



# ROCKY MOUNTAIN DEAF SCHOOL

## 5 YEAR STRATEGY PLAN 2016-2021

“Greatness is not in where we stand,  
but in what direction we are moving.”

Oliver Wendell Holmes

Planning Document  
May 2016

# ROCKY MOUNTAIN DEAF SCHOOL

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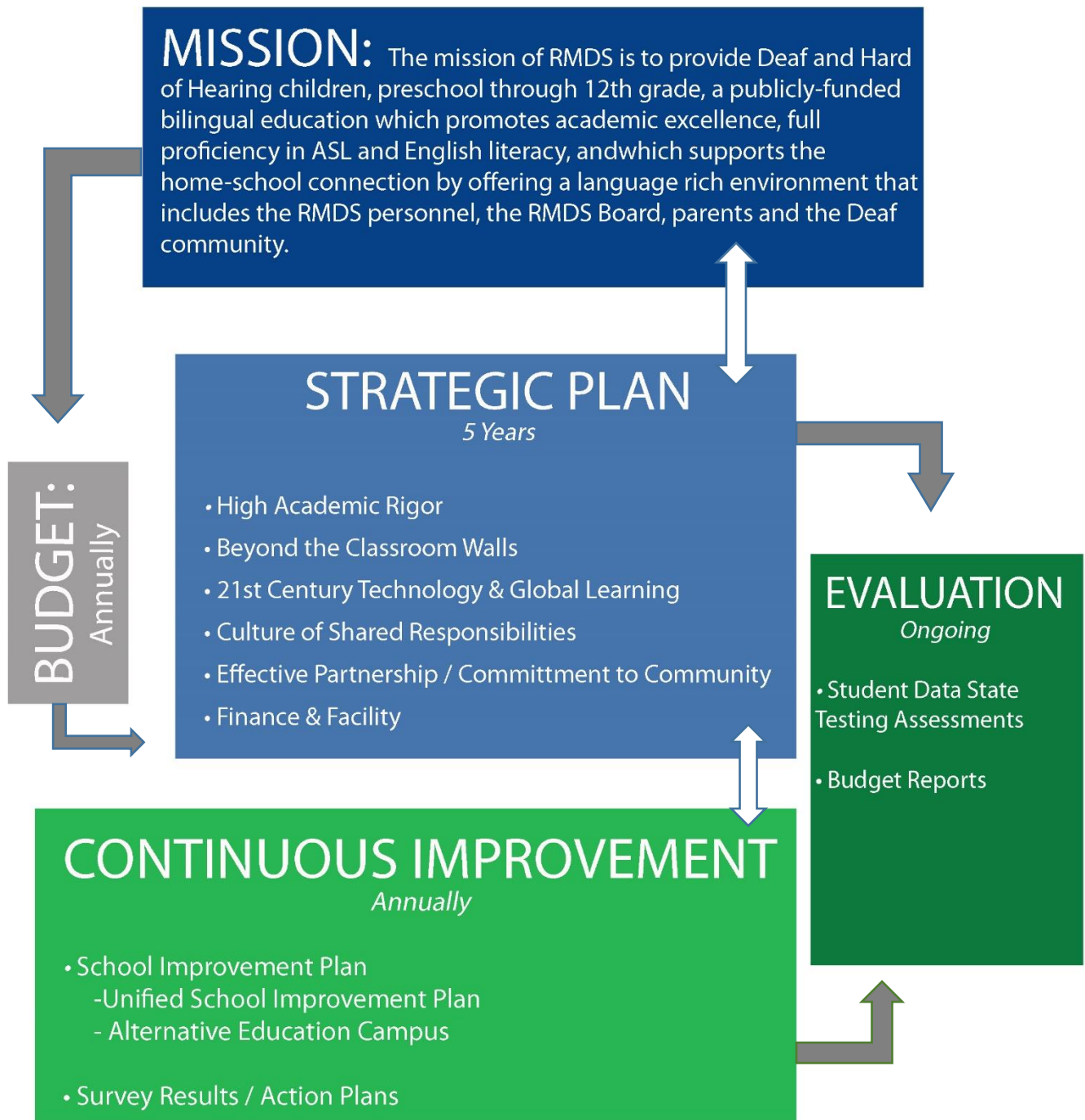
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## Purpose

*To inspire every deaf student to think, to learn, to achieve, to care.*

Rocky Mountain Deaf School is founded on the belief that deaf children can and should succeed. The driving force behind the school is a theme of excellence in research-based academic programs. In this intellectually stimulating environment, communication is totally accessible throughout the day from every person in the child's environment. Each student's potential is maximized as teachers continue to instill in each child the joy of living and learning.



## Vision

As a high performing, innovative educational program for students who are deaf, we are deeply committed to providing a rigorous, standards-based curriculum. We prepare each deaf student to be literate, academically successful, and technologically competent. We provide a linguistically rich learning environment through the acquisition of American Sign Language and English both inside and outside the classroom.

Through strong collaboration with parents, the deaf community, the educational research community, the school community, and the business community, we are a model of best practices and an exemplary resource in the field of Deaf Education both nationally and internationally.

