STRATEGIC PLAN
ANNUAL REPORT

AGUAFRIA.ORG/STRATEGIC-PLAN

Strategic Planning Workshop

ACTION STEPS COMPLETED

COMMUNITY OUTREACH — **14/14** COMPLETED

CAREER OPPORTUNITIES — **09/09** COMPLETED

ACADEMIC SUCCESS — **31/31** COMPLETED

WELLNESS & CONNECTEDNESS — **21/21** COMPLETED

RESOURCE STEWARDSHIP — **13/13** COMPLETED

Partnership Summit

Academic Summit

School Safety Coalition

Overall Performance

ACTION STEPS COMPLETED 88/88

100%

CLICK HERE OR SCAN THE QR CODE TO VIEW GOALS AND ACTION STEP DETAILS

Leadership Cadre Tier II

COMMUNITY OUTREACH

Having the support, input and accountability from the community is critical to ensuring we can successfully offer the best academic programs, develop a quality workforce pipeline, and build character through service. In order to achieve excellence, there has to be a shared responsibility between the District, parents, businesses and community members to educate our students.

Goals:
- 1A: ENGAGEMENT
- 1B: INTERNSHIPS
- 1C: COMMUNITY SUPPORT
- 1D: SERVICE LEARNING

CAREER OPPORTUNITIES

It is imperative to prepare all students for postsecondary success through exposure to authentic workforce opportunities and essential employability skills. There are components of excellence among our high schools, but the systemic infrastructure does not exist consistently across the District. This gap results in a misaligned and disjointed pipeline for the West Valley's workforce development. Our goal is to close this gap by establishing career academies/pathways and increasing internship opportunities, flexible school scheduling options, transportation, and co-curricular academics.

Goals:
- 2A: CAREER & TECHNICAL EDUCATION
- 2B: EMPLOYABILITY
- 2C: CAREER ACADEMIES

ACADEMIC SUCCESS

Academic success is achieved when we foster a culture which supports the highest level of individual success and the pursuit of continuous improvement to our Arizona Accountability System School Letter Grades. This includes access to quality instruction at the course level and key professional life skills necessary for postsecondary success.

Goals:
- 3A: STUDENT VOICE
- 3B: PORTRAIT OF A GRADUATE
- 3C: CURRICULUM
- 3D: PROFESSIONAL STANDARDS
- 3E: ALTERNATIVE SCHEDULING
- 3F: INTERVENTION & ENRICHMENT

WELLNESS & CONNECTEDNESS

Students and staff must have the ability to thrive, not only within the school environment, but also in their personal lives. Competencies for social, emotional and physical wellbeing, combined with a safe learning environment, will promote student learning and highly engaged teachers.

Goals:
- 4A: SOCIAL EMOTION WELLNESS
- 4B: CONNECTEDNESS
- 4C: PHYSICAL WELLNESS
- 4D: SAFETY

RESOURCE STEWARDSHIP

By hiring the best, qualified staff, ensuring sufficient financial resources, providing a safe, clean learning environment, and by maintaining access to high-quality technology, we can create a pathway to student success.

Goals:
- 5A: HUMAN RESOURCES
- 5B: FISCAL RESPONSIBILITY
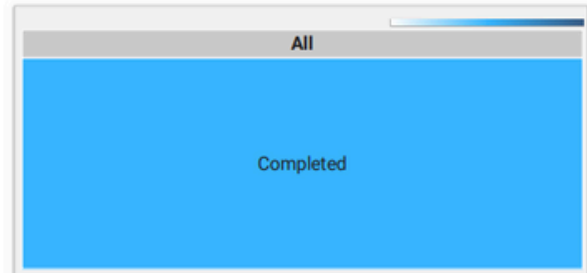- 5C: FACILITIES & TECHNOLOGY

Community Outreach

Overall Tenet Progress

	Goal Title	Number of Action Steps	Completed Percentage
1A	Engagement	7	100%
1B	Internships	3	100%
1C	Community Support	2	100%
1D	Service Learning	2	100%

