THE STORY OF ACSD#1

2025-2026 YEAR IN REVIEW









3,200+
STUDENTS

800+
EMPLOYEES

12
SCHOOLS

ACSD#1 BOARD OF TRUSTEES

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The Impact of ACSD#1

1

MILKEN AWARD WINNER & BLUE RIBBON SCHOOL

21.2

AVERAGE ACT SCORE

9%

INCRESE IN 5TH GRADE ELA WYTOPP SCORES

4,452

CREDITS EARNED THROUGH DUAL & CONCURRENT ENROLLMENT CLASSES

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2025-2026

A YEAR OF

IMPACT

MISSION:

Empower all students with an excellent education in safe and supportive schools.

VISION:

Inspire all students to graduate as lifelong learners and engaged citizens.

VALUES:

- Focusing on learner-centered systems and practices
- Supporting student and staff health and wellbeing
- Respecting and empowering educators
- Nurturing a sense of belonging for all



The Impact of ACSD#1

Free Meals

PROVIDED TO EVERY STUDENT

720

STAFF PARTICIPATED IN PROFESSIONAL LEARNING

1,235

FAMILY PARTNERSHIP MEETINGS HELD

1,000+

DAILY CYBERSECURITY THREATS PREVENTED

A Message From

SUPERINTENDENT DR. JOHN GOLDHARDT

Albany County School District Community,
As you read through this report, I hope you will take pride in what we have achieved together. We remain committed to continuous improvement, innovation, and ensuring every student has access to a high-quality education that prepares them for college, careers, military service, and life. Our vision is to Inspire all students to graduate as lifelong learners and engaged citizens, and our mission is to Empower all students with an excellent education in safe and supportive schools.

The accomplishments highlighted in this Year-in-Review represent more than statistics or milestones—they reflect the dedication of our exceptional employees. Teachers challenged students to think critically and dream boldly. Educational support professionals ensured our schools remained safe, welcoming, and efficient places to learn. Parents and guardians continued to be invaluable partners in their children's education. School and district leaders worked tirelessly to support continuous improvement, while our Board of Trustees remained steadfast in its commitment to responsible governance and student success.

Thank you for your continued trust, partnership, and unwavering support of Albany County School District #1. The accomplishments of this past year belong to all of us, and I am excited about the opportunities that lie ahead as we continue working together to inspire every student to reach their fullest potential.

With appreciation,

Dr. John Goldhardt
Superintendent of Schools
Albany County School District #1



HUMAN RESOURCES



HIGHLIGHTS FROM 2025-2026

Investing in Employee Well-Being
ACSD#1 hosted two district-wide benefits fairs, providing employees with direct access to information and resources to help them make informed decisions about their health and financial wellness.

Expanding Access to Benefits
The Wyoming Retirement System visited Laramie twice to meet individually with staff members, offering personalized retirement guidance and planning support.

Improving Communication
Human Resources began providing monthly benefits information updates, ensuring employees receive timely reminders, resources, and answers to common questions throughout the year.

Planning for the Future
Working closely with the Business Office, the department:

- Completed comprehensive salary increase analyses
- Developed six salary schedule scenarios
- Created detailed cost-per-employee projections to support informed decision-making and long-term financial planning.

Advancing Data-Informed Leadership
The team developed and provided staff reports and demographic analyses for district leadership, supporting strategic planning and organizational decision-making.

Building Internal Capacity
Cross-training efforts expanded among payroll, onboarding, and Human Resources functions to strengthen continuity of operations and improve service delivery.

Streamlining Resources
Training documents and employee resources were centralized through the launch of the Employee Navigator, providing staff with a single location to access important information and guidance.

By The Numbers

Building Our Team

404 new employees onboarded

- 205 substitute employees
- 68 certified staff members
- 131 classified staff members

Supporting Employees

- 612 additional duty assignments processed
- 38 extra duty contracts completed
- 46 volunteers processed and approved to serve students

Ensuring Students Have Coverage

- 7,779 staff absences and vacancies managed
- 6,255 absences successfully filled
- 820 situations resolved without the need for a substitute



BUSINESS DEPARTMENT

Looking Ahead

ACSD#1 remains committed to thoughtful stewardship of district resources, making strategic investments that support employees, expand opportunities for students, and strengthen the schools at the heart of our community. By aligning financial decisions with our mission and values, we continue building a future where every student has the resources and support they need to succeed.

