



COLORADO

Department of Education

Gifted Education 5 Year Comprehensive Program Plan (CPP)

AU Name Academy District 20		Fiscal Year: FY 2022-2023
AU Address 1110 Chapel Hills Drive		
City Colorado Springs	State CO	Zip Code 80920
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Gifted Education Program Director Signature		
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Superintendent Signature		

The **Comprehensive Program Plan** (CPP) is a written description of the policies and procedures by which an administrative unit (AU) identifies and programs for gifted student education. The development of an AU's Comprehensive Program Plan (CPP) meets requirements to identify and serve gifted students and their families as established in Exceptional Children's Educational Act (ECEA) statute and criteria established by Rules promulgated by the State Board of Education and any criteria for accreditation (22-20-104.5).

The CPP describes the AU's implementation of key requirements outlined in ECEA Rules. This plan is informed by the AU's self-evaluation, stakeholder input and gifted student data. The plan template is located in the Data Management System (DMS). Completed plans are transparent documents, accessible to stakeholders on the Colorado Department of Education Office of Gifted Education website.

Directions:
Write the administrative unit's description of how it implements each element of the Comprehensive Program Plan and how the AU plans to improve or enhance each element as appropriate. Address all key requirements as they are described in the Rules in your response.



<p style="text-align: center;">Exceptional Children’s Education Act Program Element</p>	<p style="text-align: center;">Please describe how the element is currently implemented in the AU. Address every article of law in each element.</p>	<p>If the AU plans to shift practices over the next five years, use the following to explain:</p> <ul style="list-style-type: none"> ● Describe the specific action steps (activities, strategies) the AU will take ● Identify the data, policies and procedures, and/or research that supports the specific steps that were selected ● Identify who is responsible for implementing these actions steps ● Provide a timeline for implementation with specific benchmarks and dates ● Identify the measures used to assess the success of the proposed action
<p>Procedures for Parent, Family, and Student Engagement 12.02(2)(a) 12.02(2)(a)(i) The program plan shall describe how the AU implements parent, family, and student engagement and communication with regard to gifted education programs that include, but are not limited to: how parents are informed about access to identification procedures; ways to educate parents and families about giftedness or parenting gifted students; information about involvement and progress reporting; what programming options are available to match student strengths and challenges; information about concurrent enrollment; how to be involved in college and career planning; primary languages in the AU, and ways parents and families may participate in the school community.</p> <p>12.02(2)(a)(ii) In multi-district AUs and BOCES, methods of engagement and communication may vary based upon individual district procedures, but each district must have a plan for parent, family, and student communication and engagement.</p>	<p>Academy District 20 continually updates the TAG website. Each school maintains a TAG page on their school's website. TAG identification criteria is available at each site and on the general district TAG website. The website is maintained constantly with the most up to date information about identification, programming, extracurricular options, competitions, and student opportunities. Parents have opportunities to learn about the nature and needs of gifted learners through the website school-based parent meetings, and by participating in Pikes Peak Area Gifted Parent (PPAGS) events. Academy District 20 follows the Colorado Department of Education (COE) identification criteria. Academy District 20 communicates with families in multiple ways. Continuous improvement for gifted programming comes from the feedback received from the COE.</p> <p>Review (C-GER) process and internal program reviews conducted within Academy District 20.</p> <p>Parents are encouraged to participate at the school and the district level on committees and in adult education programming. Academy District 20 has a TAG parent advisory group (PAC) which meets three times per school year with representation from all schools in the district. Parents serve for a maximum two-year term. Through the advisory committee, parents are informed about identification criteria and identification processes. Programming options for elementary, middle, and high school students are shared at advisory meetings. Parents are informed about changes proposed and made regarding TAG at the state and local level. Dual enrollment, college and career planning, and parent involvement are frequent topics discussed during advisory meetings.</p> <p>Concurrent enrollment options are shared regularly at PAC meetings, and available on the College and Career Services website.</p>	