Current Action Step Status

All

Completed

Goal & Action Step Details

Overall Goal/Action Step Completion Percentage

100.00%

School Year ❓	Goal Label	Action Step Task	Due Date ❶ ▾	Progress	Lead	Evidence of Completion
2023-2024	1A	Host 4 District collaborative events that engage the community.	May 24, 2024	Completed	Executive Director of Communication & Strategic Alliances	State of the District, Hall of Fame, Veteran's Day, Parnership Summit
2023-2024	1A	Host 2 annual school site events that engage the entire school community at AFHS.	May 24, 2024	Completed	Principal	Open House, Family Engagement Nights-Ice Cream Social and Trivia Literacy Night, Site Council, Grandparents Day, Love Our School Days, Monster Mash, Frosty Fest, StemCon, Fine Arts Showcase, Hoot N Hustle 5K, Earth Day Activity Fair
2023-2024	1A	Host 2 annual school site events that engage the entire school community at CVHS.	May 24, 2024	Completed	Principal	Open House 08/03/2023; Site Council Meeting 08/26/2023; Homecoming Community Parade 08/16/2023; Trunk or Treat/Haunted House 10/30/2023
2023-2024	1A	Host 2 annual school site events that engage the entire school community at DEHS.	May 24, 2024	Completed	Principal	Open House, Love our School day in October and March 4, Winter Chill open to families 2/24, Colors 2/29, Pebble Creek Partnership in January and March to connect studnets and community members
2023-2024	1A	Host 2 annual school site events that engage the entire school community at MHS.	May 24, 2024	Completed	Principal	Open House, Homecoming Community Parade, Trunk or Treat Haunted House, Career Fair
2023-2024	1A	Host 2 annual school site events that engage the entire school community at VHS.	May 24, 2024	Completed	Principal	Open House; Site Council; CPR Event
2023-2024	1A	Partners in Progress, a community partner feedback forum, will meet twice a year.	May 24, 2024	Completed	Superintendent & Executive Director of Communication & Strategic Alliances	Final meeting will take place on May 8, 2024
2023-2024	1B	Host a Districtwide Internship Placement Night to increase partner and student participation by 15%	May 24, 2024	Completed	CTE Director	Internship Night held at Estrella Mountain Community College on May 1, 2024.
2023-2024	1B	Increase the number of CTE Advisory Council Memberships annually, with a minimum increase of 10% in the first year.	May 24, 2024	Completed	CTE Director	Fall Advisory held on Oct. 2, 2023; Spring Advisory held on Feb. 12, 2024
2023-2024	1B	Put out a Strategic Plan Annual Report to increase transparency and accountability.	May 24, 2024	Completed	Chief of Staff	Aug 2023 Annual Progress presented at Board Meeting which is live streamed via YouTube for all stakeholder access. July 2023 - Strategic Plan website updated with 22/23 results and 23/24 Action Steps. All website info is accessible to all stakeholders. Sept 2023- Annual Progress presented to all stakeholders attending Super Saturday.
2023-2024	1C	Host a biannual Strategic Planning workshop for all stakeholders to review current piorities and create future action steps.	May 24, 2024	Completed	Chief of Staff	Over 150 people, including staff, students, parents, business partners and community members attended Super Saturday Strategic Planning Workshop. Here is the detailed agenda & booklet that accompanied the event.

🤝 Community Outreach

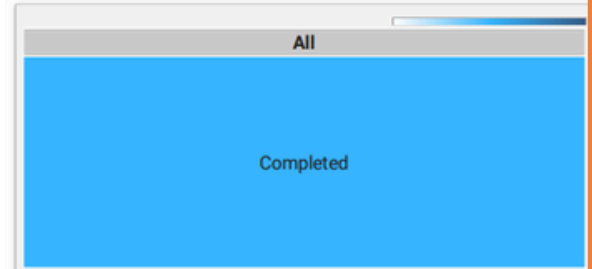|						
2023-2024	1B	Put out a Strategic Plan Annual Report to increase transparency and accountability.	May 24, 2024	Completed	Chief of Staff	Aug 2023 Annual Progress presented at Board Meeting which is live streamed via YouTube for all stakeholder access. July 2023 - Strategic Plan website updated with 22/23 results and 23/24 Action Steps. All website info is accessible to all stakeholders. Sept 2023- Annual Progress presented to all stakeholders attending Super Saturday.
2023-2024	1C	Host a biannual Strategic Planning workshop for all stakeholders to review current piorities and create future action steps.	May 24, 2024	Completed	Chief of Staff	Over 150 people, including staff, students, parents, business partners and community members attended Super Saturday Strategic Planning Workshop. Here is the detailed agenda & booklet that accompanied the event.
2023-2024	1C	Develop our Adopt-a-School program to focus on Work-Force Development and engage community partners for support.	May 24, 2024	Completed	Executive Director of Communication & Strategic Alliances	Created a Partnership Opportunity sheet that was shared via website, Super Saturday sessions, Partnership Summit, etc
2023-2024	1D	At least 100 District staff members will participate in community events.	May 24, 2024	Completed	Executive Director of Communication & Strategic Alliances	Between 4 sugnature events, VIP nights, marketing boothes, etc 100+ staff embers volunteered
2023-2024	1D	Offer at least 2 community service opportunities for students and the Superintendent to participate.	May 24, 2024	Completed	Superintendent	CPR Training at Verrado High School; & students volunteered at the West Valley Mavericks golf tournament.