Highlights

Investing in the People Who Make a Difference
Recognizing that exceptional schools are built by exceptional people, ACSD#1 invested directly in its employees by providing a $4,000 salary increase to certified and professional staff and a $3 per hour wage increase for classified employees. In February, the district further recognized employees dedication by awarding a $4,500 bonus to all certified and professional staff and a $2,000 bonus to classified employees. The district also absorbed the full cost of the annual health insurance premium increase, helping protect employees from rising healthcare expenses.

Expanding Opportunities for Students and Staff
More than $500,000 was allocated to support the district's Extensions Team, creating expanded learning opportunities for students while also providing additional planning time for elementary educators. To further invest in professional growth, ACSD#1 dedicated $50,000 to out-of-state professional development travel, allowing staff to bring new ideas and best practices back to classrooms across the district.

Removing Barriers to Student Success
This year, every student in ACSD#1 had access to free breakfast and lunch, ensuring that nutritious meals were available regardless of family circumstances. The district also eliminated all outstanding school meal debt, easing financial burdens on families and reinforcing the belief that basic needs should never stand in the way of learning.

Supporting Students Beyond the Classroom
Whether students were representing their schools through athletics, fine arts, leadership activities, or academic competitions, ACSD#1 remained committed to supporting those experiences by allocating an additional $350,000 to provide meals for students traveling to activities and events, ensuring students could focus on learning, competing, and growing.

Prioritizing Safe Learning Environments
The district invested $150,000 to maintain its School Resource Officer partnership, reinforcing a shared commitment to creating safe, supportive schools where students and staff can thrive.

STUDENT SUPPORT & SCHOOL LEADERSHIP

HIGHLIGHTS FROM 2025-2026

Reimagining Student Support
ACSD#1 launched ACCESS (Albany County Collaborative Education for Suspended Students) to provide academic, behavioral, social, and emotional support to students during periods of suspension or expulsion. Midyear, the program transitioned to Big Brothers Big Sisters of Laramie, strengthening community partnerships and helping students remain connected to their education.

Focusing on Restoration and Growth
The district revised its Stipulated Agreement process, shifting to quarter-based agreements that allow students to engage in restorative practices, demonstrate growth, and return to their school communities sooner while maintaining accountability.

Building Stronger Partnerships
A new Attendance Team strengthened collaboration between schools and community agencies, including Big Brothers Big Sisters, the Department of Family Services, the Laramie Police Department, and the Albany County Attorney's Office to identify barriers to attendance and connect families with support.

Prioritizing Student Well-Being
District leaders established consistent procedures related to suicide prevention, intervention, and postvention. ACSD#1 also expanded its partnership with the JAE Foundation, extending Hope Squad programming to include fourth- and fifth-grade students while promoting mental health awareness and peer support.

Investing in Staff Learning
Through community partnerships, staff participated in Youth Mental Health First Aid and Applied Suicide Intervention Skills Training (ASIST) at no cost to the district, strengthening their ability to recognize and respond to student needs.

Supporting Strong School Leadership
Principals and instructional leaders engaged in professional learning focused on feedback, dignity, and continuous improvement. Regular collaboration and a districtwide study of Leading with Dignity strengthened leadership practices across ACSD#1 schools.



Connections That Matter

- ACCESS launched to support suspended and expelled students.
- Hope Squad grew to include upper elementary students.
- Mental health training provided at no cost to the district.
- Community partnerships strengthened to support attendance, prevention, and intervention efforts.
- Leadership teams collaborated monthly to improve systems and student outcomes.

Looking Ahead

ACSD#1 remains committed to strengthening the systems of care that support students academically, socially, emotionally, and behaviorally. By continuing to invest in partnerships, prevention efforts, leadership development, and early intervention, we will build school communities where every student is equipped to succeed.



