



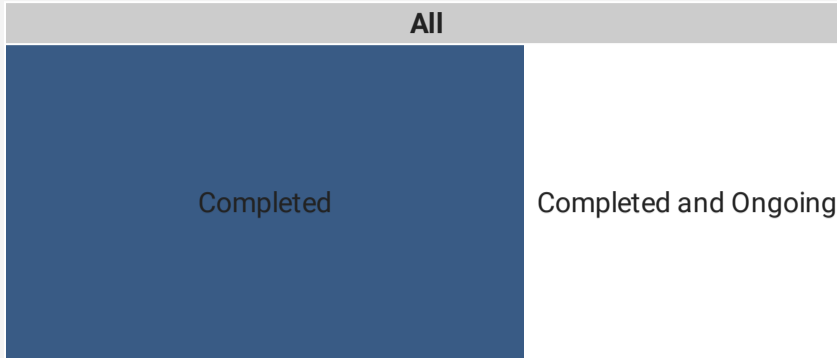
Community Outreach



Overall Tenet Progress

Goal Title	Number of Action Steps ▾	Completed Percentage
Engagement	9	100%
Service Learning	2	100%
Community Support	1	100%
Internships	1	100%
		0%20%40%60%80%100

Current Action Step Status



Overall Goal/Action Step Completion Percentage

100.00%



Goal & Action Step Details

Goal Label ② ▲	Action Step Task	Due Date ① ▲	Progress	Lead	Evidence of Completion
1A	Update the District website	May 26, 2023	Completed and Ongoing	Director of Innovative Solutions	All things have current information and a current calendar and the soft launch for the design will be June 2023.
1A	Increase District website user accessibility	May 26, 2023	Completed	Director of Innovative Solutions	The implementation of the Ally app on the district and school websites is complete. Users now see an icon next to documents on the website that allows them to pick from a list of options for viewing
1A	Deploy District Mobile App	May 26, 2023	Completed and Ongoing	Director of Innovative Solutions	The app is live and ready for download with current information. Official push moved to June to coincide with webslite launch.
1A	Host 1 annual event that engages the community in Year 1	May 26, 2023	Completed and Ongoing	Executive Director of Communication & Strategic Alliances	Veterans Day Luncheon 2022, Hall of Fame Luncheon 2022; State of the District 2022; Friday Night Lights 2022
1A	Host 1 annual school site event that engages the entire school community at AFHS	May 26, 2023	Completed	Principals	Back to School Night 8/11Frosty Fest 12/2 Parent Night 12/1 Homecoming Parade 10/27, Love Our School Day 11/19
1A	Host 1 annual school site event that engages the entire school community at CVHS	May 26, 2023	Completed	Principals	
1A	Host 1 annual school site event that engages the entire school community at DEHS	May 26, 2023	Completed	Principals	Back to school Night Health and Wellness Fair Love our School day
1A	Host 1 annual school site event that engages the entire school community at MHS	May 26, 2023	Completed	Principals	Community and Career Classic
1A	Host 1 annual school site event that engages the entire school community at VHS	May 26, 2023	Completed	Principals	Homecoming Block Party
1B	Host a Districtwide Annual Internship Sponsor Night to attract potential internship sponsors	May 26, 2023	Completed	CTE Director	Hosting a district-wide internship placement night on May 1st, 2023. Sign-in sheets, placed interns, and pictures.
1C	Start an Adopt-a-School program to engage community partners for support. School Connect - Love Our Schools Day	May 26, 2023	Completed and Ongoing	Executive Director of Communication & Strategic Alliances	Schools completed needs analysis in Summer 2022;Business intake form under design in Summer 2022. Love Our Schools Day is a project-based volunteer opportunity where the community can roll up their sleeves at a local school and make a difference where it is needed most. A LOSD project is a collaboration between the school, community, and faith partner(s). Love our schools day is a Fall project.
1D	Engage all campuses in one Districtwide Community Service event in our surrounding communities each year.	May 26, 2023	Completed	Executive Director of Communication & Strategic Alliances	Helping One Woman 9/2022. All five schools will participate in a Can Food Drive in May 2023, with the Pebble Creek Rotary delivering food to families.
1D	Engage District students in volunteer opportunities that assist in fulfilling the needs of the community	May 26, 2023	Completed and Ongoing	Superintendent	Launch Senior to Senior initiative; SASSY and relationships with non-profits; created spreadsheet and staff person responsible for filling needs of the community