🏃 Career Opportunities

✅ Overall Tenet Progress

School Year Filter: 2023-2024   (1) ▾

	Goal Title	Number of Action Steps	Completed Percentage
2A	Career & Technical Education	2	100%
2B	Employability	2	100%
2C	Career Academies	5	100%

0%   20%   40%   60%   80%   100

Current Action Step Status

All

Completed

Overall Goal/Action Step Completion Percentage

100.00%

⚙️ Goal & Action Step Details

School Year ❔ ▾	Goal Label	Action Step Task	Due Date ❶ ▾	Progress	Lead	Evidence of Completion
2023-2024	2A	Create routes and supply buses and/or WABs (Activity Bus) to transport students to other campuses or WestMec.	May 24, 2024	Completed	Director of Transportation	5 WABs were purchased and working on grants for additional busses. Surveys went out to determine students' needs to travel between campuses. There has been continuos collaboration between Transportation, WestMec, and CTE to create draft routes & sustainable strategies. Next year this team will set a timeline for implementation based on need.
2023-2024	2A	Draft master schedule alignment across campuses while piloting a 0 and/or 7th hour as well as satellite delivery for CTE courses.	May 24, 2024	Completed	Principals, APCs	Timeline revised for Academy Model Implementation: Alignment drafts created for 0 & 7th hour options & CTE satellite courses. Will be implemented on campuses during the 25-26 school year when we enter year 2 of the Academy Model.
2023-2024	2B	Increase CTE and professional internships by 10% each year at every school site.	May 24, 2024	Completed	CTE Director	Number of total internships increased by 32% from 22-23 (180) to 23-24 (238 students)

Career Opportunities

School Year	Goal Label	Action Step Task	Due Date	Progress	Lead	Evidence of Completion
2023-2024	2B	Gather feedback each semester from a minimum of 10 community businesses and the CTE Advisory Council pertaining to job market trends.	May 24, 2024	Completed	CTE Director	Fall Advisory Council held on 10/2, Community Partnership Summit on 1/30, Spring Advisory Council held on 2/12
2023-2024	2C	Acquire stakeholder consensus on, and ownership of, the support needed to execute the Academy Model.	May 24, 2024	Completed	Deputy Superintendent of Academics	Super Saturday Presentation, Feed Campus Presentations, ER 2 presentations, S1 Site Council presentations, Partnership Summit and tactic teams formed.
2023-2024	2C	Create the Academy Model needed to rollout 21 unique CTE and Non-CTE academies/pathways in 10 years to provide more academic choice for students.	May 24, 2024	Completed	Deputy Superintendent of Academics	Entering Phase 3 with Ford NGL model. Academies and pathways have been identified and created for each school through stakeholder feedback.
2023-2024	2C	Develop systems, structures, and leadership needed to implement Academy Model.	May 24, 2024	Completed	Deputy Superintendent of Academics	Tactic Teams, Community Collaborators have been identified and confirmed. Governance structures are being implemented to support the Academy Model. Phase 1 - Freshmen Academy begins in the Fall of 2024.
2023-2024	2C	Create district-wide school schedule that supports an Academy Model, such as block scheduling.	May 24, 2024	Completed	Deputy Superintendent of Academics	After review the school schedule will remain a 6 period day entering into an Academy model.
2023-2024	2C	Create a budget identifying resources needed to implement the Academy Model.	May 24, 2024	Completed	Deputy Superintendent of Academics	Ford NGL consulting budget costs for Phases 1-4 have been determined.

