

**Colorado Department of Education (CDE)
 Gifted Education Program Plan
 2008 – 2012**

Administrative Unit's Name: Mountain Board of Cooperative Educational Services (BOCES)		Region: Northwest
Name of Gifted Education Director/ Coordinator Ed VanderTook		
Director's e-mail vandertook@earthlink.net		
Director's Address: 1713 Mountain Lincoln Drive West	City: Leadville	Zip 80461
Director's phone number 719.486.2603		Fax 719.486.2109
Name of Superintendent/BOCES Director Ed VanderTook		
Superintendent's Signature Date: <u>April 30, 2008</u>		

The BOCES consolidated signature page is the last page of the template. It is also available on the CDE web page. Copy and mail with signatures from the BOCES' superintendents.



Section I: State Performance Plan (SPP)

⇒ The State Performance Plan comprises a set of six goal areas and indicators that provide focus for technical assistance and monitoring when prioritizing statewide improvements in gifted education. SPP goals are based upon statute and Rules for the Implementation of the Exceptional Children's Education Act (ECEA). SPP goals and indicators are the collaborative efforts of the State Advisory Committee, Forum and the Gifted Education Unit at CDE. The goals are integral to the monitoring process in Gifted Education called CIMP – Colorado's Improvement and Monitoring Process. The placement of the SPP indicators into the Program Plan integrates the two documents into one and provides reference for decisions made about the local Program Plan.

The listed State Performance Plan goals and indicators are determined areas for improvement. Administrative units do not write additional indicators for the SPP (except for local student achievement indicators). The measurable indicators use 2011 as the targeted time line, unless otherwise noted. Results toward the measurable indicators will be monitored on the administrative unit's end-of-year report.

**STATE PERFORMANCE PLAN
 For Information, Guidance and Technical Assistance**

Goal Area I: Student Achievement - Targets

Administrative units will set gifted student achievement targets to demonstrate improvement toward accelerated or advanced levels of performance.

Indicator 1: 100% of administrative units will progress toward locally determined targets for gifted student achievement in reading, writing, and/or math.

Evidence 1: Percent of administrative units moving toward locally determined targets.

Goal Area I: Student Achievement – Record Keeping

Gifted students will have advanced learning plans that guide instructional and affective programming.

Indicator 2: 100% of gifted students in the administrative unit will have advanced learning plans by December 2009.

Evidence 2: Percent of gifted students with an advanced learning plan.

Goal Area I: Student Achievement – Assessment Tools

For gifted students who ceiling the CSAP at grade level, alternative assessment methods will be used for assessing learning as determined by the administrative unit.

Indicator 3: 100% of administrative units will name and use assessments other than grade level CSAP to measure gifted student learning when gifted students consistently ceiling the CSAP assessment.

Evidence 3: Percent of administrative units naming and using alternative assessments to measure gifted student learning.

Goal Area II: School Capacity – Training and Programming

Gifted student programming and achievement is facilitated through the tiered programming or RtI intervention framework.

Indicator 4: 100% of administrative unit program plans will implement tiered programming interventions/options for each category of giftedness.

Evidence 4: Percent of administrative unit program plans that contain evidence of implementing tiered programming for the various categories of giftedness.

Goal Area II: School Capacity – Personnel

Administrative units will build the capacity of educators to address the instructional and social-emotional needs and interests of gifted students.

12.02 (1)(f)(i)

Indicator 5: *Beginning with the 2010-2011 school year, every administrative unit shall employ or contract with a person who is responsible for management of the program plan, and professional development activities.*

Evidence 5: Percent of administrative units with a director or coordinator for management of the Program Plan.

12.02(1)(f)(i)

Indicator 6: *To improve and enhance the skills, knowledge and expertise of teachers and other personnel who provide instruction and support services to gifted students; and, To increase, to the extent practicable, the number of qualified personnel providing instruction to gifted students.*

Evidence 6: Percent (increase the percent) of educators in the administrative unit who have had training in gifted education.

Qualified personnel are preferred in specific programs and classrooms consisting of mainly gifted students. Qualified Personnel means a licensed, content endorsed teacher who also has an endorsement or higher degree in gifted education; or who is working toward an endorsement or higher degree in gifted education.

