

STRATEGIC PLAN GOALS AT A GLANCE

AGUAFRIA.ORG/STRATEGIC-PLAN

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

Goal	Action Step	Lead
1A	Utilizing feedback from the community, construct the Parent Hub to provide parents access to more information.	Chief of Staff
1A	Review Academy Guaranteed Experience Partner Feedback at least twice each year.	CTE Director & Academy Steering Committee
1A	Research and develop a plan to incorporate Fine and Performing Arts programs into Academy Advisory Councils.	CTE Director & Academy Teaching & Learning Tactic Team
1A	Research different types of data platforms in order to display partners, their level of commitment, and availability. Have a dashboard identified and ready to be utilized for the 25-26 school year.	Executive Director of Comm. & Strategic Alliances & CTE Director
1B	Host a district-wide community career expo for freshmen tied to the Academy pathways.	CTE Director & Academy Work Based Learning Tactic Team

Goal	Action Step	Lead
1C	Include data points specific to Academy implementation in the Strategic Plan Annual Report.	Chief of Staff & Academy Accountability Tactic Team
1C	Develop a leveled system for partnership engagement that recognizes the number of opportunities that the partner supported AFHSD during the school year.	Executive Director of Comm. & Strategic Alliances
1D	Provide all freshman students the opportunity to participate in a service learning project in their Freshman Experience course.	CTE Director & Academy Coach
1D	Research options for district-wide mandatory community service for students. If chosen to implement, create a rollout timeline.	Social Studies/ELA Curriculum Specialist

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



Goal	Action Step	Lead	Goal	Action Step	Lead
2A	Set a timeline for plan to transport students to other campuses or West-Mec based on need.	Director of Transportation & CTE Director	2B	Increase awareness of and access to student internship opportunities for ESS students.	Director of ESS
2A	Develop logistics, prompts, and presentation timeline for all students to create and present a Capstone Portfolio.	CTE Director & Teaching & Learning Tactic Team	2B	Plan and implement an annual review and audit of dual enrollment courses to assess current offerings and needs. Following the review, expand our dual enrollment opportunities that are aligned with career pathways and college readiness.	Assistant Superintendent for Teaching & Learning
2B	Increase the number of student career opportunity events (field trips, guest speakers, career expo, etc.) by at least 20%.	CTE Director & Work Based Learning Tactic Team	2C	Host a Hiring Event to support students acquiring jobs.	CTE Director & Work Based Learning Tactic Team



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

Goal	Action Step	Lead
3A	Pilot a student Ambassador program on multiple campuses.	Executive Director of Student Services & Student Voice Tactic Team
3C	Communicate clear and concise PLC expectations across all campuses.	Deputy Superintendent of Academics
3C	Review Department Chair Secondary Observer feedback in the areas of instruction and assessment. Use feedback to determine priorities for Professional Development at each school site . 	Principals
3C	Gather feedback regarding existing curricular resources and needs on the Curriculum Hub and respond accordingly.	Assistant Superintendent of Teaching & Learning
3C	Align PD plan with strategic plan goals and academies models.	Assistant Superintendent of Teaching & Learning
3C	Develop and implement a plan to improve preparation activities for the state ACT assessment at each school site . 	Principals


Goal	Action Step	Lead
3D	Ensure that all 5 professional competencies in the Portrait of a Graduate (POG) are included in lessons for freshman specific courses.	CTE Director & Assistant Superintendent of Teaching & Learning
3E	Research alternative scheduling models such as block schedule to support academy model; 0th and 7th hours.	Deputy Superintendent of Academics
3F	Communicate with and train all staff regarding academies.	CTE Director
3F	Ensure differentiated professional development opportunities during site PDs.	Assistant Superintendent of Teaching & Learning
3F	Provide training and support of Professional Learning Communities to effectively use data to positively impact RTI instruction & practice.	Deputy Superintendent of Academics

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

Goal	Action Step	Lead
4A	Revise the district student services webpage to be more family friendly with updated resources.	Executive Director of Comm. & Strategic Alliances & Executive Director of Student Services
4A	Create a multi-marketing campaign that communicates student services staff roles and responsibilities and what resources and supports are offered.	Executive Director of Comm. & Strategic Alliances & Executive Director of Student Services
4A	Develop a student support protocol during team academy meetings.	Executive Director of Student Services
4A	Deliver resources and professional development on digital citizenship and screen time to students and families.	Technology Integration Coordinator
4B	Include freshman mentors and student ambassadors with counselors on 8th grade visits to promote their school.	Executive Director of Student Services

Goal	Action Step	Lead
4B	Offer choice sessions in RTI focused on wellness and connectedness at each school site. 	Site RTI Coordinators
4C	Partner with an organization to deliver drug awareness and prevention curriculum.	Executive Director of Student Services & Physical Education Content Facilitator
4D	Conduct one reunification exercise.	Executive Director of Student Services & Director of Campus Safety and Security
4D	Provide quarterly professional development and training for safety staff.	Director of Campus Safety and Security



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

Goal	Action Step	Lead
5A	Offer district-paid advanced degree opportunities to staff to improve retention and professional growth.	Assistant Superintendent of HR
5A	Research the possibility of offering short term disability for all staff.	Assistant Superintendent of HR
5B	Create a Gifts and Donations public webpage to simplify process for community members and partners to provide funding.	Executive Director of Finance
5B	Allocate/budget fiscal resources for academies to support their educational programs, ensuring they have the necessary funding to achieve their academic and operational goals	Executive Director of Finance
5B	Improve the fiscal transparency website to provide clearer, more accessible financial data and updates.	Executive Director of Finance
5B	Develop and offer a professional development course, 'Budget Management 101,' tailored for administrative staff to enhance their financial literacy and budgeting skills.	Executive Director of Finance
5C	Develop a comprehensive strategy to effectively manage the bond-funded projects.	Executive Director of Finance & Director of Facilities
5C	Enhance physical safety at the site by adding radios, wands, fencing, safety glass, safety carts, etc.	Director of Campus Safety & Security

Goal	Action Step	Lead
5C	Implement a maintenance plan for current buildings using corrective and preventive strategies to ensure safety and functionality.	Director of Facilities & Director of Field Operations
5C	Generate quarterly reports for all operations departments to monitor progress, identify challenges, and drive improvement across the organization.	Deputy Superintendent of Operations
5C	Advertise to students opportunities to receive reliable and high-speed internet access, both in school and at home.	Executive Director of Technology
5C	Develop and execute a three year plan for regular technology maintenance, repairs, and replacements.	Executive Director of Technology
5C	Implement two-step verification for all student accounts, and promote a secure data culture through workshops and training on safe online practices.	Executive Director of Technology
5C	Integrate AI into educational workflows and curriculums, involving training, module development, and partnerships with tech leaders.	Executive Director of Technology
5C	Establish a data privacy policy for all applications.	Executive Director of Technology
5C	Provide students and parents the opportunity to engage with technology plans and initiatives.	Executive Director of Technology