Academic Success

Overall Tenet Progress

School Year Filter: 2023-2024   (1) ▾

	Goal Title	Number of Action Steps	Completed Percentage
3A	Student Voice	5	100%
3B	Portrait of a Graduate	1	100%
3C	Curriculum	15	100%
3D	Professional Standards	1	100%
3E	Alternative Scheduling	2	100%
3F	Intervention & Enrichment	7	100%

Current Action Step Status

All

Completed

Overall Goal/Action Step Completion Percentage

100.00%

Goal & Action Step Details

School Year ❓	Goal Label	Action Step Task	Due Date ❶ ▾	Progress	Lead	Evidence of Completion
2023-2024	3A	Student focus groups will develop goals, implementation plans, and meet quarterly at AFHS.	May 24, 2024	Completed	Principal	Meet with multiple student groups on campus including: Stuco, athletes and club presidents, Club Advisory Council Meeting Monthly, Owls Way for athletics, Student Voice Summit
2023-2024	3A	Student focus groups will develop goals, implementation plans, and meet quarterly at CVHS.	May 24, 2024	Completed	Principal	Gathered feedback from Principal's and AP's advisory groups on Mission/Vision; Created a President's Council (team meeting of all club Presidents), Met and created goals
2023-2024	3A	Student focus groups will develop goals, implementation plans, and meet quarterly at DEHS.	May 24, 2024	Completed	Principal	Meet with multiple student groups on campus including: Stuco, athletes and club presidents,
2023-2024	3A	Student focus groups will develop goals, implementation plans, and meet quarterly at MHS.	May 24, 2024	Completed	Principal	Meet with various student groups. Created PAC.

🎓 Academic Success

School Year ❷	Goal Label	Action Step Task	Due Date ❶	Progress	Lead	Evidence of Completion
2023-2024	3A	Student focus groups will develop goals, implementation plans, and meet quarterly at VHS.	May 24, 2024	Completed	Principal	Meet with multiple student groups on campus including: Stuco, athletes and club presidents,
2023-2024	3B	Develop 5 opportunities for students to connect Portrait of a Graduate characterstics with experiences at least once in the school year.	May 24, 2024	Completed	Assistant Superintendent of Teaching and Learning	Advisory Lesson to all students on 9/12. Intro lesson. Lessons in September: Major Clarity then Micro Credentialing. October: School Give Back Month. Critical Thinking- Site designed completed February 2024. Collaboration with LESD to design their own Profile of a Learner- Student designed logo.
2023-2024	3C	Organize and facilitate K-12 curriculum articulation with feeder districts. Introduce Major Clarity to feeder school 8th grade classes.	May 24, 2024	Completed	Assistant Superintendent of Teaching and Learning	Started w/ LESD math - providing essential standards for 9th grade. Tour of middle school in AESD to observe curriculum and instructional practices. December 2023 AESD/AFUHSD Summit to discuss current and future academic partnerships. May 15, 2024 Curriculum Collaboration with AFHSD & LESD. Freshman Experience Flyer sent to 8th grade feeders -including Career Platform.
2023-2024	3C	Provide structures, training and support that will help develop and prioritize highly effective collaborative teams (i.e. PLCs, etc.) at AFHS.	May 24, 2024	Completed	Principal	PLC Lead Training, Backwards Design and the 4 Critical Questions training by department, Instructional Leadership team meetings monthly, Department Chair meetings bi-weekly, encouraging professoinal development for staff
2023-2024	3C	Provide structures, training and support that will help develop and prioritize highly effective collaborative teams (i.e. PLCs, etc.) at CVHS.	May 24, 2024	Completed	Principal	PLC Lead Training; Department Chair Training; Development of PD Plan with commitment to PLC; Continued Lead (DC and PLC) training and meetings; prioritization of PLC time
2023-2024	3C	Provide structures, training and support that will help develop and prioritize highly effective collaborative teams (i.e. PLCs, etc.) at DEHS.	May 24, 2024	Completed	Principal	PLC Lead Training meet quarterly and monitor during Wednesday PLC
2023-2024	3C	Provide structures, training and support that will help develop and prioritize highly effective collaborative teams (i.e. PLCs, etc.) at MHS.	May 24, 2024	Completed	Principal	PLC Lead Training
2023-2024	3C	Provide structures, training and support that will help develop and prioritize highly effective collaborative teams (i.e. PLCs, etc.) at VHS.	May 24, 2024	Completed	Principal	PLC Lead Training
2023-2024	3C	Provide faculty training regarding rubric development, usage and action steps that align with district's approach to learning and instruction at AFHS.	May 24, 2024	Completed	Assistant Principal (Curriculum)	PLC lead training happend at AFHS before school began, through ILT training, through district training. We presented to whole staff updates on rubrics as a whole staff and in departments.
2023-2024	3C	Provide faculty training regarding rubric development, usage and action steps that align with district's approach to learning and instruction at CVHS.	May 24, 2024	Completed	Assistant Principal (Curriculum)	PLCs attended training, developed rubrics, aligned grading, and are now sharing their work for peer/cross-PLC critique and support.
2023-2024	3C	Provide faculty training regarding rubric development, usage and action steps that align with district's approach to learning and instruction at DEHS.	May 24, 2024	Completed	Assistant Principal (Curriculum)	PD focus on Feedback including how to utilize rubrics.
2023-2024	3C	Provide faculty training regarding rubric development, usage and action steps that align with district's approach to learning and instruction at MHS.	May 24, 2024	Completed	Assistant Principal (Curriculum)	PD focus on Feedback including how to utilize rubrics. PD Sessions Sept. 6th & Sept. 16th. District and site personnel-led sessions to focus on rubric creation.
2023-2024	3C	Provide faculty training regarding rubric development, usage and action steps that align with district's approach to learning and instruction at VHS.	May 24, 2024	Completed	Assistant Principal (Curriculum)	PD Committee Work & Resources in FANG (HBonessi/DOlds)
2023-2024	3C	Develop 4 opportunities for cross-collaborative teams to meet and plan for intentional student learning.	May 24, 2024	Completed	Assistant Superintendent of Teaching and Learning	ELA/HS PLC Lead Collaboration. Cross-content collaboration on POG (Collaboration and Communication skills) at Early Release 2 on 11/1/23.

