



## DRAFT 2018-2019 Board Goals

**Goal 1: Student Achievement** - Support students so they demonstrate quantifiable academic growth across content areas.

### Objectives

**1.1 Develop Professional Learning Communities as the framework to improve student learning.**

**1.2 Assess and improve student programs.**

**1.3 Improve professional learning for all staff.**

#### Objective 1.1 Professional Learning Communities

Action Steps: During the 18-19 school year we will:

**1.1.1 Complete the initial implementation of Professional Learning Communities (PLC) at all schools.**

**1.1.2 Align 301 Goals to the PLC process.**

#### Objective 1.2 Program Development

Action Steps: During the 18-19 school year we will

**1.2.1 Year 2 Projects (Plan development/Initial implementation)**

Preschool

STEAM

Fine Arts

**1.2.2 Year 1 Projects (Assessment)**

Gifted Ed

College and Career

#### Objective 1.3 Professional Learning

Action Steps: During the 18-19 school year we will:

**1.3.1 Train all PD coordinators in Professional Learning Communities.**



## DRAFT 2018-2019 Board Goals

**Goal 2: Fiscal Responsibility** — Maintain financial effectiveness and transparency to ensure support of student learning.

### Objectives

**2.1 Implement Allvue to Increase Fiscal Transparency**

**2.2 Evaluation of Business Operations**

**2.3 Capital Masterplan**

#### Objective 2.1 Implementation of Allvue

Action Steps: During the 18-19 school year we will:

2.1.1 Develop procedures for the use of Allvue

2.1.2 Make an evaluation of the value added by the usage of Allvue

#### Objective 2.2 Evaluate and Improve Business Operations Processes and Procedures

Action Steps: During the 18-19 school year we will:

2.2.1 Assess Business Operations

2.2.2 Develop Plan to Improve Business Operations

#### Objective 2.3 Implement the Capital Masterplan

Action Steps: During the 18-19 we will:

2.3.1 Develop a Stakeholder Committee to provide oversight

2.3.2 Based on Election Results, develop an implementation plan.



## DRAFT 2018-2019 Board Goals

**Goal 3: High Quality Professionals – Retain and recruit high performing staff.**

### Objectives

#### 3.1 Hiring Timeline

#### 3.2 Retention

#### 3.3 New Teacher Support

#### **Objective 3.1 Hire Teachers Earlier by Changing the Timeline and Process**

Action Steps: During the 18-19 school year we will:

3.1.1 Follow process established in 17-18.

#### **Objective 3.2 Improve Staff Retention**

Action Steps: During the 18-19 school year we will:

3.2.1 Develop a Total Compensation Form to show staff all compensation and benefits they receive.

3.2.2. Develop Benchmark Metrics to use to compare TVUSD with other Pima County Districts.

#### **Objective 3.3 Develop a System of Teacher Support**

Action Steps: During the 18-19 school year we will:

3.3.1 Establish a stipend for Elementary and Secondary mentors.

3.3.2 Develop processes for teacher support.



## DRAFT 2018-2019 Board Goals

**Goal 4: School Culture** – Enhance school educational climate through continuous improvement on each school’s safe, nurturing and welcoming environment.

### Objectives

#### 4.1 Safe and Secure Schools

#### 4.2 Teacher Leadership

#### 4.3 Celebrations

#### Objective 4.1 Ensure Safe and Secure Schools through Planning and Training

Action Steps: During the 18-19 school year we will:

- 4.1.1 Adjust Emergency Plans Based on FEMA feedback.
- 4.1.2 Develop additional scenarios to test elements of plan.
- 4.1.3 Implement behavior matrix.

#### Objective 4.2 Increase Shared Leadership at all Sites

Action Steps: During the 18-19 school year we will:

- 4.2.1 Meet with teacher leaders on a monthly basis to develop a process of shared leadership.

#### Objective 4.3 Ensure Staff Recognition

Action Steps: During the 18-19 school year we will:

- 4.3.1 Develop ongoing ways to recognize and celebrate staff achievements.



## DRAFT 2018-2019 Board Goals

**Goal 5: Community Engagement** – Collaborate with parents and the community to gather input and to develop partnerships.

### Objectives

**5.1 Shared Decision Making**

**5.2 Community Partnerships**

**5.3 Advocacy**

#### **Objective 5.1 Shared Decision Making**

Action Steps: During the 18-19 we will:

5.1.1 Continue process of using site councils, surveys and stakeholder input before making decisions.

5.1.2 Develop a model for shared decision making.

#### **Objective 5.2 Community Partnerships**

Action Steps: During the 18-19 we will:

5.2.1 Continue Faith-based district level meetings.

5.2.2 Establish site level faith-based collaborations.

5.2.3 Establish collaboration between district and small business owners.

5.2.4 Continue partnerships with community and public safety organizations to bring resources and training to students and staff.

#### **Objective 5.3 Advocacy**

Action Steps: During the 18-19 school year we will:

5.3.1 Continue to participate in Rotary, DM honorary Commander, Board of Education, and other community-based organizations.