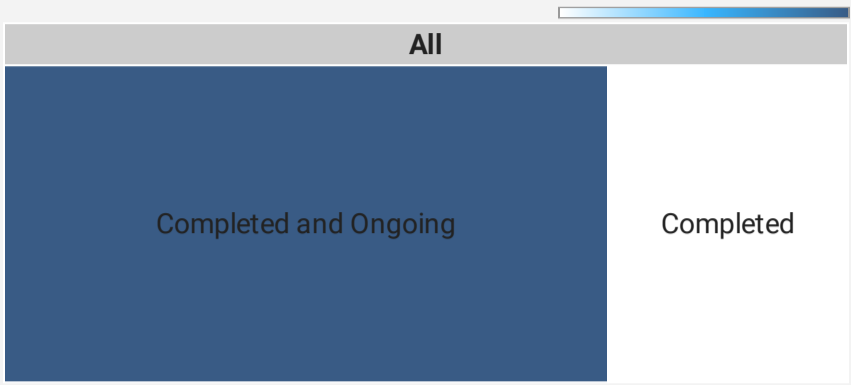
Career Opportunities



Overall Tenet Progress

Goal Title	Number of Action Steps ▾	Completed Percentage
Career & Technical Education	3	100%
Career Academies	2	100%
Employability	2	100%
		0% 20% 40% 60% 80% 100