🎓 Academic Success

School Year ⊘	Goal Label	Action Step Task	Due Date ⓘ ▾	Progress	Lead	Evidence of Completion
2023-2024	3C	Define a GVC structure and create needs assessment audit on all District courses for key elements.	May 24, 2024	Completed	Assistant Superintendent of Teaching and Learning	Updated GVC Structure- new format to roll up with academies in order to ensure alignment with academy structures
2023-2024	3C	Develop and implement a comprehensive AI integration plan that supports integration of AI technologies into the classroom environment through training and policies/guidelines that safeguard student data and focus assessment on students' thinking.	May 24, 2024	Completed	Executive Director of Technology	Established TLCs and AI Ambassadors, an AI google class for staff, and a full integration plan
2023-2024	3C	Implement a tech integration framework across all campuses in an effort to improve student learning through the lens of technology.	May 24, 2024	Completed	Executive Director of Technology	Completed ISTE training "learning first, technology second" (triple E framework) with all the technology learning communities
2023-2024	3D	Professional Standards Committee will reconvene to review data and feedback from all stakeholders and make recommendations for SY 24-25.	May 24, 2024	Completed	Assistant Superintendent of Teaching and Learning	Meeting #1- 1/25/2024, Meeting #2 3/28/2024
2023-2024	3E	Sites pilot alternative schedule options and provide feedback.	May 24, 2024	Completed	Principals	DEHS: Combination of in-person & online courses to graduate early. Provided zero hour for Fast Track students.
2023-2024	3E	Provide teacher training and professional development to aid in the district's transition to any new alternative schedule.	May 24, 2024	Completed	Assistant Principal (Curriculum)	Occurred during Spring Academic Summit 2/26 & 2/27 and also at various Academy Tactic Teams. Both included admin, teachers, and other district staff.
2023-2024	3F	Review Key Performance Indicators (KPIs) annually for RTI system from previous year to make adjustments and improvements for upcoming year.	May 24, 2024	Completed	Executive Director of Technology	Met with our RTI managers to review all infrastructure KPIs to made adjustments for next year.
2023-2024	3F	Develop student-facing RTI mobile app.	May 24, 2024	Completed	Executive Director of Technology	Student Intern created an RTI App. Working to get it approved for hosting by Apple.
2023-2024	3F	Provide teacher training and professional development in the area of RTI best instructional practices at AFHS.	May 24, 2024	Completed	Assistant Principal (Curriculum)	We had a PD on this from our RTI committee. We have also made adjustments thru the year and discussed this at numerous ILT and DC meetings.
2023-2024	3F	Provide teacher training and professional development in the area of RTI best instructional practices at CVHS.	May 24, 2024	Completed	Assistant Principal (Curriculum)	CV admin and counseling team met on 5/13/24 to discuss an RtI format where counseling, SSS, Social worker and Admin would all participate in a biweekly meeting to discuss student behavior, grades and attendance. Teachers would be invited to meetings of their students in order to adapt strategies and training on how to resolve issues. Teachers would go on to have additional traiing through professional development to strengthen instructional practices.
2023-2024	3F	Provide teacher training and professional development in the area of RTI best instructional practices at DEHS.	May 24, 2024	Completed	Assistant Principal (Curriculum)	RTI teacher focus group attended RTI conference and continued to meet to discuss best practices; PD focus on Feedback including how to utilize RTI in this process. Completed through PLC discussion and training for best practice in content area. Implemented the testing room in January