	<p>Concurrent enrollment options are available at all levels and communicated on the district website, through the Office of College and Careers Services as well as through Parent Information Nights. High school college and career counselors assist students enrolling in post-secondary option courses. Programming through advanced language arts and advanced math is provided to match student learning needs at all levels. Progress toward ALP goal completion are reviewed twice annually with parents, and more frequently with classroom teachers and individual students.</p> <p>Academy District 20 provides translation or interpretation services to those families that need them. One area we are using is iMessenger, a feature of Infinite Campus, our student data management tool. Teachers of the Gifted and Talented create and maintain parent databases at each site. The EAC Team shares information with the site-based teachers of the gifted and talented, and they in turn share the information through their school distribution lists. Ongoing work will continue with collaboration between the Office of Special Populations and the Communication Department to meet community demands for finding gifted and talented information quickly and easily.</p>	
<p>Definition of “Gifted Student” 12.02(2)(b) 12.02(2)(b) The program plan shall include a written definition that is the same as or substantially similar to the definition of “gifted student” specified in section 12.01(16) of these Rules. This definition shall serve as the basis for the implementation of all other program plan elements described below.</p>	<p>District 20 is in compliance with the definition for Gifted and Talented which matches the Colorado state definition.</p> <p>"Gifted Children' means those persons between the ages of four and twenty-one whose aptitude or competence in abilities, talents, and potential for accomplishment in one or more domains are so exceptional or developmentally advanced that they require special provisions to meet their educational programming needs. Gifted children are hereafter referred to as gifted students.</p> <p>Children under five who are gifted may also be provided with early childhood special educational services. Gifted students include gifted students with disabilities (i.e. twice exceptional) and students with exceptional abilities or potential from all socio-economic, ethnic, and cultural populations. Gifted students are capable of high performance, exceptional production, or exceptional learning behavior by virtue of any or a combination of these areas of giftedness</p> <ul style="list-style-type: none"> • General or Specific Intellectual Ability • Specific Academic Aptitude • Creative or Productive Thinking • Leadership Abilities • Visual Arts, Performing Arts, Musical, Dance, or Psychomotor Abilities" 	

