

# BUILDING CAPACITY, NOT DEPENDANCY

SUCCESS STORY: Estes Park School District R-3  
PROGRAM: TU Coaching for Impact

## DISTRICT DETAILS



Estes Park,  
Colorado



4  
Schools



13  
Participating Teachers



1,129  
Total Students

## THE CHALLENGE

Ensuring all students, whether entering the workforce or pursuing post-secondary education, are equipped for success takes creativity and commitment in a rural community. School and community leaders in Estes Park, Colorado recently tackled this challenge head-on to help their students be as successful as possible upon graduation from high school.

## BACKGROUND

Estes Park school-board members, teachers, students, parents, and community leaders started an open and honest dialogue on the topic of college and career readiness. What skills are necessary for students leaving high

school? Where do our students need to grow? Throughout all the conversations, the key themes that emerged became the district's global outcomes and skill development goals for students: critical thinking and problem solving, communication, collaboration, creativity, perseverance, global awareness, and compassion. For this dedicated community, reaching those goals meant that teaching and learning needed to be personalized, with a student-centered focus. Increasing student choice and voice and ownership of learning became a key focus for classroom teachers, principals, and district leadership.

# THE SOLUTION

That's where the partnership with TeachUNITED began. In order to make learning more personalized, Estes Park needed coaching and professional learning to investigate best practices, consider potential roadblocks, and implement the strategies that would make personalized teaching work in their schools. A positive partnership with TeachUNITED and the School Accelerator Program grew participation from five teachers to nearly triple that in two years. Training started with lead teachers at both the Middle and High School in the district to build strategies, knowledge, and skill in the district's focus areas. Those champion educators are now sustaining the change by leading teams of teachers in each building.

*"By first training our leaders, we can build that leadership capacity to spread... building a collective efficacy surrounding our global outcomes and personalized learning in our schools"*

- Ruby Bode, Assistant Superintendent, Estes Park School District R-3

## WHAT PARTICIPANTS ARE SAYING

"The TeachUNITED coach was incredibly supportive and motivating. She encouraged me so much!"

"Every experience I've had with TeachUNITED has been great!"

"Our coach does an amazing job with our PD. I've learned something new in every session."

100%

of CO survey respondents thought the program increased their confidence and skills.