Current Action Step Status



Overall Goal/Action Step
Completion Percentage

100.00%



Goal & Action Step Details

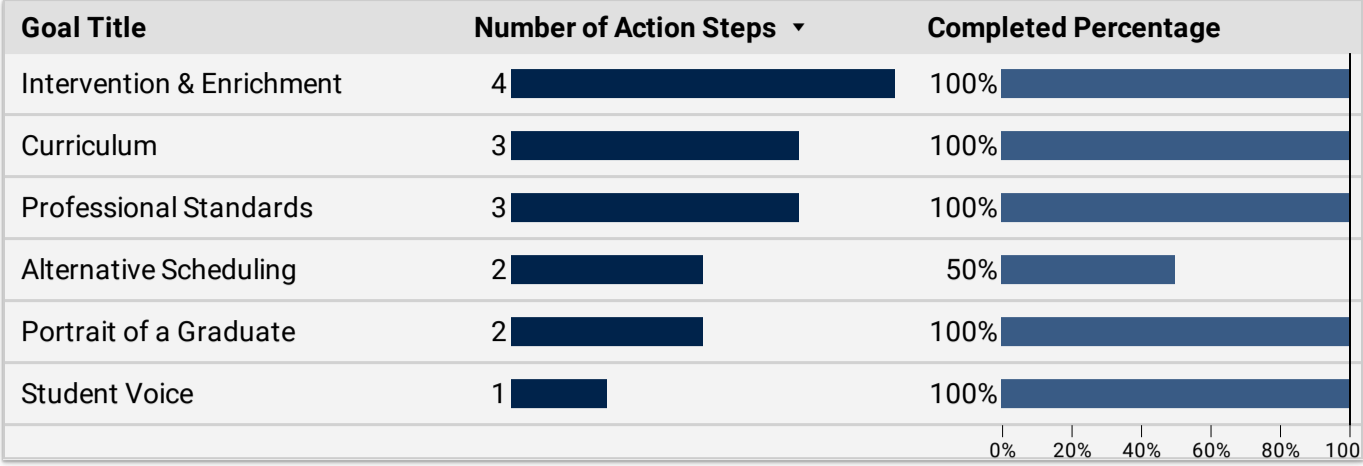
Goal Label ① ▴	Action Step Task	Due Date ② ▴	Progress	Lead	Evidence of Completion
2A	Create a needs inventory derived from a campus needs survey.	May 26, 2023	Completed	Director of CTE	The student/parent survey, Data collected from the survey. Possible Datastudio presentation
2A	Evaluate program effectiveness for continuing CTE programs and potential new CTE Programs.	May 26, 2023	Completed	Director of CTE	The student/parent survey, Data collected from the survey. Possible Datastudio presentation
2A	Use Major Clarity program, providing workforce readiness insight for all students to complete an interest inventory.	May 26, 2023	Completed and Ongoing	Assistant Principals (Advisory)	
2B	Gather feedback each semester from a minimum of 10 community businesses and the CTE Advisory Council pertaining to job market trends.	Dec 23, 2022	Completed and Ongoing	Director of CTE	Hosted Fall Advisory Council Meeting at AFHS 10/17/22. Over 150 guests, including teachers, parents, students, and business partners attended. LINK TO AGENDA SPRING Advisory Council Meeting Schedule for February 27th, 2023
2B	Implement professional skills training in all courses. Teachers will assess on these standards with consistent District-created rubrics.	May 26, 2023	Completed and Ongoing	Assistant Superintendent for Teaching & Learning	Summer Professional Development Academy (SPDA) & back to school sessions
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 26, 2023	Completed and Ongoing	Deputy Superintendent of Academics	Work with Ford NGL to transform comprehensive high schools into Academy schools. This model will include 3-4 Academies on each campus with specific pathways to be determined based on stakeholder feedback and market analysis.
2C	Develop systems, structures, and leadership needed to implement Academy Model.	May 26, 2023	Completed and Ongoing	Deputy Superintendent of Academics	Work with Ford NGL resulted in a foundational structure and leadership plan that includes district level and site level supports. Director of CTE, Director of Non-Traditional Programs, Deputy Superintendent of Academics, Senior Officer for Communications and Strategic Alliances, and Assistant Superintendent for Teaching & Learning make up the core district leadership structure. Site supports and structures in progress.