Goal Area II: School Capacity – Professional Development

Administrative units will support improvement of the knowledge and competencies of personnel through appropriate professional development relating to the instruction, programming and counseling for gifted students.

Indicator 7: 100% of Administrative units will provide professional development in gifted education.

Evidence 7: Percent of administrative units implementing professional development.

Goal Area III: Representation in the Gifted Population

Administrative units will increase the proportional racial and ethnic representation in the gifted population compared to the AU's total enrollment if needed.

Indicator 8: 100% of administrative units will demonstrate close proximity in racial and ethnic representation in the gifted population compared to the administrative unit's total enrollment.

Evidence 8: Percent of administrative units with appropriate proportionality in the gifted population compared to the administrative unit's total enrollment.

Goal Area III: Representation in the Gifted Population – Categories

A reference for the identification assessment of students gifted in the visual and performing arts, music, creativity and leadership will be developed by CDE and regional representatives.

Indicator 9: CDE and regional representatives will create an improvement plan with annual targets for the development of a resource packet used in identifying gifted students in the arts, music, creativity and leadership areas.

Evidence 9: Percent of annual targets met on the CDE improvement plan for resource development.

Goal Area III: Representation in the Gifted Population – Cohort Identification

CDE will partner with interested administrative units to increase the implementation of the USTARS program at the K-2 level.

Indicator 10: The number of schools involved in USTARS for the identification of gifted students from underserved populations increases.

Evidence 10: Number of schools using USTARS increases from the 2007 baseline level.

Goal Area IV: Partnerships – Parents

Family engagement is evident throughout the state. Parents of gifted students are involved as a means of improving services and results for students with Advanced Learning Plans, ALPs.

Indicator 11: 100% of administrative units will provide parents and students with information and support to advocate, communicate and collaborate in educational programming and ALP development.

Evidence 11: Percent of parents who report schools facilitated their involvement as a means of improving services and results for children with ALPs.

Goal Area IV: Partnerships – Higher Education

Administrative units will explore and encourage the resources of the institutions of higher education to facilitate the growth of gifted education.

Indicator 12: 100% of administrative units will initiate discussions with higher education to help with the growth of gifted student education.

Evidence 12: Percent of administrative units using the resources of higher education for professional development or gifted student programming.

Goal Area V: Unique Populations – Early Childhood

Administrative units provide gifted programming in the early childhood years through recognition of exceptional abilities and methods to respond to performance, products and observations. (Pre-K is optional.)

Indicator 13: 100% of administrative units provide early recognition, interventions and assessments for K-2 students building a body of evidence of strengths, needs and interests.

Evidence 13: Percent of administrative units with written procedures and interventions for grades K-2 and implemented procedures to collect a body of evidence that may be used toward identification assessment and programming.

Goal Area V: Unique Populations – Support Structures

Gifted students from traditionally underserved populations (e.g., poverty, minority, twice exceptional) will have support structures for successful gifted programming and retention.

Indicator 14: 100% of administrative units will identify support structures implemented for underserved gifted populations (e.g., support groups, social skill development, family involvement, skill scaffolding, shelter classes, tutoring, multi-cultural training)

Evidence 14: Percent of administrative units reporting support structures for gifted students identified from underserved populations.

Goal Area VI: Supervision and Monitoring

Administrative units participate in the Gifted Education monitoring and data collection system that is embedded into the Colorado Improvement and Monitoring Process (CIMP).

Indicator 15: Selected administrative units from each of the 8 educational regions will participate in CIMP.

Evidence 15: Number of administrative units from each region participating in CIMP

Indicator 16: 100% of the administrative units will submit an annual report based upon requirements for data collection and reporting.

Evidence 16: Percent of administrative units submitting completed annual reports by the due date of September 30.

Directions: Goal Area VI: Colorado Improvement and Monitoring Program (CIMP) is completed only by administrative units defining improvement indicators as a result of the CIMP process. This section may be added as an addendum after the due date of the original 2008-2011 Program Plan.

Goal Area VI: Administrative Unit’s CIMP Targets

Type in this space CIMP indicators. Label all indicators in sequence 17A, 17B....

Indicator 17A:

Indicator 17B:

Check here if not applicable

Directions - Optional: Administrative units may write additional goals that reflect specific areas and/or uniqueness for developing program and/or improving gifted student outcomes.