<p>Identification Procedures 12.02(2)(c) The program plan shall describe the assessment process used by the AU for identifying students who meet the definition specified in section 12.01(16) and for identifying the educational needs of gifted students. The assessment process shall recognize a student’s exceptional abilities or potential, interests, and needs in order to guide student instruction and individualized planning and programming. In traditionally underrepresented student groups and visual/music/performing arts student groups or talent pools, identification may require the collection of student information over time, using additional data points from a response to intervention approach, or additional assessment. The AU identification procedures shall include, but need not be limited to:</p> <p>12.02(2)(c)(i) A method(s) to ensure equal and equitable access for all students. The program plan shall describe the efforts that the AU will make to identify gifted students from all populations, including preschool (if applicable) through twelfth grade students, minority students, economically diverse students, culturally diverse students, students with limited English proficiency and children with disabilities;</p> <p>12.02(2)(c)(ii) Referral procedures that seek referrals from a variety of sources, and screening procedures used for conducting identification assessment. Every AU is strongly encouraged to include optional universal screening in identification procedures;</p> <p>12.02(2)(c)(iii) A time line of no more than 30 school days after a referral to determine whether a student will continue with formal identification assessment, or will receive talent pool designation;</p> <p>12.02(2)(c)(iv) Implementation of assessments that align with the purpose of identifying exceptionality in the categories of giftedness, and in traditionally underrepresented populations. The AU may choose local assessment tools from the Department’s chart of common and varied assessment tools used in identification;</p> <p>12.02(2)(c)(v) Collection of data for a body of evidence that includes, but is not limited to: assessment results from multiple sources and multiple types of data (i.e. qualitative and quantitative data about achievement, cognitive ability, performance, parent and teacher input, motivation and observations of gifted characteristics/behaviors). The body of evidence contains data to identify the strength area defined in the definition of gifted children and determine appropriate programming services. These same categories are used in data collection and for developing the ALP;</p> <p>12.02(2)(c)(vi) A review team procedure; and that includes at least one person trained or endorsed in gifted identification and programming;</p> <p>12.02(2)(c)(vii) A review team procedure for determining identification or a talent pool designation from a body of evidence and for developing individualized ALPs for identified students. When only cognitive ability assessment data meets criteria in a body of evidence, the review team may determine that the student is identified with general or specific intellectual ability. This identification meets the condition of portability.</p> <p>12.02(2)(c)(viii) A determination letter for parents and school files describing the decision of the review team, and area(s) of giftedness if the student is found to have exceptional abilities; and</p> <p>12.02(2)(c)(ix) A communication procedure by which parents are made aware of the identification assessment process for their student, understand the results of the determination, and engage in the development and review of the student’s ALP.</p>	<p>All identified students in Academy District 20 have an electronically maintained Advanced Learning Plan (ALP) housed on the PLP platform within the Infinite Campus data management system.</p> <p>Currently Academy District 20 follows a universal screening process using the Cognitive Abilities Test (CogAT) at third grade and sixth grade. All students in both third grade and sixth grade take the CogAT test. Students may be referred for TAG screening by parents, teachers, TAG facilitators, administrators, or the student themselves. All referrals are reviewed within 30 school days.</p> <p>Academy District 20 uses a variety of assessments that align with all domains of gifted identification. A body of evidence including quantitative and qualitative data is collected and reviewed by a site-based team before a gifted identification is finalized. Once gifted identification is determined, a formal letter of gifted identification is sent to the parents of each student. The letter clearly states the area(s) where a student is identified. A copy of the letter is stored electronically as a scanned document in the student's ALP.</p> <p>In the 2019-2020 school year, The Classical Academy (TCA), a charter school of Academy District 20, created a timeline for coming into compliance with gifted identification and ALP development.</p> <p>During the 2019-2023 school years, TCA will submit a four-year implementation plan to become fully compliant with ECEA rules and District 20 expectations for providing for the needs of gifted and talented students.</p> <p>Academy District 20 administers CogAT to all 3rd and 6th grade students in our district</p> <p>Academy District 20 administers the CogAT and ITBS both by using the computer-based administrations.</p> <p>ALP Development: Parents are highly encouraged to be active participants in the ALP Goal creation process. Outside testing, from a licensed professional, is considered if it was administered within the last two academic years. Students transferring into Academy District 20 that have been identified or served in prior school districts are encouraged to bring copies of letters of determination and prior testing data.</p> <p>Academy District 20 has a large military population. Academy District 20 follows the Guidelines of the Military Compact Agreement when determining gifted programming for the dependent children of active duty military members.</p> <p>Academy District 20 participates in and supports the Talent Identification in the Pikes Peak Region (TIPP) Days. Academy District 20 will continue to work on performance identification for performing arts, music, leadership, drama and psycho motor abilities.</p>	
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<p>Criteria for Determining Exceptional Ability (Giftedness) or Talent Pool 12.02(2)(d) 12.02(2)(d)(i) For each category of giftedness defined in 12.01(16), criteria for exceptional ability means: 95 percentile or above on a standardized nationally normed test or observation tool, or a rating on a performance assessment that indicates exceptionality/distinguished compared to age mates.</p> <p>12.02(2)(d)(ii) Not meeting criteria on a single assessment tool shall not prevent further data collection or consideration for identification, if other indicators suggest exceptional potential as observed in a body of evidence.</p> <p>12.02(2)(d)(iii) Criteria for screening assessments is a score range less than the 95 percentile ranking or results on observation/performance assessment tools as determined by the AU to determine referrals, further data collection and observation, and/or formation of student talent pools.</p>	<p>Currently Academy District 20 follows a universal screening process using the Cognitive Abilities Test (CogAT) at third grade and sixth grade. All students in both third grade and sixth grade take the CogAT test. Students may be referred for TAG screening by parents, teachers, TAG facilitators, administrators, or the student themselves. All referrals are reviewed within 30 school days.</p> <p>Academy District 20 uses a variety of assessments that align with all domains of gifted identification, utilizing scores of 95 percentile or above. A body of evidence including quantitative and qualitative data is collected and reviewed by a site-based team before a gifted identification is finalized.</p> <p>A talent pool of students that are not formally identified may be provided with advanced services.</p>	
<p>Identification Portability 12.02(2)(e) Identification portability shall be based upon AU implementation of statewide identification procedures required in Section 12.02(2)(c) and use of criteria set for exceptionality in Section 12.02(2)(d) and determination of a student's identification in one or more of the categories of giftedness as described in the state definition of gifted children in Section 12.01(16). Administrative units shall implement procedures for statewide portability of identification that include, but may not be limited to:</p> <p>12.02(2)(e)(i) A requirement that the sending school/district transfer the body of evidence for identification and the ALP with student records when the student moves from one district to another;</p> <p>12.02(2)(e)(ii) Review of the transferred student's ALP within 45 school days of start date to determine programming options and services that serve the identified area(s) according to the district and community resources of the receiving district;</p> <p>12.02(2)(e)(iii) If the receiving district finds the body of evidence to be incomplete, the receiving district shall consult with, as practical, the former district, parents, and student and re-evaluate the identification determination; and.</p> <p>12.02(2)(e)(iv) Communication to parents within 60 school days of start date about how the new district will meet the needs outlined in the student's ALP</p>	<p>Students transferring into Academy District 20 that have been identified or served in prior school districts are encouraged to bring copies of letters of determination and prior testing data. Records are also requested from previous districts as a part of the enrollment process. Academy District 20 will review receiving districts Body of Evidence and determine if portability was applied if it was not, we will contact the parents to re-evaluate the identification process. Outside testing, from a licensed professional, is considered if it was administered within the last two academic years.</p> <p>Academy District 20 has a large military population. Academy District 20 follows the Guidelines of the Military Compact Agreement when determining gifted programming for the dependent children of active duty military members.</p> <p>Academy District 20 communicates with parents throughout the identification process.</p>	
<p>Advanced Learning Plan Content 12.02(2)(f) The AU shall develop an ALP for every gifted student according to the student's determined area(s) of giftedness, interests, and instructional and affective needs. The ALP shall be considered in educational planning toward post-secondary readiness outcomes and decision-making concerning subsequent programming for that student and be used in the articulation/transition process, preschool (if applicable) through grade 12. At the high school level ALPs may blend with the student's individualized career and academic plan (ICAP) if all content of the ALP are inclusive in the ICAP which includes achievement and affective goals. The ALP content shall include, but not be limited to:</p>	<p>Every Academy District 20 identified gifted student has a current individualized ALP in their area(s) of strength. The ALP is reviewed and revised annually. Parents, students and teachers work cooperatively to write standards aligned goals that match student abilities and interests. The Elementary and Middle schools' ALPs are built electronically and maintained in the Infinite Campus system. High school students' ALPs are maintained</p>	