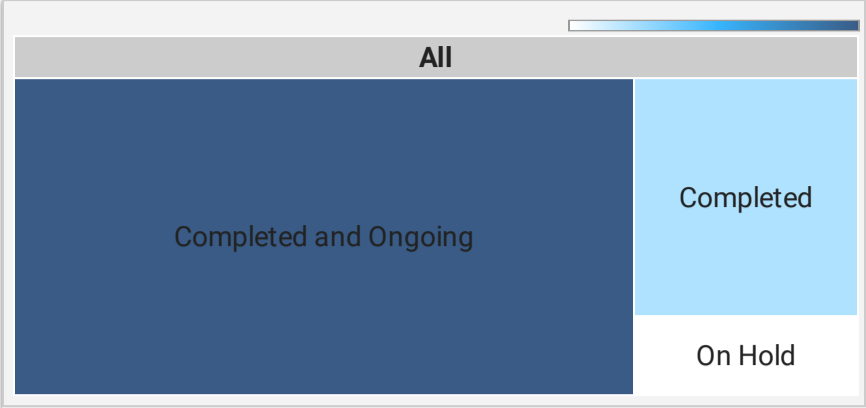
Academic Success



Overall Tenet Progress



Current Action Step Status



Overall Goal/Action Step Completion Percentage

93.33%



Goal & Action Step Details

Goal Label	Action Step Task	Due Date	Progress	Lead	Evidence of Completion
3A	Identify key areas for student focus groups and implement a selection process that includes students from all campuses annually.	May 26, 2023	Completed and Ongoing	Principals	AFHS-Site Council Meetings, Captains Committee, Principals Posse, Intervention Groups DEHS-AthletesSLAC, Principal IAdvisory, Campus Service Intervention
3B	Introduce Portrait of a Graduate, including an interactive website, to all stakeholders.	May 26, 2023	Completed and Ongoing	Director of Innovative Solutions	Introduced at March Board Meeting, 3/8.23. The interactive page will go live as part of the district website launch in June.
3B	Define the Portrait of a Graduate for all stakeholders through the implementation of a student-run communication plan that includes various contexts and specific examples.	May 26, 2023	Completed and Ongoing	Executive Director of Communications and Strategic Alliances	Student communication plan competed; launching tactics in August 2023 at the start of the school year (too much to do at the end of school year)
3C	Organize and facilitate GVC teams (with course teacher representatives) and create schedule/structure to allow ongoing curriculum writing, revision, and data analysis.	May 26, 2023	Completed	Assistant Superintendent of Teaching and Learning	Early Release #2 had sessions built in for each GVC Team to collaborate
3C	Facilitate GVC teams for all courses (with course teacher representatives) and complete curriculum writing, revision, and data analysis no less than twice a year.	May 26, 2023	Completed and Ongoing	Assistant Superintendent of Teaching and Learning	All GVC teams will meet this year. Not all 2X due to sub shortages.
3C	Provide continuous training on GVC, especially with new teachers.	May 26, 2023	Completed and Ongoing	Assistant Superintendent of Teaching and Learning	Back To School Professional Development
3D	Teachers will implement Professional Standards as an element within each course.	May 26, 2023	Completed and Ongoing	Assistant Superintendent of Teaching and Learning	Teachers added details about Professional Standards to syllabus and explained to students how they would be taught and the rubrics used to assess.
3D	District stakeholders will review professional standard rubrics, data, and process annually with documentation of said review.	May 26, 2023	Completed and Ongoing	Assistant Superintendent of Teaching and Learning	Professional Standards monitoring sheet reviewed at C & I academics weekly meeting. Micaella shared with admin on 11/10/22
3D	Ongoing training regarding implementation and best practices for Professional Standards (internal and/or vendor provided) with documentation of completion.	May 26, 2023	Completed	Assistant Principals (Curriculum)	AFHS- Professional Standards training in Back to School Orientation; DEHS- Professional Standards training in Back to School Orientation Days; best practices review in Professional Development 1st PD of 2nd Semester.
3E	Collect data from no less than 1,000 District stakeholders regarding the type of flexible scheduling they would like to see. Visit schools and talk to administrators, teachers, and students outside of the District who are using an alternative scheduling model.	May 26, 2023	On Hold	Director of Non-Traditional Programs	This will run into next school year. There are both scheduling models and times in play as we go forward with pivoting towards Career Academies with workforce development initiatives in high school. Since this goal was drafted, there have been updates to Instructional Time Models allowing for flexibility in how state requirements are met (ARS 15-901 & ARS 15-901.08). We are also looking at staff retention. Having not passed the Bond, we use current capitol for building maintenance and repair (& School 6) instead of moving it into certified and classified staff pay. Instead of providing additional pay for staff, we are looking at the flexibility allowed for with Instructional Time Models to provide staff with a work calendar aimed at retaining staff. Additionally, we are looking at block schedules to support Career Academies. Block schedules tend require additional teaching staff, and without having passed the Bond, we are looking at alternative options to make this work.
3E	Draft alternative scheduling options for presentation, discussion, and feedback.	May 26, 2023	Completed	Director of Non-Traditional Programs	We have drafted possible master schedules that would support Career Academies and the launch of the Freshman Academy for SY 24-25.
3F	Define and develop metrics to measure effectiveness of RTI program.	May 25, 2023	Completed and Ongoing	Director of Innovative Solutions	Created categories and an RTI dashboard for administration to use to better support teachers in using RTI more effectively
3F	Investigate effectiveness of current intervention and enrichment models that allow for small group reteach and enrichment at each campus.	May 26, 2023	Completed and Ongoing	Principals	AFHS-RTI data walks, focus groups, intervention meetings DEHS-streamlining a more structured RTI this year. All students have a place to be based on needs
3F	Improve capacity of the digital RTI system that students use to sign up for available intervention and enrichment.	May 26, 2023	Completed and Ongoing	Executive Director of Technology	
3F	Implement new and improved RTI model following research and design process.	May 26, 2023	Completed and Ongoing	Director of Innovative Solutions	Trained each school sites staff and administration, had a follow up meeting, and a whole group meeting on implementation and updates. Will continue to meet with RTI leadership every other month to monitor and adjust.