Goal Area VI: Administrative Unit’s Unique Goal/s and Indicator/s (optional)

Type in this space, unique goals and indicators. Label all indicators in sequence, 18A, 18B....

Goal:

Indicator 18A:

Indicator 18B:

Check here if not applicable

Section II: Elements of the Program Plan

Section II is completed by every administrative unit – A Program Plan includes all elements and describes the gifted program based upon district and community resources.

Directions:

Write the administrative unit’s description of each Program Plan element in the blank (white) space provided in the template. An explanation of each component provides guidance for meaning and details for the description.

Local Student Achievement Indicators

This section will provide data for SPP Indicator #1: 100% of administrative units will progress toward locally determined targets for gifted student achievement in reading, writing, and/or math.

Examples of Student Achievement Indicators

- * Indicator 1A: Students gifted in language arts performing at the advanced level on CSAP reading will increase from 25% to 60%.
Evidence 1A: Percent of gifted in language arts students performing at the advanced level on CSAP reading tests.
- * Indicator 1B: Students gifted in math will demonstrate significant growth scores on curriculum-based assessment annually.
Evidence 1B: Percent of students gifted in math who demonstrate significant growth scores on the district's curriculum-based assessment.
- * Indicator 1C: The percent of students gifted in "Other" categories will increase performance on the CSAP reading test from 80% proficient to 100% proficient.
Evidence 1C: Percent of students gifted in "Other" categories performing at the proficient level in reading.

Directions: Type the administrative unit's student achievement indicators that will be a focus for 2008-11, indicating the content area and measurement demonstrating success. To assist the administrative unit in setting local indicators, review local data and prioritize by: #1 needs in literacy; #2 needs in math; #3 needs in the "Other" category of giftedness. The AU determines the number of targets to list below. Add (white) boxes as needed and label the statements as modeled in the next box. Label each indicator in this Student Achievement area in a sequence beginning with 1A, 1B, ... Write an evidence statement that is measurable (e.g., percent, number).

** BOCES: If individual district indicators are determined, type the name of the district after the Indicator number (e.g., Indicator 1 A: Moffat School District -).

Indicator 1A: Students gifted in Language Arts will demonstrate one or more years growth in one year's time as measured by CSAP and a body of evidence which may include local assessments

Evidence 1A: Percent of students scoring one or more year's growth

Indicator 1B:

Evidence 1B:

Community Outreach

Describe how the administrative unit will communicate to parents and educators about the options available for gifted programming.

How will the stakeholders access the process for identification assessment and programming options?

How are parental engagement opportunities fostered and implemented? How do parents provide input about their student's strengths and challenges? In what ways are parents from traditionally underrepresented groups informed and engaged in gifted education procedures? The descriptions should include, but are not limited to internal and external communication methods.

The administrative unit in collaboration with member districts will use the following methods to communicate with parents, educators, and the communities about gifted education:

- District web sight
- Open houses/school nights,
- Newsletters,
- Parent- Teacher conferences,
- SENG training,

- Handbooks,
- Board policies regarding Gifted education
- Referral process for parental input
- Gifted education information in student and parent handbooks
- Gifted education shared at parent meetings and organizations for underrepresented population

Definition

Directions: Write the administrative unit's definition for gifted students that aligns with the State's definition. If the definition is the same as the State's definition merely mark the box and do not rewrite the definition. The definition answers the question: Who are exceptional ability students who require special provisions to meet their instructional, assessment and affective learning needs?

Check the box if the administrative unit uses the State definition for gifted students.

Identification

Describe the assessment process used for identifying gifted students; include how student interests, strength area/s and needs are determined.

What are criteria used for determining exceptional ability and eligibility for gifted services?

Clearly delineate the procedures for identification: referral and screening procedures; evidence of multiple sources of data; include information for all categories of giftedness.

In what ways are students from underserved populations (economically disadvantaged, ethnic and cultural minorities, or with disability) recruited/informed, identified and served?

What method/s will ensure equal and equitable access to all students?

Describe a review team (e.g., ALP team, Student Intervention Team, or problem solving team) and its procedures for identification assessment).

Explain the communication procedures by which parents are made aware of the assessment process, the gifted determination, and development and review of the student's advanced learning plan (ALP).

