

**RESOLUTION 2016-3**  
**Superintendent's Business Plan for**  
**Colorado Springs School District 11**

Whereas the Superintendent of Colorado Springs School District 11 (School District 11) supports the Goals mutually decided upon between the Superintendent the Board of Education, this includes the following goals:

Goal 1: Demonstrate Improvement of Student Achievement

Goal 2: Demonstrate a High Performing Team

Goal 3: Embrace a Culture of Constant Innovation

Goal 4: Communicate and Engage Frequently With Our Customers

Goal 5: Provide a Safe Learning and Working Environment

Goal 6: Demonstrate Operational Efficiencies

Goal 7: Demonstrate Fiscal Prudence and Financial Responsibility

Whereas essential outcomes, strategies, annual actions, and targets have been established for the business goals with an understanding that all are fluid;

Whereas the focus areas of the Board of Education include increased student achievement, financial integrity with transparency, effective leadership, and building strong communities;

Whereas the goals of the Business Plan for School District 11 have been maintained;

Whereas the Superintendent has established why we do what we do: District 11 adds value to handshake each and every day because our students deserve the very best;

Whereas the Superintendent has established how we do what we do. We meet the twelve expectations for District 11 staff in relationship with the goals of the Business Plan to create awesome; we celebrate accomplishments; we plan; we demonstrate deliberate engagement through our passion, practice and persistence with focus, fidelity and follow through; we build relationships; and we have fun; and

Whereas the Superintendent has established areas of concentration: Rebooting PLCs; improving upon the safety, security and well-being of staff and students; taking risks; implementing three recommendations from the Morale Committee; implementing the Counselor Corp Grant; implementing the K-5 Literacy adoption; and attending to revenue sources for the district; now, therefore, be it

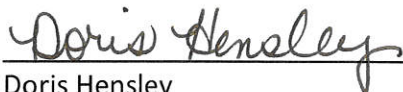
*Resolved*, that the School District 11 Board of Education affirms the School District 11 Superintendent's Business Plan and expects the Superintendent to implement the plan accordingly with monitoring.

In witness whereof we have hereunto set our hands and caused the official seal of said school district to be hereunto affixed this 26<sup>th</sup> day of August 2015.

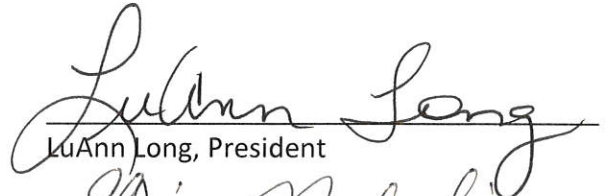


Dr. Nicholas M. Gledich  
Superintendent of Schools

SEAL:



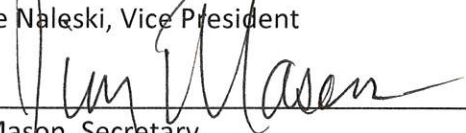
Doris Hensley  
Secretary to the Board of Education



LuAnn Long, President



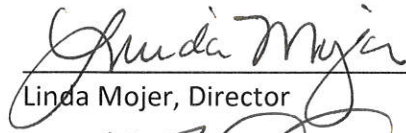
Elaine Naleski, Vice President



Jim Mason, Secretary



Nora Brown, Treasurer



Linda Mojer, Director



Bob Null, Director



Janet Tanner, Director