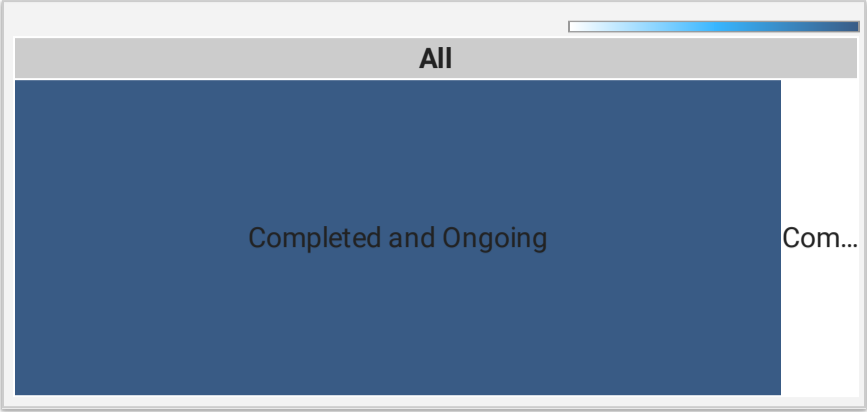
Wellness & Connectedness



Overall Tenet Progress

Goal Title	Number of Action Steps ▾	Completed Percentage
Safety	5 <div><div></div></div>	100% <div><div></div></div>
Connectedness	2 <div><div></div></div>	100% <div><div></div></div>
Physical Wellness	2 <div><div></div></div>	100% <div><div></div></div>
Social Emotional Character and Wellness	1 <div><div></div></div>	100% <div><div></div></div>
Social Emotional Wellness	1 <div><div></div></div>	100% <div><div></div></div>

