

2022 ANNUAL REPORT

OUR STUDENTS

2,693

Total students enrolled

2,514 179

District Charter

154

Online
Innovations

812

Students on
free/reduced
lunch

521

Students with
limited English
proficiency

243

Students served
through special
education

551

Students
transported by
district busing
services

DEMOGRAPHICS

51%

White

45%

Hispanic

4%

Other

WELD RE-3J

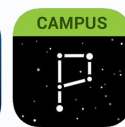
1101 4th Avenue
PO Box 1022
Hudson, CO 80642

303.536.2000

www.re3j.com
feedback@re3j.com

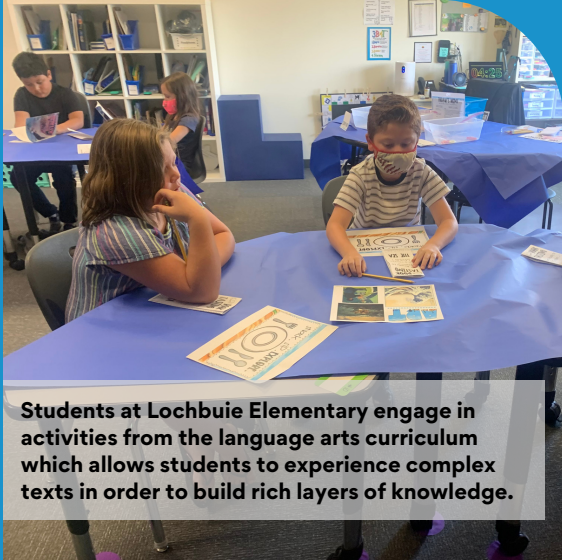
Serving the communities of...
Hudson, Keenesburg,
Lochbuie, and Roggen

 **: Katie Kipp, WCHS Student**



STRATEGIC GOALS IN ACTION

OUTSTANDING STUDENTS



Students at Lochbuie Elementary engage in activities from the language arts curriculum which allows students to experience complex texts in order to build rich layers of knowledge.

88.6% 2021 four year graduation rate **91.9%** 2021 completion rate

- The Weld Central High School graduation rate exceeds the state rate of **81.7%**.
- The average Re-3J graduation rate since 2018 is **89.4%**.
- The graduation rate is steadily trending toward meeting or exceeding **90%** on average over a 5-7 year period.



Assessments

Colorado administered a reduced set of state assessments in 2021. The content covered by the tests and the expectations were the same as assessments from previous years, but not all grade levels participated. In addition, student participation rates across the state and within the district were significantly lower than typical years.

While results can continue to provide information about what individual students know and can do in relation to the grade-level expectations of the standards, the reliability and validity of the results is less strong due to participation rates. Like state level declines, the assessments showed a lower level of achievement in most areas assessed.

OUTSTANDING STAFF

Teacher quality remains one of the strongest predictors of student achievement which makes retention of quality teachers of critical importance. Unfortunately, the pandemic related labor market has negatively affected school districts like Weld Re-3J. In spite of an increase in turnover, Re-3J has a strongly committed and qualified staff. The district has made efforts to fulfill the Mill Levy Override priority of maintaining at least fifth place on starting salary in a group of regional comparable districts. Additionally, the Board has provided retention benefits, such as one time payments, to value and reward continued employment in the district. Staff recognition programs highlight the exceptional work of both teachers and support staff. The district continues to boast high employee satisfaction rates, one of the strongest predictors of longevity in an organization.

“...Ernestina is a master at building relationships with her students, their families, and the staff she co-teaches with. She works tirelessly to make sure teachers are meeting the needs of all students and is a leader who is not afraid to try new things. Ernestina is always looking for ways to get her students excited about learning and has a smile on her face while doing so.”

-Colleague,
Meadow Ridge Elementary



Superintendent Greg Rabenhorst with Ernestina Gallegos, recipient of the Outstanding Employee Award for Fall 2021.

196 licensed staff **127** classified staff **13** licensed administrators **5** online teachers **15:1** average student to teacher ratio

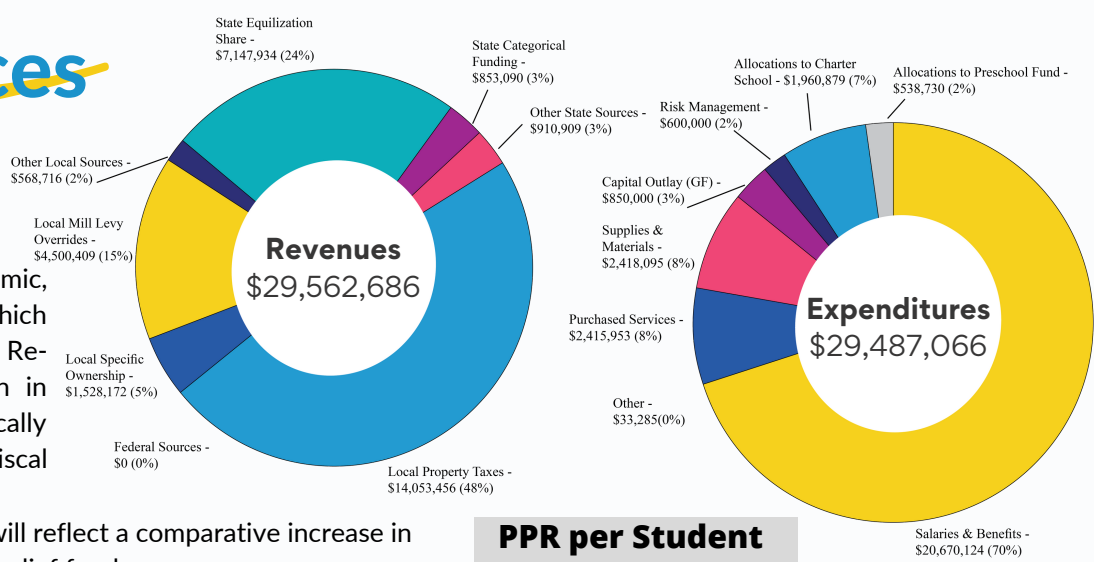
To view additional annual report information, please visit www.cde.state.co.us/schoolview