The following process are used for identification of gifted students:

- BOE,
- RtI,
- Screenings,
- Child study,
- Referrals,
- ALP,
- Assessment for under-identified populations

District or building study team are made up of administration, counselor, sped, gifted instructor, parents, and child will review all data

Programming

Describe the options and strategies that will be implemented by the administrative unit in each programming component area.
What *structure* – continuum of delivery of services – will be available in the administrative unit?
What are key *differentiated instruction methods* used in the administrative unit?
Name affective *guidance and counseling support systems* for gifted students.
List *content extensions/strategies* available for each category of giftedness.
Administrative units are advised to collaborate with parents and other community members to provide options and strategies for full family engagement and shared responsibility for gifted student education and learning. (When pull-out programs are used, the work of pull-out programs aligns with standards and supplements the core curriculum with Tier II or Tier III opportunities and instruction.)

Structure

Clustering, pull out/magnet programming, team teaching/coaching, enrichment opportunities, acceleration, IB

Differentiated Instruction

A variety of strategies are used such as: team teaching, compacting, independent projects, flexible grouping, telescoping (two years in one), and Advanced Placement.

Affective Guidance and Counseling

Individual and group support systems are provided such as: lunch bunch, Autonomous Learner Model, small group counseling, and individual counseling.

Content Extensions

Language Arts: Content extensions are provide by: on-line classes, junior great books, acceleration, concept based instruction, compacting curriculum, independent study, dual credit courses with higher education, and exploration.

Math: Challenge Math Series, honors, compacting curricula, Advanced, AP and honors classes, College level online classes, dual credit at local colleges, acceleration, and exploration.

Science:

Honors, compacting curricula, Advanced, AP and honors classes, College level online classes, dual credit at local colleges, acceleration, and exploration. On-line, science fair, lego lunch, science olympiad

Creativity:

PBL, thinkers club, problem solving

Leadership:

Service learning, project learning, safe school ambassadors, peer mediators, Aspen Institute

Performing Arts/Music/Visual Arts:

Community theater, summer programs, local exhibitions, young artists, competitions

General Cognition: Interact programs: Caravans, Mummies Message

On-line courses, academic competitions, DI, spelling bee

Programming: Acceleration Plan

In what ways are students accelerated? For example, when grade skipping decisions are made what process is used, what criteria are required and what proven tools are used to provide guidance and data in decision making (e.g., Iowa Acceleration Scale).

Gifted students are accelerated using:

- Grade skipping,
- Content skipping,
- Post secondary options,
- Early graduation.

The criteria used includes:

- Body of Evidence,
- Iowa Acceleration Scale,
- Focus group

Programming: Appropriate Match to Strengths

How will the administrative unit ensure that a gifted student's individual programming is matched to his/her strengths and interests? What assessment data is used for decisions to match programming options to the development of the advanced learning plan?

Data for identifying student strengths and interests, such as a Body of Evidence, assessment data, inventories, and other sources of information, will be used to develop or update the student's Advanced Learning Plan.

Programming: Pre-collegiate and Post Secondary

Describe pre-collegiate or pre-advanced placement support systems available to gifted students. What post secondary options are available to gifted students?

Dual credit, counseling,

Programming: Advanced Learning Plan

Describe the advanced learning plan development and review processes.

Using the state and other administrative units' advanced learning plan forms, the administrative unit has adopted a template that can then be used and/or modified by local member districts to meet their local needs.

The form is reviewed annually and modified as necessary by the administrative unit's gifted education committee consisting of representatives from each of the ten member districts, administrative unit's gifted coordinator, and CDE's regional gifted education director.

Programming: Articulation

How are the needs of gifted students and programming options articulated through the P-16 system?

Transition plan process will be developed for each gifted student. Gifted students will be identified in each district's student information system in the fall. Building level meetings will be held to review and update the students advanced learning plan and their programming needs for their transition to the next

level.

Programming: Gifted Students New to the District

What process is used when gifted students move into an administrative unit's district?

Parent form upon entrance, screening, and data review.

Evaluation and Accountability

Describe methods and tools that monitor and measure gifted student achievement and how these methods align with the State accreditation process.
What methods ensure that gifted student achievement and reporting are consistent with accreditation requirements?
In what ways are advanced learning plan (ALP) goals monitored?
What are progress monitoring methods? What state, district and school data monitor gifted student achievement?