Current Action Step Status



Overall Goal/Action Step Completion Percentage

100.00%



Goal & Action Step Details

Goal Label ① ▴	Action Step Task	Due Date ② ▴	Progress	Lead	Evidence of Completion
4A	District will partner with Billy's Place, a nonprofit organization that provides resources for grief support. Billy's Place will also provide staff training that will allow student services staff to run grief groups on the campus.	May 26, 2023	Completed and Ongoing	Student Services Coordinator	Training has been completed and Billy's Place will participate in check-ins through the school year.
4A	District will work with school sites to develop a social emotional learning (SEL) character and wellness plan that supports all campuses and ensures alignment with the district vision, strategic plan and a Portrait of a Graduate.	May 26, 2023	Completed and Ongoing	Student Services Coordinator	SY 22-23 was the first year of full implementation at all sites with Character Strong Curriculum. Standards within the curriculum align with the strategic plan and Portrait of a Graduate. Four sites maintained fidelity with MPOWRD peer small group. Students Support Specialists offer campus tours and supports for new students to our district. We have established standard operating procedures for everyone student that is out of school suspended attends a re-engagement meeting to focus on academic and behavioral success. During the process, it was determined that the effort should be rebranded to "character and wellness" instead of "social-emotional learning" to better articulate what the program aims to accomplish.
4B	Modify current advisory model to promote increased engagement from both staff and students.	May 26, 2023	Completed and Ongoing	Executive Director of Student Services	District Advisory/SEL team created to represent each site in May. Team developed a district-wide calendar and weekly lesson plans. Lessons are modified as needed. Advisory is now a P/F course and is included in athletic eligibility.
4B	Increase RTI/club options that center on connectedness with peers.	May 26, 2023	Completed and Ongoing	Athletic Directors	2nd semester campuses have introduced club opportunities and other enrichment activities to RTI.
4C	District staff will educate families on the Free & Reduced program benefits through parent education nights, social media, school newsletters, and other identified pathways.	May 26, 2023	Completed and Ongoing	Director of Food Services	Providing information on F&R Apps through District Website, Principal weekly email communication, counselor's meeting with students. Food Service staff reaching out to students and families through email and phone calls. Providing Information to parents on Future Freshman Night. Periodically posts on each site kitchens Instagram regarding Meal Benefits, P-EBT, SFSP
4C	Encourage healthier eating habits by increasing food options, providing accessibility to nutrition facts and researching bell schedules that would increase lunch time.	May 26, 2023	Completed and Ongoing	Director of Food Services	Last Year and over the summer, we worked with Mr. Nowlin to increase each lunch period. The 22/23 SY each lunch period was increased by 10 minutes. . Opening the Jaguar Bistro and DEHS Food Truck will provide more service areas for daily meal service. Working with sutdents on new memu items to provides a variety of fruits and vegetables each day.
4D	Continuity of Operations Plan will be developed and formalized by the Safety Department.	May 26, 2023	Completed and Ongoing	Director of Campus Safety and Security	As evidenced by the Safety Plan
4D	Receive certification by the National Association of School Resource Officers for campus safety measures.	May 26, 2023	Completed and Ongoing	Director of Campus Safety and Security	Training completed and all current staff certified
4D	Install, maintain, and annually review safety and security infrastructures including alarms, fencing, security cameras, and other equipment and building measures.	May 26, 2023	Completed and Ongoing	Director of Campus Safety and Security	As shared with Governing Board in December
4D	Refine and increase professional development in student character building and decision making practices.	May 26, 2023	Completed and Ongoing	Assistant Principal (Safety)	
4D	Add one additional Campus Security Monitor to each campus.	May 26, 2023	Completed	Director of Campus Safety and Security	Every campus added an additional Campus Security Monitor to monitor security cameras and dispatch safety teams immediately to needed area.



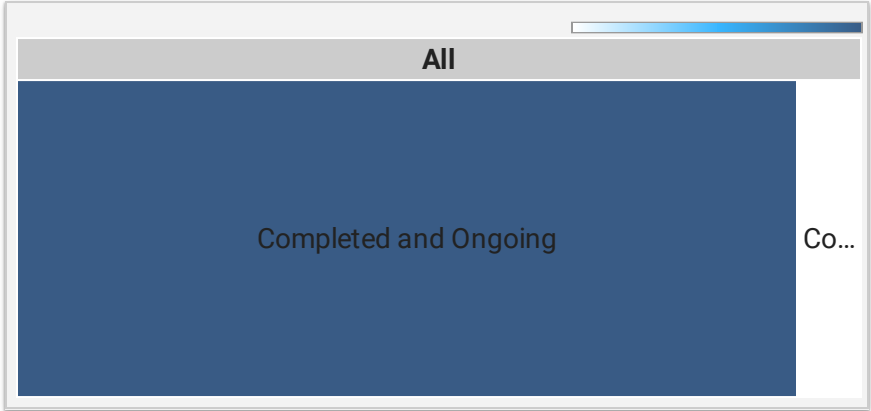
Resource Stewardship



Overall Tenet Progress

Goal Title	Number of Action Steps ▾	Completed Percentage
Fiscal Responsibility	5	100%
Facilities & Technology	4	100%
Human Resources	4	100%
		0%20%40%60%80%100