2023-2024	3F	Provide teacher training and professional development in the area of RTI best instructional practices at MHS.	May 24, 2024	Completed	Assistant Principal (Curriculum)	RTI teacher focus group attended RTI conference and continued to meet to discuss best practices; PD focus on Feedback including how to utilize RTI in this process. Completed through PLC discussion
2023-2024	3F	Provide teacher training and professional development in the area of RTI best instructional practices at VHS.	May 24, 2024	Completed	Assistant Principal (Curriculum)	RTI 101, RTI 201 (Week 1), RTI 201 Tier 1 Strategies

Wellness & Connectedness

Overall Tenet Progress

	Goal Title	Number of Action Steps	Completed Percentage
4A	Character & Wellness	2	100%
4B	Connectedness	8	100%
4C	Physical Wellness	3	100%
4D	Safety	8	100%

(Scale: 0% 20% 40% 60% 80% 100%)

Current Action Step Status

All

Completed

Overall Goal/Action Step Completion Percentage

100.00%

Goal & Action Step Details

School Year ▾	Goal Label	Action Step Task	Due Date ❶ ▾	Progress	Lead	Evidence of Completion
2023-2024	4A	Establish a Freshman Mentor Program led by student leaders in grades 11 and 12.	May 24, 2024	Completed	Executive Director of Student Services/Assistant Principal (Advisory)	FMP was established at each site where students provide transtional support to 9th grade students
2023-2024	4A	District will contract with an online therapy platform to provide counseling services to students that need more intensive support or supplemental support.	May 24, 2024	Completed	Student Services Coordinator	Due to a lack of funding and lack of staff with outsourced organizations,each site implemented several Tier 2 supports; Grief group, MPOWRD Peer to Peer group, Character Strong Tier 2 evidenced based curriculums to address executive functioning, self-management, and coping skills. These are on-campus supports in addtion to our services from Touchstone.
2023-2024	4B	Provide the community with health-related low cost offering events such as clinics or sports physicals.	May 24, 2024	Completed	Student Services Coordinator	Working with Smile Program for free dental care. Schools provide flat fee sports physicals hosted by the Sports Medicine Program.
2023-2024	4B	Student Support Specialists will develop consistent Standard Operating Procedures (SOP).	May 24, 2024	Completed	Executive Director of Student Services	June 9, 2022- SSS developed standard operating procedures (SOPs).
2023-2024	4B	Provide opportunities for family (and student support system) engagement, awareness, and knowledge through events, surveys, and resource training.	May 24, 2024	Completed	Executive Director of Student Services	Some campuses have had family engagment nights and sent out a parent survey as well as hosted a parent univeristy or workshop night. AFHS Had road show to meet with families regarding the registration and open enrollment process. AFHS will provide a Parent University on May 4. DEHS will have Parent Drug Education Night. District will partner with Touchstone to host a Parent Conference in 24-25.
2023-2024	4B	Implement a Student Leadership Advisory Council that will have monthly meetings with leadership at AFHS.	May 24, 2024	Completed	Principal	Club Advisory Council for club leardership, Owls ay for athletics leadership, meetings with Student Council, Principal's Pow Wow, Student Voice Summit
2023-2024	4B	Implement a Student Leadership Advisory Council that will have monthly meetings with leadership at CVHS.	May 24, 2024	Completed	Principal	Student Ambassador Progam
2023-2024	4B	Implement a Student Leadership Advisory Council that will have monthly meetings with leadership at DEHS.	May 24, 2024	Completed	Principal	SLAC and Student Leadership groups
2023-2024	4B	Implement a Student Leadership Advisory Council that will have monthly meetings with leadership at MHS.	May 24, 2024	Completed	Principal	Started 4th quarter
2023-2024	4B	Implement a Student Leadership Advisory Council that will have monthly meetings with leadership at VHS.	May 24, 2024	Completed	Principal	As a new principal met with students to define purpose and goals and get feedback from students.

