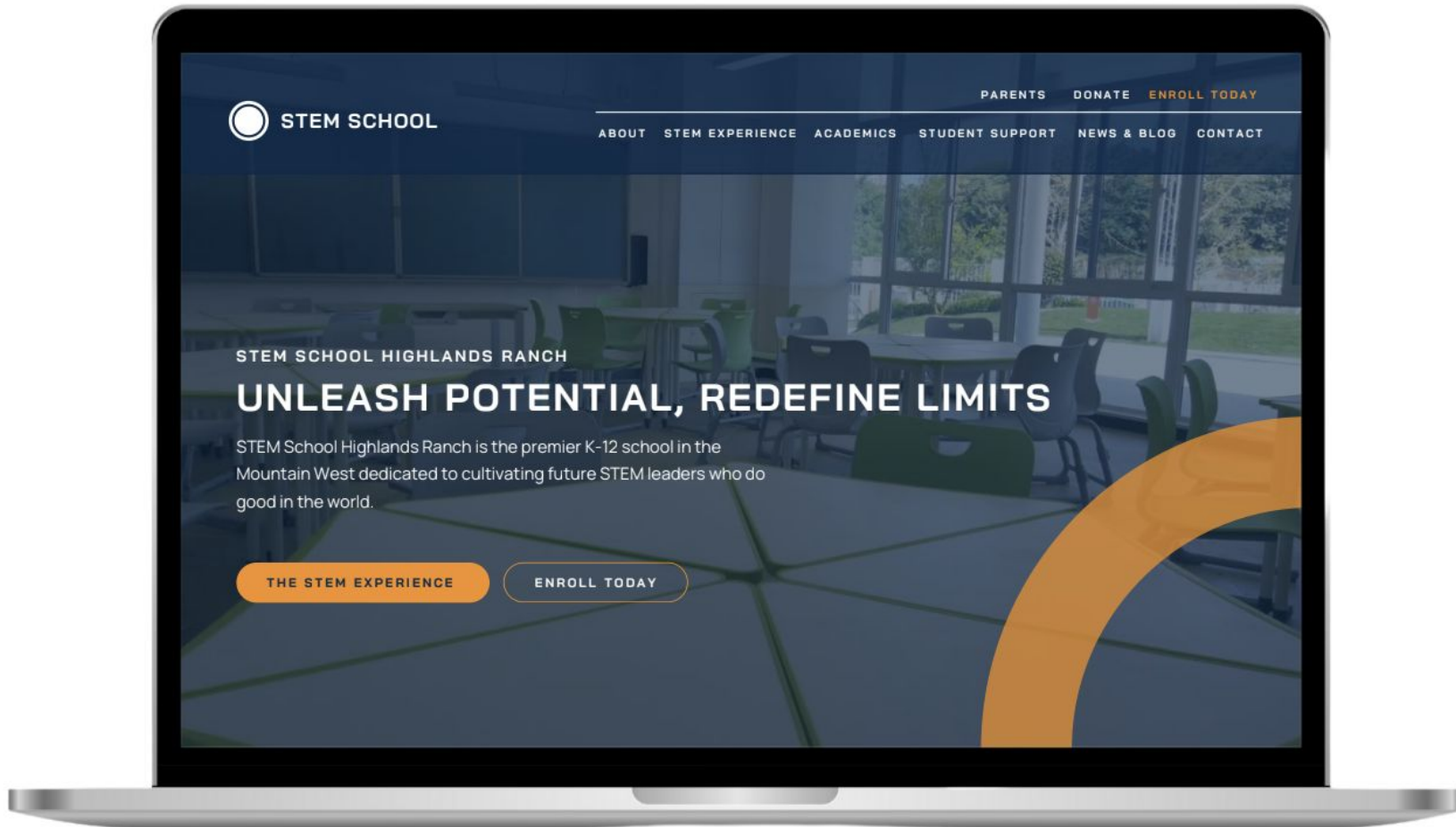
Marketing - Consistent Observations

STEM Staff, Bellwether Consulting, Colorado League of Charters, District Employees, and Marketing Company have made these observations:

- There are many connecting points and potential runway with STEM School Highlands Ranch.
- KOSON name and branding is confusing when combined with STEM.
- Digital and Print Assets need refreshing
- The website has too much content and needs to act more as our front porch instead of the house.
- Mission Statement is more of a motto and is not a mission statement whereas the vision statement acts more like a mission statement.
- A need for elevator statement a clear articulation of our program model and value proposition.
- There are many great stories and examples of people within the building that need to be told in a way that grabs the intended audiences attention.
- Social has a lot of content but does not have a consistent look and feel and is not telling a consistent story over time.

Marketing - Strategic Decisions

- Goal is to be the premier STEM School in the Mountain West.
- Update Mission, Vision, Values, and Tagline.
- Refresh look and feel in all materials, advertising, and website.
- Remove focus of KOSON from STEM School Highlands Ranch.
- Removing the “K” watermark from STEM and using it for KOSON.
- Establish KOSON as the management company that supports STEM School Highlands Ranch and will support future growth efforts.
- KOSON support will include services in business office, teaching and learning department, marketing, legal, HR, facilities, and IT.



[PARENTS](#) [DONATE](#) [ENROLL TODAY](#)

[ABOUT](#) [STEM EXPERIENCE](#) [ACADEMICS](#) [STUDENT SUPPORT](#) [NEWS & BLOG](#) [CONTACT](#)

STEM SCHOOL HIGHLANDS RANCH

UNLEASH POTENTIAL, REDEFINE LIMITS

STEM School Highlands Ranch is the premier K-12 school in the Mountain West dedicated to cultivating future STEM leaders who do good in the world.

[THE STEM EXPERIENCE](#)

[ENROLL TODAY](#)

Upcoming Dates

Upcoming Dates

- April 11 @ 6:00pm & April 12th @ 8:00am - State of STEM
- April 26th - Professional Development Day (no school)
- May 7th - STEM Shares
- May 14th - Board Meeting
- May 20th - Graduation
- May 22nd - Elementary Last Day (half day)
- May 23rd - Secondary Last Day (half day)
- June 2nd - Board Meeting
- June 21st (all day) - Board Retreat