Current Action Step Status



Overall Goal/Action Step Completion Percentage

100.00%



Goal & Action Step Details

Goal Label ⓘ ▲	Action Step Task	Due Date ⓘ ▲	Progress	Lead	Evidence of Completion
5A	Perform compensation and benefits review and staff survey for District culture and climate review annually.	May 26, 2023	Completed and Ongoing	Assistant Superintendent of HR and HR Director	Performance Compensation and Benefits Review Data (takes place annually). Currently developing survey. Survey will be given in April 2023.
5A	Provide a professional wellness counselor as part of the District's benefits program to all employees.	May 26, 2023	Completed	Assistant Superintendent of HR	Counselor has been hired and working with staff.
5A	The professional wellness counselor program will be reviewed annually based on survey and usage data.	May 26, 2023	Completed and Ongoing	Assistant Superintendent of HR	Usage data was reviewed January 2023. Adjustments were made based on the data. Usage data will be reviewed again on Oct 2023.
5A	Develop a Leadership Cadre for emerging Administrators in the District	May 26, 2023	Completed and Ongoing	Assistant Superintendent of HR	After a competitive application process, 29 employees were chosen as the pilot cohort. Their first meeting was 8/30/22.
5B	Develop and implement a sustainable budget that assures appropriate cash reserves and maximizes resources.	May 26, 2023	Completed and Ongoing	Executive Director of Finance	Proposed budget approved and adopted. Work with Asst Supt of Operations throughout the year to continually review the fiscal resources available and needs of the District. Meeting with Principals at each campus in January 2023 to assess the site needs for capital items for next fiscal year to begin the budget planning process.
5B	Educate stakeholders on District finances and allocation of resources to include community meetings and website or finance dashboard postings.	May 26, 2023	Completed and Ongoing	Executive Director of Finance	Looking into continual Visions Reporting that could be updated on a monthly basis and posted to the District website. Having discussions with other Districts to see what they have on their websites and how the information is obtained and maintained.
5B	Collaborate with strategic professional organizations including AASBO, ASBA, and ASA on initiatives to support increased funding for public education.	May 26, 2023	Completed and Ongoing	Executive Director of Finance	Continually review training options for myself and department staff for professional growth opportunities and become familiar with education financial "issues" and how it could possibly impact District financial decisions. Attend monthly AASBO meetings.
5B	Provide strategic and ongoing staff development and cross-training on financial system processes.	May 26, 2023	Completed and Ongoing	Finance Manager	Have held two of six training session. Five training sessions are scheduled for the remainder of the school year.
5B	Seek non-traditional revenue sources.	May 26, 2023	Completed and Ongoing	Executive Director of Finance	Working on securing financing (lease purchase) for purchase of five 2023 buses, which are available as soon as approved and paperwork is completed. This was another option with the District Bond not passing.
5C	Ensure facilities are safe, clean, and operate efficiently through preventative maintenance and timely repair to be evidenced by the annual capital plan and preventative maintenance report.	May 26, 2023	Completed and Ongoing	Director of Facilities and Maintenance	Submitted PM and capital plan to School Facilities Board
5C	Develop and implement a long-range Technology Master Plan.	May 26, 2023	Completed and Ongoing	Executive Director of Technology	Completed Technology Capital Plan document along with 20 Year Capital Needs
5C	Increase efficiency to reduce electricity, water, and gas usage. Establish a monitoring and reporting process for energy and water consumption by site and Districtwide, with a goal of reducing consumption by 5% in the first fiscal year.	May 26, 2023	Completed and Ongoing	Director of Field Operations	This was accomplished via purchase of solar installations at 4 our our campuses which has resulted in significant savings
5C	Operate and maintain a safe, high-quality, and appropriately-sized school bus fleet.	May 26, 2023	Completed and Ongoing	Director of Transportation	Implemented quarterly reports (4) to track departemnt data; i.e., employee retention, on time performance, staff attendance, ridership and mileage. This will assist in determining operational needs and improvements enabling us to provide consistent cost-effective transportation services to our schools and community..