Tools to monitor and measure gifted student achievement include:

- CSAP,
- Longitudinal study,
- District assessment,
- Progress monitoring,
- Policy review,
- Yearly/on-going ALP goal review

Progress monitors methods include:

- Informal observation,
- Teacher observations,
- Parent conference,
- Portfolio,
- Conferences (at least twice per year)

Evaluation and Accountability: Social and Emotional

Describe how gifted students' social, emotional and/or behavioral development is monitored for appropriate progress (e.g., rubrics for personal journals, interviews, student surveys, demonstrations of self-advocacy, career and/or college planning, anecdotal data).

Social, emotional and/or behavioral development is monitored by:

- Student survey,
- Group counseling,
- Interviews,
- Career and college planning

Evaluation and Accountability: Program Evaluation

In what ways does the administrative unit evaluate the gifted program? Include in the evaluation description: a schedule for periodic feedback and review of specific components of gifted program

design; and, how parents are informed and participate in evaluation methods.

Administrative evaluation of the gifted program includes:
Yearly review of longitudinal growth of gifted students by district
Review of demographic student data for ethnic and gender representation,
CSAP,
District data,
AYP

Parents and community members will be informed through district newsletters, newspaper articles, district reports and will have input through parent surveys, school accountability committees, and district meetings.

Personnel

Describe personnel that provide instruction, counseling, coordination of the program design and other programming elements for gifted students and families.
If paraprofessionals provide supplemental support services describe their responsibilities and time with gifted students.

Personnel for gifted education programs include:
Administrative unit gifted education coordinator
District administrators
Building Principals
Part time on-site coordinators,
Gifted teachers (clustering),
Classroom teachers
Counselors,
Paraprofessionals for twice exceptional students

Does the administrative unit ensure that core subject teachers for gifted students are highly qualified according to NCLB requirements?

Mark the box with the administrative unit's response:

Yes In Progress

Personnel: Professional Development

What is the plan for increasing qualified personnel to facilitate the learning and growth of gifted students? Is there a requirement that qualified personnel teach gifted students in specific programs or classrooms of mainly gifted students? Are qualified personnel responsible for management of the program plan?

Describe professional development opportunities that will be planned to improve the skills, knowledge and expertise of teachers and other personnel who provide instruction and other supportive services to gifted students.

What content and/or skills will be the focus based upon the administrative unit's gifted student data and related to the instruction, programming and counseling of gifted students?

Professional development for personnel who facilitate or provide instruction to gifted students will be provided through network training, local district professional development opportunities, on-line,

workshops/conferences, and administrator training

Areas to be focused on include:

Identification, assessment, and programming for under-represented populations,
Progress monitoring,
Assessments,
Counseling

Personnel: Higher Education Support

In what ways does the administrative unit collaborate with universities and colleges for the development of qualified personnel; or collaborate with other administrative units/regions for such partnerships? Or, in what ways would a partnership with higher education be helpful to administrative units – how could higher education provide assistance?

The administrative unit collaborates with high education institutions by facilitating the offerings of classes, endorsement opportunities, degrees, expansion in the amount of pre-service/course development, and endorsement programs

Budget: Narrative

Directions: Describe the administrative unit’s collaborative methods to plan a budget for gifted programming. How are stakeholders involved and informed of the budget?

Provide a brief narrative describing the purposes and activities related to the total budget (State funds and the administrative unit’s funds). The total budget for gifted student education must support the comprehensive Program Plan developed by the administrative unit.

The administrative unit facilitates regularly scheduled annual or semi-annual meetings with representatives from each of the member districts to review program requirements, share best practices, and discuss strategies for providing gifted education programming.

The administrative unit’s member districts collaborate to fund and host consultant training, professional development opportunities, and network meetings.

The majority of gifted education funding focuses on providing direct service and professional development opportunities.

Budget: Form

Complete and e-mail a budget page available at: <http://www.cde.state.co.us/gt/index.htm> with the Program Plan template. Note: The administrative unit’s portion is equal to or more than State funds. State gifted funds may be used for:

- 1) Salaries for appropriately certified, endorsed or licensed personnel serving gifted students (gifted education directors, resource teachers, teachers of gifted student classrooms and counselors for gifted students);
- 2) Professional development related to gifted education;
- 3) Programming options specific to gifted students and outlined on advanced learning plans;
- 4) Supplies and materials used in instructional programming for gifted education; and,
- 5) Technology and equipment necessary for the education of gifted students, not to exceed twenty-five percent of the total amount of the annual state allocation.