TEACHING & LEARNING

Academic Growth at a Glance

- 720 staff members participated in learner-centered professional learning opportunities.
- 24 educators and administrators participated in Project-Based Learning training.
- 22 educators completed LETRS training focused on literacy instruction.
- 10 scholarships awarded to staff pursuing Special Education and ELL certifications.
- 4 elementary schools preparing to launch full-day preschool programming in 2026–2027.
- Expanded CNA programming to both LHS and WHS.
- New Computer Science programming launched at LHS, WHS, and Rock River.
- Concurrent credit opportunities expanded for both DLI and Political Science students.

HIGHLIGHTS FROM 2025-2026

Expanding Academic Opportunities
ACSD#1 continued creating new pathways for student success through expanded summer programming, the launch of the Extensions Program, additional concurrent credit opportunities, expanded CNA programming at both high schools, and the development of a new CDA certification pathway set to launch in 2026–2027. The district also strengthened GATE services and expanded college and career readiness opportunities through programs such as the WHS Pathways to Graduation initiative.

Investing in Early Learning
To support students from the earliest stages of their educational journey, ACSD#1 prepared for the launch of full-day preschool programs at all four elementary schools beginning in the 2026–2027 school year. These programs will provide additional opportunities for young learners to build foundational skills and establish strong connections to school.

Strengthening Professional Learning
The district invested heavily in educator growth through learner-centered professional development, Project-Based Learning training, LETRS training, TSS training for elementary staff, and monthly support sessions for new teachers. These opportunities helped educators strengthen instructional practices while ensuring students benefit from engaging, high-quality learning experiences.

Supporting Instructional Excellence
Instructional facilitators worked alongside teachers throughout the district by modeling lessons, facilitating coaching cycles, supporting secondary mathematics instruction, and implementing new curriculum resources. Additional coaching and facilitation support was provided to schools engaged in improvement efforts, ensuring educators had the resources and guidance needed to support student growth.

Expanding Innovation and Career Readiness
This year, ACSD#1 launched new Computer Science programming through Code.org at LHS, WHS, and Rock River while continuing to expand career-connected learning opportunities. New college and career readiness systems were identified and implementation efforts began to help students better prepare for life after graduation.



SPECIAL SERVICES

Celebrating Success

This year, 24 students receiving Special Education services graduated on time, demonstrating the power of high expectations, individualized support, and perseverance.

Highlights

Serving Students Through a Comprehensive Team Approach
ACSD#1's Special Services Department brought together a multidisciplinary team of special educators, speech-language pathologists, therapists, psychologists, counselors, nurses, case managers, instructional facilitators, and paraprofessionals in support of 672 students receiving special education services. This collaborative approach ensures students receive the individualized support they need to succeed both in and out of the classroom.

Strengthening Family Partnerships
Special Services staff processed 1,235 special education paperwork packages, representing 1,235 meetings with families related to evaluations, annual reviews, transitions, amendments, and other student support processes. These meetings help ensure families remain active partners in educational planning and decision-making.

Expanding Professional Learning
Professional learning remained a priority throughout the year. Special education teachers participated in training focused on goal writing, specially designed instruction, crisis prevention, de-escalation strategies, and intervention techniques. Counselors engaged in suicide prevention and response training, while paraprofessionals participated in learning opportunities covering literacy, assistive technology, mental health, behavior supports, and student services.

Supporting Educators Through Coaching and Collaboration
Special Education Instructional Facilitators provided ongoing support through approximately 210 individual coaching sessions with 15 teachers, 160 team facilitation sessions across 10 teams, and 40 co-facilitated PLC meetings. These efforts helped strengthen instructional practices and build staff capacity to support diverse student needs.

Supporting Individual Student Transitions
Through the ICARE program, nine students received intensive support during the school year. The team also celebrated important transition milestones, including students preparing to successfully return to their home schools and continue their educational journeys in new settings.

Promoting Continuous Growth
The Educational Resource Center (ERC) remained an important resource for staff, with 640 materials checked in and out throughout the year to support professional learning, intervention implementation, and instructional planning.