<p>12.02(2)(f)(i) A student profile described in a body of evidence. This profile shall be subject to the AU’s student records confidentiality guidelines. The local AU determines periodic updates of the student profile, especially in terms of interests, and/or demonstration of previously unidentified strengths;</p> <p>12.02(2)(f)(ii) A working-document section of the ALP. This portion of the ALP records annual measurable, attainable achievement and affective goals and progress. Achievement goals are standards-based statements in strength area(s). Additional achievement goals may be needed to address documented achievement gaps or career interest. Affective goals reflect development of personal, social, communication, leadership, and/or cultural competency;</p> <p>12.02(2)(f)(iii) Description or delineation of supplemental curriculum, activities, specific programs or coursework, specific strategies, and/or extended or expanded learning opportunities available in the AU that match a student’s strength area(s) and support the goals;</p> <p>12.02(2)(f)(iv) Progress reports that align with the AU’s or member district’s schedule for parent-reporting and/or conferences about student progress. Adjustments to goals and programming options may occur during any progress reporting period;</p> <p>12.02(2)(f)(v) Personnel involved in ALP development, and in progress report meetings or conferences, including, but not limited to classroom teacher(s), student, parents, gifted education staff or staff with training in gifted education identification and programming, and support staff as appropriate.</p>	<p>within the Naviance ICAP system. ALP goals are maintained year to year and the ALP moves from school level to school level with the student as ongoing evidence of yearly progress.</p> <p>All ALPs are written in SMART goal format and are aligned with Colorado State grade level academic standards. Parents, students, and TAG facilitators work cooperatively to write meaningful academic and affective goals for each identified TAG student. The affective goals are written to promote student self-advocacy and post-secondary readiness. ALP goals can be viewed by all assigned teachers and administrators in a school, based on their system viewing rights. Parents may sign ALPs electronically or in-person. The contents of a student’s ALP can be electronically transferred or printed when a student moves to a new school within Colorado or to another state or country. During the academic school year, Academy District 20 will continue to work on standards aligned ALP goals for all identified students.</p> <p>During the academic years, students will be supported as they work to self-monitor their ALP goals with more regularity.</p> <p>ALPs are written for and with each identified student at each school level. The assigned TAG teacher/ coordinator works with each student to develop individual and specific goals based on interests and areas of strength. Communication between home and school takes place in either face to face meetings or through email communication.</p> <p>Each student has at least one academic goal and one affective goal. TAG teachers and students alike are responsible for communicating student ALP goals with classroom teachers. The goals, as well as the methods for measuring goal attainment, are communicated. Specific programming and delivery methods are clearly stated within each ALP. During the 2017-2021 academic years, Academy District 20 will continue to work on standards aligned ALP goal development for all identified TAG students. Academy District 20 continues to explore differentiated programming options that meet the needs of the highly advanced TAG students through dual enrollments, subject advancement, and grade acceleration as needed.</p>	
<p>ALP Procedures and Responsibilities 12.02(2)(g)</p> <p>12.02(2)(g)(ii) Personnel assigned with the responsibility for development and monitoring. At minimum the student’s parents and classroom teachers should be familiar with and support ALP goals, and/or write ALP measurable goals according to local procedures. Gifted education resource personnel may assist in the writing of goals, but may not be the sole custodian of the ALP. Goals are written and aligned with classroom tiered instruction and expanded learning opportunities for supplemental or intensive programming;</p> <p>12.02(2)(g)(iii) A method to develop student awareness and active participation in the ALP process;</p>	<p>Academy District 20 will continue to work on standards aligned ALP goals for all identified students. During the academic years, students will be supported as they work to self-monitor their ALP goals with more regularity.</p> <p>ALPs are written for and with each identified student at each school level. The assigned TAG teacher/ coordinator works with each student to develop individual and specific goals based on interests and</p>	