## Credo

We recognize that:

- “deaf” means individuals who have varying hearing acuity (deaf, Deaf, and hard-of-hearing);
- each deaf child is unique, important, and inviolate;
- each deaf child is the child of his or her parent(s), not the product nor the property of any culture theory, or establishment;
- parent(s) are partner(s) in each deaf child’s educational program;
- each deaf child’s home and culture (language, values and lifestyle) must be respected;
- being deaf is a positive state of being;
- deaf children need school personnel who are competent in and knowledgeable about the current trends of education, deafness, and research;
- deaf children deserve, and are capable of, an American education and English literacy on par with non-deaf children;
- deaf children should be educated in the company of other deaf children;
- deaf children need an education that uses and develops accessible language and communication methods and respects the child’s visual skills and strengths;
- deaf children deserve a rigorous curriculum and fair assessments;
- deaf children can succeed with innovative instructional methods, materials, and leading-edge technology; and
- the world is the classroom.

## Values

*High expectations.* We expect the best work from our students, faculty, administrators, board, and parents.

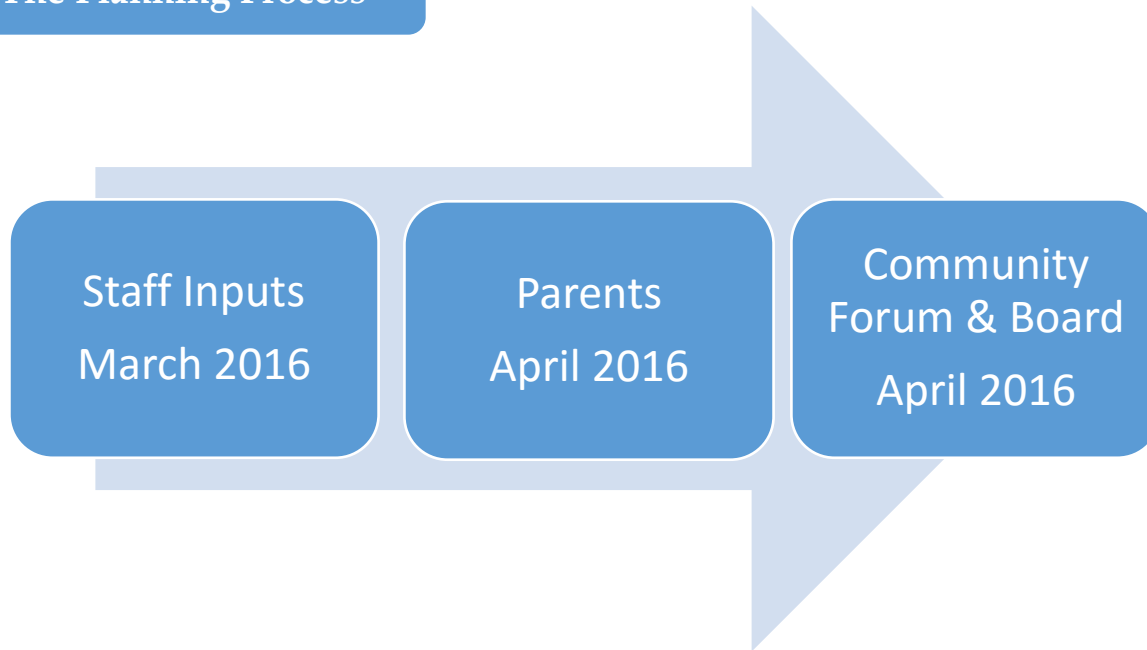
*Family atmosphere.* We create a welcoming and intimate environment where students, parents, and educators feel comfortable and can work productively together through respectful open communication.

*Exceptional teamwork.* We work collaboratively and inclusively to help each other succeed and to ensure that our collective efforts result in more than what we could accomplish individually.

*Continuous innovation.* We seek out and find creative new ways to be more effective in everything that we do, including thinking outside of the box.

*Zest.* We maintain high motivation to be the best.

## The Planning Process



Meetings, surveys and forums was set up with staff, parents and students to identify weakness and strengths. Comprehensive list of opportunity and ideas were shared to assist us to identify how and where we navigate for next 5 years.

We gathered and summarized trends from the responses. Responses came from Board members, teachers, support staff, parents and students.