OPERATIONS

HIGHLIGHTS FROM 2025-2026

Investing in District Facilities
ACSD#1 completed and advanced several major capital improvement projects, including roof replacements at Whiting Elementary and Spring Creek Elementary, the initiation of a boiler plant refurbishment at Laramie High School, and a new track at Rock River K–12. Playground safety improvements were also completed at Indian Paintbrush and Spring Creek Elementary, helping create safer and more engaging spaces for students.

Planning for Long-Term Sustainability
The district continued advancing its facility consolidation strategy, including planning efforts for the future relocation of Central Office operations. Design work began for interior renovations, parking improvements, and future boardroom and training spaces, helping position the district for long-term operational efficiency.

Improving Operational Efficiency
Operations teams remained focused on reducing long-term costs through footprint reduction planning, facility optimization, and service delivery improvements. These efforts help ensure district resources are aligned with current and future needs while supporting financial sustainability.

Prioritizing Safety and Security
Student and staff safety remained a top priority. The district continued implementation of safety systems such as Raptor Alert, strengthened emergency preparedness through regular drills and training, and maintained close partnerships with local law enforcement and emergency management agencies. These efforts helped improve consistency in emergency response practices across the district.

Practicing Responsible Stewardship
Through competitive bidding processes, strategic procurement practices, and ongoing cost-control measures, the district continued maximizing available resources while maintaining compliance and transparency. Operations staff also continued evaluating district properties and shared-use opportunities to support long-term planning and community partnerships.



By The Numbers

Investing in Facilities

- 2 elementary schools received major roof replacement projects
- 1 boiler plant refurbishment initiated at Laramie High School
- 1 track replacement completed at Rock River K–12

Enhancing Student Safety

- 2 elementary schools received playground safety upgrades
- Ongoing use of districtwide safety systems, including Raptor Alert
- Continued collaboration with local law enforcement and emergency agencies

Planning for the Future

- Design work initiated for the future Central Office location
- Continued implementation of facility consolidation and footprint reduction strategies
- Property evaluations conducted to support long-term financial sustainability



TECHNOLOGY

HIGHLIGHTS FROM 2025-2026

Strengthening Cybersecurity
ACSD#1 strengthened district security by reducing more than 1,000 daily foreign login attempts through geo-restrictions, removing staff email addresses from public websites to limit phishing exposure, expanding cybersecurity awareness efforts, and implementing an application control framework to better monitor software use.

Advancing Data Governance
Technology staff identified and began managing more than 2,300 previously untracked applications while evaluating over 2,100 SaaS applications in use across the district. A formal software approval process and Project Unicorn principles helped strengthen data governance, instructional alignment, and security oversight.

Supporting Students and Staff
ACSD#1 implemented a long-term Chromebook lifecycle strategy, issuing new devices to students in fifth and ninth grades through a four-year replacement cycle. The department also improved asset tracking, standardized device assignments, and strengthened repair documentation processes.

Encouraging Innovation in Learning
Technology Services provided staff training on NotebookLM and AI-supported instruction, developed guidance for the responsible use of artificial intelligence, and created the Ctrl+Alt+Teach professional learning series launching in 2026–2027.

Enhancing Communication
The department led planning efforts for the rollout of ParentSquare, replacing fragmented communication tools with a unified platform designed to improve consistency and strengthen connections between schools, staff, and families.

Using Data to Inform Decisions
Technology staff developed an initial student risk dashboard using attendance, GPA, and behavior indicators while building reporting tools through PowerSchool, SQL Server, and Power BI to support data-informed decision-making.

Maximizing Resources
By identifying overlapping software solutions, leveraging existing systems, and improving oversight of licensing and renewals, Technology Services ensured technology investments remained both effective and sustainable.

By The Numbers

Strengthening Cybersecurity

- 1,000+ daily foreign login attempts reduced through geo-restrictions
- 2,100+ SaaS applications identified and evaluated across the district
- 2,300+ previously untracked applications discovered and brought under management

Improving Operations

- 1 formal software approval process implemented
- 1 HR–IT onboarding and offboarding system under development
- 1 districtwide Chromebook lifecycle strategy established

Supporting Financial Stewardship

- Ongoing reductions in unnecessary software spending
- Increased accountability for software ownership and renewals
- E-Rate funding requests submitted to support future technology investments