<p>12.02(2)(g)(iv) A process for management of ALPs within the cumulative file system including a procedure for transferring ALPs between grade levels, school levels, and districts. It is highly encouraged that ALPs are written by those working with the gifted student and that the ALP is an ongoing plan for coursework, tiered instruction, and increasing performance in the student’s area of strength. ALP goals should be written or reviewed for current relevancy to teachers and students at the beginning of the school year;</p> <p>12.02(2)(g)(v) An ALP progress reporting timeline. The review of progress integrates with ongoing conference or reporting periods of the district. It is highly encouraged that ALPs be student-led at the secondary level; and</p> <p>12.02(2)(g)(vi) A system to show evidence of parent engagement and input in ALP development and in the review of progress. Evidence may include, but is not limited to: signature, electronic signature or checkbox of involvement, checklist, or other assurance supporting the student’s growth. If after 3 documented attempts to contact the parents for signature, no parental signature is obtained, school personnel shall continue with ALP implementation and continue to engage parents in the process.</p>	<p>areas of strength. Communication between home and school takes place in either face to face meetings or through email communication.</p> <p>TAG teachers and students alike are responsible for communicating student ALP goals with classroom teachers. The goals, as well as the methods for measuring goal attainment, are communicated. Specific programming and delivery methods are clearly stated within each ALP.</p>	
<p>Programming 12.02(2)(h)</p> <p>12.02(2)(h)(i) The program plan shall describe the programming components, options, and strategies that will be implemented by the AU and schools to appropriately address the educational needs of gifted students. Programming shall match the academic strengths and interests of the gifted student. Other educational or affective needs shall be addressed according to the individual student’s profile. Programming components, options, and strategies shall include, but need not be limited to:</p> <p>12.02(2)(h)(i)(A) Alignment of the gifted student’s assessment data and ALP goals to programming options in the areas of giftedness;</p> <p>12.02(2)(h)(i)(B) Structures or type of delivery by which gifted students are served at the different school levels (e.g., the general classroom, resource location, small instructional group, and/or pullout for direct and extended instruction aligned to strength area);</p> <p>12.02(2)(h)(i)(C) Support in differentiated instruction and methods (e.g., acceleration, cluster grouping and higher order thinking skills);</p> <p>12.02(2)(h)(i)(D) Affective and guidance support systems (e.g., social skills training, early college and career planning);</p> <p>12.02(2)(h)(i)(E) Diverse content options provided for gifted students in their areas of strength (e.g., mentorship, Socratic seminars, advanced math, honors courses);</p> <p>12.02(2)(h)(i)(F) The means by which articulation for preschool (if applicable) through grade 12 is planned and implemented;</p> <p>12.02(2)(h)(i)(G) Pre-collegiate and/or pre-advanced placement support;</p> <p>12.02(2)(h)(i)(H) ALP development and reviews conducted through the collaborative efforts of the teacher(s), other school personnel (as needed), parents and the student (as appropriate);</p> <p>12.02(2)(h)(i)(I) Post-secondary options available to gifted students.</p> <p>12.02(2)(h)(i)(J) Concurrent enrollment opportunities, if indicated by a gifted child’s ALP or ICAP. To be considered in an ALP, the AU shall consider the student’s need for appropriate concurrent enrollment, available options, funding, and requirement for administrative approval.</p>	<p>As noted in the 2021 GEM, "The district excels at providing a wide variety of programming opportunities that meet students' strengths and needs." and "TAG and classroom teachers work together to meet the needs of gifted students at all levels. This can include the creation of new clubs and enrichment opportunities based on student requests."</p> <p>Academy District 20 is always looking for additional programming options that meet the changing needs and interests of our identified TAG students. Academy District 20 offers advanced math and language arts classes at the elementary level. Programming is site based and may differ by school site. Robotics, chess and problem-solving classes and clubs are available to students. The da Vinci Academy and Eagle view Middle School Academic Arts Academy are dedicated to learning through the arts. Middle school advanced math offerings are available. Some sites have advanced language arts and Socratic seminar literature classes. Instrumental and vocal music and theater programs are available at all middle schools. A variety of clubs and exploratory classes are available for TAG students at all middle schools. Academy District 20 has five comprehensive high schools with a wide variety of both Advanced Placement (AP) and International Baccalaureate (IB) course offerings. Post-secondary courses at the local Pikes Peak Community College are offered to identified TAG students when they have exceeded the offerings of the high school courses. Students work with their college and careers counselors and College and Career Services to access these offerings. Underachieving identified TAG students are monitored on an ongoing basis. TAG facilitators work with the student and their family providing support. The site</p>	