- RMDS staff
- RMDS Admin
- RMDS Board
- Students
- Parents

*In order students to pursue their life goals, all RMDS graduates will be able to successfully demonstrate college or career readiness and life skills to become productive citizens.*

## GOALS SUMMARY

GOALS	SUMMARY
1) High Academic Rigor: Bilingual Education	<p>Achieve and maintain high levels of academic achievement. Providing an equally enriched bilingual education program through ASL and English Literacy.</p> <p>Challenging and Innovative Instruction that is tailored and supports each of student individually.</p> <p>Provides critical thinking opportunities to master in content areas.</p> <p>Effective Assessment of learning and provides feedback.</p>
2) 21 <sup>st</sup> Century Technology & Global Learning	<p>Cultural awareness and opportunities</p> <p>STEM</p> <p>Top-Notch technology</p>
3) Beyond Classroom Walls	Provide social and emotional opportunities for our students to become a whole child.
4) Effective Partnership	Effective Communication with stakeholders, community members and families
5) Culture of Shared Responsibilities	<p>Self-Direction and Personal Responsibility</p> <p>Effective School Governance</p> <p>Supportive culture</p>
6) Finance & Facilities	<p>Operational Efficiency</p> <p>Financial Stability</p>
7) Enrollment	<p>Increase enrollment.</p> <p>Collaboration through successful PR and Outreach efforts.</p>

## Strategic Goal 1: *High Academic Rigor; Bilingual Education*

Objectives	Activities	Responsible Roles	Completion
<b>1a. Provide consistent Bilingual trainings &amp; opportunities for all staff members.</b>			
<b>1b. Maintain strong spiraling content curriculum from Pre K- 12<sup>th</sup> grade.</b>			
<b>1c. Gather and utilize student data in order to show progress in narrowing the achievement gap</b>			
<b>1d. Develop ASL curriculum and assessment for Pre-K- 12<sup>th</sup> grade</b>			
<b>1e. Provide training for staff members to promote critical thinking strategies in classrooms</b>			
<b>1f. Maintain innovative strategies among staff members and students.</b>			
<b>1g. Increase effective of PLC and professional development plan for staff members.</b>			
<b>1h. Create and implement clear protocol for student to access the intervention support service.</b>			



## Strategic Goal 2: *21<sup>st</sup> Century Technology & Global Learning*

Objectives	Activities	Responsible Roles	Completion
<b>2a Provide frequent and updated technology training for staff members</b>			
<b>2b. Expand technology classes for all ages including digital citizenship classes. (media class, RMDS TV)</b>			
<b>2c. Plan the budget to update technology annually and expand new updated technology that is available. (MAC computers, camcorders)</b>			
<b>2d. Provide opportunities for cultural awareness. i.e. cultural fair, student exchange program, international trips</b>			
<b>2e. Collaboration with other schools via technology</b>			
<b>2f. Provide elective classes for middle and high school students to expand their experience and knowledge globally.</b>			

## Strategic Goal 3: *Beyond the Classroom Walls to Enhance Social and Emotional Growth*

Objectives		Responsible Roles	Completion
<b>3a. Expand the transition program for high school students including internship, job opportunities and summer camps</b>			
<b>3b. Provide tutoring program for all ages after school hours.</b>			
<b>3c. Expand after school programs to provide diverse clubs to promote student career interest.</b>			
<b>3d. Expand sports club for all ages.</b>			
<b>3e. Expand Summer programs including academic, credit recovery and ASL camp for families.</b>			
<b>3f. Create and provide opportunities for peer mentoring</b>			

## Strategic Goal 4: *Effective Partnership, our Commitment to Community*

Objectives		Responsible Roles	Completion
<b>4a. Increase number of partnership from 4 to 7 organizations. (CSDB, CCDHH, H&amp;V, CAD)</b>			
<b>4b. Maintain partnership with Colorado University to receive updated research information.</b>			
<b>4c. Increase Board and staff members' commitment to community events and organizations.</b>			
<b>4d. Expand the partnership with CSDB/CHIP for toddler program to include more community events and provide PIP programs.</b>			
<b>4e. Collaborate with other schools to provide program/opportunity for our students. (i.e. outdoor lab)</b>			
<b>4f. Collaborate with MHCD to provide diverse mental health service and support for our students and staff.</b>			

## Strategic Goal 5: *Culture of Shared Responsibilities: our accountability to students and RMDS*

Objectives		Responsible Roles	Completion
<b>5a. Educate Board, staff, alumni and families to become ambassadors for the school by providing open forum for community</b>			
<b>5b. Provide annual report including our achievement data, budget and organizational information</b>			
<b>5c. Board:</b> *recruit people on board *recruit people to fundraiser events *Send families to conference *More personal connection with families *update policy on monthly basis *Fundraising efforts			
<b>5d. Increase Parent Engagement</b>			
<b>5e. Maintain high communication standard with families, board and staff members.</b>			
<b>5f. Create a culture of community service.</b>			

## Strategic Goal 6: *Finance & Facilities*

Objectives		Responsible Roles	Completion
6a. Create financial plan including a plan to increase reserve funds (from Mill Levy) for our facilities			
6b. Provide grant opportunities for our staff members and work closely with our donors to maintain the funds.			
6c. Facility Plan: Install more security access to the building.			
6d. Facility Plan: Increase art work visibility in our building			
6e. Facility Plan: Manage land and facilities so they may provide optimal usage to support our students need.			

## Strategic Goal 7: *Enrollment; to continue RMDS growth*

Objectives		Responsible Roles	Completion
7a. Strengthen and ensure RMDS's visibility by establishing and continue relationship with stakeholders.			
7b. Provide content-rich conference, workshops for families and educators.			
7c. Develop; informational materials in appropriate formats for organizations that serve deaf consumers.			