Re-3J Finances

Federal Funding Boosts Learning Recovery

In response to the COVID-19 pandemic, Congress passed three stimulus bills which included funding for education. In total Re-3J will receive just over \$6.1 million in federal funds. The district has strategically budgeted this revenue over four fiscal years in order to accelerate learning recovery. The district's annual budget will reflect a comparative increase in federal funding due to these pandemic relief funds.

District and school level leadership teams have identified uses of funds which are to be used for learning recovery efforts. Expenditures include intervention and on-line instruction, health and mental health supports, extended hours tutoring programs, professional development, and facilities/technology expenditures.



**PPR per Student
\$8,575.45**

District-Operated Transportation Services Provided During **2020-2021**



Meals Served During **2020-2021**
Take Out Meals Served During District Closure



\$497,000 Adams County
\$460,000 Weld County
Median Home Value
Source: realtor.com

Grants Received

ILOP

(Innovative Learning Opportunities Pilot Program)

Opportunities for work-based learning, apprenticeships, or residency programs, enrollment in postsecondary courses, and capstone projects, etc to help students develop person, entrepreneurial, civic, and professional skills

EARSS

(Expelled & At-Risk Student Support Services)

Individualized support for families and students at-risk of not graduating on time

RISE

(Response, Innovation, & Student Equity)
Creation of sustainable social emotional learning and layered mental health services for rural school districts

School Climate Transformation Design Collaborative

Identification of the components that best lead to a positive school climate, assessment of the existing school climate framework, and recommendations to CDE regarding progress

DISTRICT SCHOOLS

*Enrollment based on October 1, 2021

Hoff Elementary School

Original Construction Date: 2001
312 Students (PreK-5)
Ronda Soliz, Principal
303.536.2300

Hudson Elementary School

Reconstruction Date: 2018
297 Students (PreK-5)
Greg Dent, Principal
303.536.2200

Lochbuie Elementary School

Original Construction Date: 2002
278 Students (3-5)
Ben Palmer, Principal
303.536.2400

Meadow Ridge Elementary School

Original Construction Date: 2018
378 Students (PreK-2)
Jen Forbes, Principal
303.536.2800

Weld Central Middle School

Original Construction Date: 1962
533 Students (6-8)
Justin McMillan, Principal
303.536.2700

Weld Central High School

Original Construction Date: 2007
717 Students (9-12)
Rob Orbanosky, Principal
303.536.2100

Cardinal Community Academy

179 Students (K-8)
Maureen Lockett, Director
303.732.9312



Student Readiness

Creating opportunities for student success through a safe learning environment, engaging instruction, diverse activities, and a supportive community.

The district's 2020 Strategic Plan outlines strategic directions for the district as developed through an extensive community engagement process. Stakeholders identified a key priority as developing robust programming in the area of **college and career readiness (CCR)** for students. As a result, the CCR strategic direction is that at least four **graduation pathways** will be identified and implemented with all students enrolled in a major pathway at the beginning of their freshman year, beginning no later than with the graduating class of 2027.

The district began to create action steps in collaboration with consultants from various state-level agencies in March 2020. An advisory committee has been formed to facilitate the development of graduation pathways at WCHS. Thanks to the dedication and hard work of the many people involved in the process, the strategic work is on target. Incoming 2022 Freshmen, will be the first class to enroll in the **Freshman Success Academy**, a foundational course designed to prepare students for post-secondary success through the introduction to career-connected learning. This will guide the students in the identification of their chosen pathway for their sophomore year. The pathway model incorporates state and district graduation requirements, student ICAP plans, and upscaled electives in alignment with the pathways. Graduation requirements, coupled with rigorous, engaging career-connected learning opportunities, are designed to increase graduation rates and post-secondary success for students in Re-3J.

OVERARCHING STRATEGIC DIRECTIONS

GROWTH & ACHIEVEMENT

SAFETY & MENTAL HEALTH

QUALITY STAFF

STUDENT SUCCESS

POST-SECONDARY READINESS



Board of Education



Cindy Baumgartner

President, Director District C

Cindy has served on the Board since November 2013 and was elected President in 2019.



Bryan Haffner

Vice President, Director District D

Bryan has served several terms with the Board of Education since his appointment in 2011.



Fred Jensen

Secretary, Director District B

Fred was first elected to the Board in 2012.



Deb Gustafson

Treasurer, Director District E

Deb has served on the Board since November 2009.



Hollie Hayes

Asst. Secretary/Treasurer, Director District A

Hollie was appointed to the Board in February 2021.

District Administration

Greg Rabenhorst, Ed.D.

Superintendent of Schools

Judith Orbanosky

Executive Director of Curriculum & Accountability

Jenny Wakeman, Ed.D.

Assistant Superintendent

Rebecca Langlois

Director of Student Readiness & Special Education