<p>12.02(2)(h)(ii) Students identified with exceptional ability require provisions to develop the areas of strength over time. When underachievement and/or motivational issues are observed behaviors in a gifted student, the ALP team, child study team, or review team shall problem solve in collaboration with the family, the student, and appropriate staff.</p>	<p>based MTSS team may become involved, as needed, to problem solve on behalf of a struggling student. The district is dedicated to the RULER program to support the social and emotional needs of all students. Additional and specific emphasis is placed on the teacher of the gifted students, providing professional training in the area of social and emotional learning. This is a focus for the Pikes Peak region and Academy District 20.</p>	
<p>Evaluation and Accountability Procedures 12.02(2)(i) The comprehensive program plan shall describe the AU's procedures for evaluation and accountability including, but not limited to:</p> <p>12.02(2)(i)(i) Unified improvement plan addendum methods by which gifted student performance is monitored and measured for continual learning progress and how such methods align with the state accreditation process (e.g., annual UIP gifted education addendum, multi-district/BOCES summary, intervention progress monitoring data sources, ALP goals, and performance, district, and/or state assessment data). These methods include UIP elements such as annual gifted student performance target(s) and an action plan to meet the target(s) and a timeline to report on progress toward targets;</p> <p>12.02(2)(i)(ii) Methods by which student affective growth is monitored and measured for continual development (e.g., rubrics for personal journals and anecdotal data, student surveys, demonstration of self-advocacy, and student career and/or college plans);</p> <p>12.02(2)(i)(iii) Methods for ensuring that gifted student performance (achievement and growth) and reporting are consistent with state accreditation and accountability requirements (i.e., disaggregation of state assessment data for gifted students, identification of discrepancies in the data, goal setting and demonstration of achievement and growth); and</p> <p>12.02(2)(i)(iv) Methods for self-evaluation of the gifted program including a schedule for periodic feedback and review (e.g., review of gifted policy, goals, identification process, programming components, personnel, budget and reporting practices, and the impact of gifted programming on student achievement and progress); and</p> <p>12.02(2)(i)(v) Methods by which parents, educators, and other required persons are informed about the methods described in 12.02(2)(i)(i-iv) above.</p>	<p>Gifted and Talented Programs are included in the Academy District 20 Unified Improvement Plan (UIP) using the convergent approach. Using the newly developed Academy District 20 Data Dashboard, teachers, school administrators and the Director for Special Populations and TAG TOSA will dis-aggregate student growth data for the gifted identified students. This is a relatively new tool and likely to prove very helpful in setting growth goals for students, cohorts of learners, and schools. The color bands allow the user to see students who are exceeding expectations, meeting expectations, approaching expectations or are below minimum expectations. During the 2020-2021 school year, survey data will be used to drive program and process improvements. Academy District 20 continues to exceed the state median growth percentile for identified gifted students and exceeds the non-identified grade peers in both language arts and math at all grade levels. During the 2020-2021 school year Academy District 20 will work with the Pikes Peak region to support Early Access.</p>	
<p>Personnel 12.02(2)(j) 12.02(2)(j)(i) The program plan shall describe the personnel who provide instruction, counseling, coordination and other programming for gifted students. Personnel shall be knowledgeable in the characteristics, differentiated instructional methods and competencies in the special education of gifted students. Qualified personnel with endorsement or an advanced degree in gifted education are preferred in specific programs and classrooms consisting of mainly gifted students. Beginning with the 2010-2011 school year, every AU shall employ or contract with a person who is responsible for:</p> <p>12.02(2)(j)(i)(A) Management of the program plan;</p> <p>12.02(2)(j)(i)(B) Professional development activities, the purposes of which are:</p> <p>12.02(2)(j)(i)(B)(I) To improve and enhance the skills, knowledge and expertise of teachers and other personnel who provide instruction and other supportive services to gifted students; and</p> <p>12.02(2)(j)(i)(B)(II) To increase, to the extent practicable, the number of qualified personnel providing instruction to gifted students.</p>	<p>Currently most Academy District 20 TAG teachers, are considered highly qualified. Most have the K-12 Colorado Gifted Endorsement, less than seven do not. The TAG teachers work directly with students, parents, and classroom teachers to modify curriculum bringing depth and complexity that matches each student's learning needs. The responsibility of the TAG teachers includes direct teaching, counseling, and program coordination. Most schools in Academy District 20 have at least one full time dedicated TAG teachers. The district level TAG TOSA is highly qualified and carries the K-12 Colorado Gifted Endorsement. The TAG TOSA and Director for Special Populations are responsible for ongoing professional development for TAG teachers, administrators, and regular classroom teachers. The Director for Special Populations and the TAG TOSA are responsible for writing, submitting, and</p>	