Wellness & Connectedness

School Year	Goal Label	Action Step Task	Due Date	Progress	Lead	Evidence of Completion
2023-2024	4C	Research and propose three plans for various environments for de-regulations.	May 24, 2024	Completed	Student Services Coordinator/ Student Support Specialits	AFHS has a zen room/space for staff and students, other campuses do not have the space available. Challenges came with logistics of space and supervision.
2023-2024	4C	Research and propose intramural athletic programs to provide more athletic opportunities for students.	May 24, 2024	Completed	Executive Director of Student Services	Started pickle ball club at MHS/VHS
2023-2024	4C	Develop a framework for a comprehensive drug awareness and prevention program to include both students and families.	May 24, 2024	Completed	District level campus safety committee	Received FB from Super Saturday. Developed Advisory lessons for the month of November. Develped a basic framework and working on a student education plan.
2023-2024	4D	Research and propose a comprehensive restorative practice training for identified staff and establish a professional development timeline.	May 24, 2024	Completed	Variety leadership groups to include: Executive Director of Student Services/Site Leadership/Teacher Committees, Director of Campus Safety and Security	Based on the research and discussion with leadership and the multiyear commitment, it has been decided priority needs to be given to Tier 2 and Tier 3 interventions.
2023-2024	4D	Implement sportsmanship RTI for student-athletes at AFHS.	May 24, 2024	Completed	Athletic Director	RTI sessions will happen on a 3-week cycle for in-season athletes. Beginning the week of 9/11.
2023-2024	4D	Implement sportsmanship RTI for student-athletes at CVHS.	May 24, 2024	Completed	Athletic Director	RTI sessions will happen on a 3-week cycle for in-season athletes. Beginning the week of 9/11.
2023-2024	4D	Implement sportsmanship RTI for student-athletes at DEHS.	May 24, 2024	Completed	Athletic Director	RTI sessions will happen on a 3-week cycle for in-season athletes. Beginning the week of 9/11.
2023-2024	4D	Implement sportsmanship RTI for student-athletes at MHS.	May 24, 2024	Completed	Athletic Director	RTI sessions will happen on a 3-week cycle for in-season athletes. Beginning the week of 9/11.
2023-2024	4D	Implement sportsmanship RTI for student-athletes at VHS.	May 24, 2024	Completed	Athletic Director	RTI sessions will happen on a 3-week cycle for in-season athletes. Beginning the week of 9/11.
2023-2024	4D	Increase the level of safety training for all categories of staff.	May 24, 2024	Completed	Director of Campus Safety and Security	Regular training with safety leads, safety staff to include NASRO, K12 tactical, SW valley familty advocacy center.. SW valley safety summit, early release training, AP training/meetings. Participation in state safety consortium.
2023-2024	4D	Strategically improve physical campus safety structures and equipment.	May 24, 2024	Completed	Director of Campus Safety and Security	Upgrades and new cameras, fencing, detectors., CCURE digirtal locks.