Additional budget information: In 2009 and 2010, only a budget page is due April 30 of each year

as a projection of funds available for gifted student education for the following year. State distributions are dependent upon annual funding allocations from the State Legislature.

Record Keeping

Describe briefly methods for maintaining the following state and student gifted education records: 1) financial records, 2) inventory of equipment purchased with state funds, and 3) student education records.

Describe the administrative unit’s system for the maintenance, retention and destruction of gifted student education records. (AUs may reference district policy to complete this section.)

Provide a copy (attachment) of the administrative unit’s or districts’ advanced learning plan (ALP). ALP description: The ALP records programming options and strategies utilized with individual gifted students. The ALP is used for planning and decision making concerning gifted programming, K-12.

Copies of all financial records for the gifted education program are collected by the administrative unit for monitoring and reporting purposes.

All equipment purchased by a member district is monitored at the district and building level, with budget information for the purchase shared with the administrative unit.

Dispute Resolution

Describe the administrative unit’s dispute resolution process used for resolving disagreements about identification and programming for gifted students. What are the procedures for parents to access the process? How will parents be heard? Who makes the final decision? How will parents be notified of the decision?

If there is a dispute about the identification and programming for gifted students, parents are to discuss the issue with the building principal.

If resolution is not reached at the building level, the issue is to be forwarded to the school district office for resolution by the appropriate district staff.

If the issue is not resolved at the school district administrative level, the issue is appealed to the administrative unit’s Gifted Education Coordinator.

If the issue is still not resolved then the matter is appealed to the Mountain BOCES Board of Directors. BOCES resolution process

Additional Administrative Unit Information

Directions: Optional

Attach or U.S. mail documents that further describe the administrative unit’s gifted education program design; unique elements of addressing the instructional and affective needs of gifted students; handbooks; and/or provisions for family engagement.

In the space below, list the title/s of the document/s submitted to Colorado Department of Education.

The administrative unit's program plan is due April 30, 2008.

E-mail the completed program plan, budget page, and other documents to DeLinda Rose, rose_d@cde.state.co.us. Use the administrative unit's name in the subject line of the e-mail. Label document files according to the following examples, starting with the name of the administrative unit:

File Name Examples: Douglas County_ProgramPlan_08-11
Douglas County_Budget_08-09
Douglas County_ALP_08-11
Douglas County_PPAttachment_08-11

**E-mail the Program Plan to
DeLinda Rose, Program Assistant
rose_d@cde.state.co.us**

CDE Mailing Address:

Colorado Department of Education
Exceptional Student Leadership
Gifted Education Unit
201 East Colfax Avenue
Suite 300
Denver, Colorado 80203-1799

CDE Contact Persons:

Jacquelin Medina
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303.866.6652

Kathy Thurman
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Gifted Education Regional Consultants (GERCs) are also available for assistance in writing the Program Plan.



Colorado Department of Education (CDE)

**Gifted Education Program Plan
2008 – 2011**

BOCES Consolidated Signature Page

Administrative Unit's Name: Mountain BOCES		Region: Northwest
BOCES Executive Director Signature:		
Date: <u>May 7, 2009</u>		
Number of Districts within Administrative Unit: 10		
List the name of each district within the administrative unit below:	List the name of each district's superintendent within the administrative unit below:	Signature of the district's superintendent reviewing the Program Plan:
Aspen School District #1	Diana Sirko	
Buena Vista School District #1	Tina Goar	
Eagle School District	John Pacheco	
Garfield School District Re-2	Gary Pack	
Garfield School District 16	Steve McKee	
Lake County School District Re-1	Bette Bullock	
Park County School District Re-2	Chuck Soper	
Roaring Fork School District Re-1	Judy Haptonstall	
Salida School District R32-J	John Rouse	
Summit School District	Millie Hamner	

Copy, complete signatures and mail to:

Colorado Department of Education
 Exceptional Student Leadership
 Gifted Education Unit
 201 East Colfax Avenue
 Suite 300
 Denver, Colorado 80203-1799