<p>12.02(2)(j)(ii) The AU shall make good faith effort to hire and retain on at least a halftime basis one qualified person to administer and monitor the implementation of the AU's gifted program.</p> <p>12.02(2)(j)(iii) Administrative units should consider employing sufficient personnel for ALP writing and monitoring, and differentiated instruction for gifted students.</p> <p>12.02(2)(j)(iv) Administrative units should collaborate with universities and colleges for the development of qualified personnel.</p> <p>12.02(2)(j)(v) Personnel responsible for the instruction and learning of gifted students in core academic areas must meet the requirements under federal law for highly qualified teachers.</p> <p>12.02(2)(j)(vi) Paraprofessionals may serve in supportive roles, but may not be the sole instructional provider, nor may such paraprofessionals be funded using state gifted education funds.</p> <p>12.02(2)(j)(vii) The program plan shall also indicate the content of and means by which the AU supports the acquisition and/or improvement of the knowledge and competencies of personnel through appropriate professional development relating to the instruction, programming and counseling for gifted students. (e.g., induction and in-service programs, job-embedded training and coaching, gifted education workshops or institutes and college coursework). Key topics should include, but need not be limited to, gifted characteristics and myths, differentiated instruction, affective needs, counseling, content instructional options and advanced curricular strategies (e.g., higher order thinking strategies).</p>	<p>overseeing the district gifted program plan and budget reporting. Academy District 20 supports professional learning for all teachers of the gifted through conferences, locally, in Colorado, and nationally. Teachers of the gifted may attend one day and multi-day training classes in a variety of areas that support the learning needs of their students. Through state and local funds, the teachers are supported when they avail themselves of these offerings.</p>	
<p>Budget 12.02(2)(k)</p> <p>12.02(2)(k)(i) The AU shall include in the annual plan a budget for gifted education which reflects the collaborative efforts of the AU and cost of implementing the program elements and the student goals stated in the annual comprehensive program plan. The budget shall detail the funding committed by the AU and funding requested from the Department. Funding committed by the AU shall be an amount determined by the AU to contribute towards the AU's gifted student education program described in the AU's program plan. Funds requested from the Department may be used for:</p> <p>12.02(2)(k)(i)(A) Salaries for appropriately licensed and endorsed personnel primarily serving gifted students (e.g., gifted education directors, coordinators, resource teachers, counselors and teachers of gifted classrooms);</p> <p>12.02(2)(k)(i)(B) Professional development and training relating to gifted education;</p> <p>12.02(2)(k)(i)(C) Programming options and school counseling or affective guidance specific to gifted students and their ALPs ;</p> <p>12.02(2)(k)(i)(D) Materials used in instructional programming for gifted education; and</p> <p>12.02(2)(k)(i)(E) Administrative costs (classified or grant fiscal staff), technology, and equipment necessary for the education of gifted students up to ten percent for any one of these limited expenditures, and, not to collectively exceed twenty percent of the total amount requested from the Department.</p> <p>12.02(2)(k)(ii) Administrative units may contract with other AUs to establish and maintain gifted student programs (e.g., art, music, online coursework, and counseling) for the education of gifted children, sharing costs of student programming in accordance with terms of a contract. This action is optional based upon available AU resources, and subject to AU discretion. An AU with less than six children who need a particular program may purchase services from one or more AUs that provide the appropriate gifted education program for individual or groups of gifted students. Gifted education personnel in these AUs shall collaborate on the content and monitoring of such contracts.</p>	<p>Academy District 20 is on time and accurate with all budget reporting. State funds are used to support student growth and learning through materials and salaries for highly qualified licensed personnel who serve the identified TAG students. Professional development is a priority. Substitute teacher salaries and benefits are part of state funds to support teachers who are out of the classroom for additional professional learning. Budget dollars are used to support field trips and hands on learning opportunities for TAG learners K -12 with admission costs and transportation.</p>	