Resource Stewardship

Overall Tenet Progress

School Year Filter: 2023-2024   (1) ▾

	Goal Title	Number of Action Steps	Completed Percentage
5A	Human Resources	4	100%
5B	Fiscal Responsibility	5	100%
5C	Facilities & Technology	4	100%

Current Action Step Status

All

Completed

Goal & Action Step Details

Overall Goal/Action Step Completion Percentage

100.00%

🔧 Resource Stewardship

School Year ⓘ	Goal Label	Action Step Task	Due Date ⓘ	Progress	Lead	Evidence of Completion
2023-2024	5A	Expand Leadership Cadre Tier I & II ("Grow-Your-Program")	May 24, 2024	Completed	Assistant Superintendent of HR	Cadre sessions are being held for both Tiers. Curriculum has been developed for each Tier. Last session of the school year is May. New applicants for Cadre I will be solicited in 7/2024. Cadre II will graduate from program.
2023-2024	5A	Create "Grow-Your-Own" Teacher Preparation Program for paraprofessionals.	May 24, 2024	Completed	Assistant Superintendent of HR	Currently have 2 parapros in Student Teaching at DEHS and AFHS. Plan has been developed to assist with compensation during internship. New research study (AIR) positions will provide additional opportunity to expediate transitioning from para to teacher.
2023-2024	5A	Continue developing recruitment/retention of quality staff by implementing innovated hiring strategies and incentives.	May 24, 2024	Completed	Assistant Superintendent of HR and HR Director	Researching and implementing additional incentives such as short-term disability plans, school calendars, professional growth credit, etc. Leading Meet and Confer process that focuses on staff needs. Ongoing adjustments to compensation and development of new leadership opportunities. Early $500 Signing Incentive for Teacher/Counselors.
2023-2024	5A	Create a HR data dashboard	May 24, 2024	Completed	Assistant Superintendent of HR	Quarterly Data reports have been created and will be ongoing. Future plans to create a digital database.
2023-2024	5B	Provide an informational site or dashboard to ensure transparency.	May 24, 2024	Completed	Executive Director of Finance	Innovative Solutions Department has started working with Dysart SD for training and direction on using CellSense within Visions to complete a format for a financial reporting document that would be shared on the website and updated for monthly, quarterly or annually for financial transparency of the District.
2023-2024	5B	Seek to maximize non-traditional revenue sources.	May 24, 2024	Completed	Executive Director of Finance	The District, with Canyon State Bus Sales, completed a non-competetive grant for electric buses and received funding. This will provide funding towards six electric SPED buses and the infrastructure for the charging stations. The buses will be ordered before year-end and the project completed by June, 2025.
2023-2024	5B	Develop and implement a sustainable budget that assures appropriate cash reserves and maximizes resources.	May 24, 2024	Completed	Executive Director of Finance	The District's adopted budget was revised and approved by the Board in December 2023 due to the passing of the Bond, the increase in salary/benefits and to adjust the budget for the current ADM.
2023-2024	5B	Fully develop "multiple experts" on each campus to promote staff development and cross-training on financial system processes.	May 24, 2024	Completed	Executive Director of Finance	The first training session is on 9/20/23 and will continue monthly through May 2024. Have also invited ALL District level admin assists to participate.
2023-2024	5B	Demonstrate and maintain financial responsibility as evidenced by the annual audit process.	May 24, 2024	Completed	Deputy Superintendent of Operations	The audit for FY2023 has been completed and will go to the Board for the roll call vote at the meeting on 3/6/2024.
2023-2024	5C	Establish a robust network infrastructure that provides internet connectivity that supports modern digital learning, meeting FCC established bandwidth recommendations.	May 24, 2024	Completed	Executive Director of Technology	Fiber network, Updates to wireless at sites, new network at CVHS and Trans.
2023-2024	5C	Develop and implement a long-range Facilities Master Plan.	May 24, 2024	Completed	Deputy Superintendent of Operations	
2023-2024	5C	Implement District enforced data security policies related to passwords and user authentication that align with credible industry standards.	May 24, 2024	Completed	Executive Director of Technology	Per July 1, deadline by the state, we implemented Two Factor Authentication for all users.
2023-2024	5C	Update the recovery and contingency planning documents in place to restore or resume system services in case of disruption or failure.	May 24, 2024	Completed	Executive Director of Technology	New policies in place, team has been updated, next is to monitor and revise as needed.