



2019-2020 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 19-20 school year we will:

1.1.1 Implement PLC process through improved Instructional Leadership Coordination

1.1.1 Continue implementation of Professional Learning Communities (PLC) at all schools by Aligning 301 Goals to the PLC process.

1.1.3. Development and implementation of a PLC Dashboard

Objective 1.2 Program Development

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

1.2.1 Extra-curricular and Sports

1.2.2 Gifted Education

Objective 1.3 Professional Learning

Action Steps: During the 19-20 school year we will:

1.3.1 Release Time for Teams

1.3.2 Continue to send teachers to Professional Learning Communities training.



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

Objectives

2.1 Increase Fiscal Transparency

2.2 Evaluation of IT Operations

2.3 Capital Masterplan

Objective 2.1 Increase Fiscal Transparency

Action Steps: During the 19-20 school year we will:

2.1.1 - Assess and Reformat Cash Accounts

2.1.2 - Training for Office Managers and other Staff on Business Office Processes

Objective 2.2 Evaluate and Improve IT Operations Processes and Procedures

Action Steps: During the 19-20 school year we will:

2.2.1 Assess IT Operations

2.2.2 Develop a Plan to improve IT operations

-Classroom Model for IT

-Assessment and Plan for IT Support Systems (Phones, Cloud services, Servers, Access Points)

-Policy and Procedures

Objective 2.3 Implement the Capital Masterplan

Action Steps: During the 19-20 we will:

2.3.1 Develop District Improvement Philosophy

2.3.2 Develop Site Improvement Priorities



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

Objectives

3.1 Recruitment

3.2 Retention

3.3 System of Teacher Support

Objective 3.1 Improved Recruitment

Action Steps: During the 19-20 school year we will:

3.1.1 - Continue Early Hiring Process

3.1.2 - Increase Student Teacher Placement in TVUSD

Objective 3.2 Improve Staff Retention

Action Steps: During the 19-20 school year we will:

3.2.1 Staff Committee on Efficiency Measures to Increase Salaries

3.2.2. Assess Stipends System

Objective 3.3 Develop a System of Teacher Feedback and Evaluation

Action Steps: During the 19-20 school year we will:

3.3.1 Assess Current Teacher Evaluation Process and Make Proposal



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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 Formal Input Process

4.3 Celebrations

Objective 4.1 Ensure Safe and Secure Schools

Action Steps: During the 19-20 school year we will:

4.1.1 - Reformat Emergency Plans to Meet New ADE Guidelines

4.1.2- Develop Site level Plans based on Site Level Survey Feedback

4.1.3 - Develop and Implement Procedures for Custodial and Maintenance Services

Objective 4.2 Increase Shared Leadership at all Sites

Action Steps: During the 19-20 school year we will:

4.2.1 - Complete and Distribute Decision Matrix at Each Site

4.2.2 - Ensure Each Site Leadership Team Meets at least Monthly.

4.2.3- Complete 2nd Year of Marzano Culture Survey (All Stakeholders)

Objective 4.3 Ensure Staff Recognition

Action Steps: During the 19-20 school year we will:

4.3.1 Staff Thank You Process

4.3.2 Formal Recognition



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Goal 5: Community Engagement – Collaborate with parents and the community to gather input and 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 19-20 we will:

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

5.1.2. Receive Stakeholder Input on Gifted Education.

Objective 5.2 Community Partnerships

Action Steps: During the 19-20 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.

Objective 5.3 Advocacy

Action Steps: During the 19-20 school year we will:

5.3.1 Continue to participate in Rotary, Pima County Collaborative, Board of Education, and other community-based organizations.

5.3.2 Partner with State Representatives and other organizations to initiate SFB projects.