<p>Record Keeping 12.05(1) Financial records shall be kept in accordance with generally accepted principles of governmental accounting. Recommended accounting principles are listed in the Financial Policies and Procedures Handbook.</p> <p>12.05(2) Inventory An inventory shall be maintained of all equipment for which funding was received. These records shall be maintained throughout the useful life of the equipment.</p> <p>12.05(3) Student Education Records The ALP documents shall be part of the student’s cumulative education record.</p> <p>12.05(4) Confidentiality of Student Education Records Individually identifiable records of students referred, assessed, evaluated, and/or served through programming for gifted and talented students in any AU shall be held to be confidential and protected in accordance with applicable federal and state laws and regulations. Student records that are collected and/or stored electronically shall be held to current state law and FERPA regulations governing the protection of personally identifiable information and the privacy interests of students.</p> <p>12.05(5) Maintenance and Destruction of Student Education Records Gifted student education records and ALPs shall be maintained, retained and destroyed consistent with the ongoing system of student record keeping established in the AU, including its member districts or the Charter School Institute for student records, preschool (if applicable) through grade 12.</p>	<p>You may simply check “yes” if you follow these procedures. If you do not, please explain. <input type="checkbox"/> Yes</p> <p>12.05(1) Financial records are kept in accordance with generally accepted principles of governmental accounting. 12.05(2) Inventories are maintained of all equipment for which funding was received. 12.05(3) According to district management, our CUM files are fully electronic in Infinite Campus (2020-21) and Naviance. 12.05(4) Individually identifiable records of students referred, assessed, evaluated, and/or served through programming for gifted and talented students in any AU shall be held to be confidential and protected in accordance with applicable federal and state laws and regulations. Student records that are collected and/or stored electronically shall be held to current state law and FERPA regulations governing the protection of personally identifiable information and the privacy interests of students. 12.05(5) Gifted student education records and ALPs shall be maintained, retained and destroyed consistent with the ongoing system of student record keeping established in the AU.</p>	
<p>Procedures for Disagreement 12.06 The program plan shall describe procedures for resolving disagreements with parents/guardians, or students in regard to identification, programming, and ALPs. The procedures for resolving disagreements shall include, but need not be limited to: a method for the aggrieved individual to express issues and concerns; a means to discuss disagreements in a timely manner with personnel designated by the district with authority to resolve the disagreement. The procedures shall afford the aggrieved individual notice of the decision giving rise to the dispute and an opportunity to be heard before the decision is implemented. The procedures must be posted for ease of access by stakeholders.</p>	<p>Academy District 20 has a broad dispute resolution policy, KE-R Public Concerns and Complaints Procedure, that is used in all cases of disputes brought by parents on behalf of a student. TAG programs use the district dispute resolution policy and does not have a separate dispute resolution process or policy. There are specific timelines within the policy that ensure parents are heard and written responses provided. During the 2020-2021 school year, Academy District 20 will post the Dispute Resolution Policy to the Gifted Website: KE-R, Public Concerns and Complaints Procedure. http://www.boarddocs.com/co/asd20/Board.nsf/Public/1</p>	
<p>Early Access 12.02(2)(l) If early access is permitted in the AU, an AU shall include in its program plan provisions to identify and serve highly advanced gifted children pursuant to Section 12.08 of these Rules. Constituent schools or districts within the AU shall abide by the requirements established in the program plan.</p>	<p>You may check “no” if your AU does not offer early access. <input type="checkbox"/> No, our AU does not offer early access.</p> <p>If your AU does offer early access, please select the box below which applies. <input checked="" type="checkbox"/> AU is following all elements of the Early Access plan submitted to the Office of Gifted Education. <input type="checkbox"/> AU has modified implementation of element(s) in plan submitted to the Office of Gifted Education. Please explain in column to the right.</p>	

