

# **Strategic Plan Dashboard**



**Strategic  
Leadership**



**Stewardship  
of Resources**



**High Expectations  
for Learning**



**Community  
Connections**



## Strategic Leadership

### Focus Area 1

- ✓ **Establish a strategic plan that coordinates district, department, program, and school plans**
- ✓ **Implement a marketing plan to build the district brand and to recruit and retain students and staff**
- ✓ **Establish a professional community that contributes to a continuous data-driven improvement process**
  - Implement an effective employee evaluation system that builds professional practice and contributes to student achievement
- ✓ **Implement a process for the ongoing development, review, revisions, and adoption of Governing Board Policy**
- ✓ **Implement and monitor COVID safety and social distancing protocols**
- ✓ **Develop data systems that support ongoing data-driven decision making**
  - Develop data systems that support ongoing data-driven decision making: 1 of 3 projects



## High Expectations for Learning

### Focus Area 2



#### **Increase student achievement on state and Acadience assessments**

- Implement a curriculum management system: 4 of 9 projects
- Implement ongoing, aligned, formative assessments at all levels: 3 of 5 projects



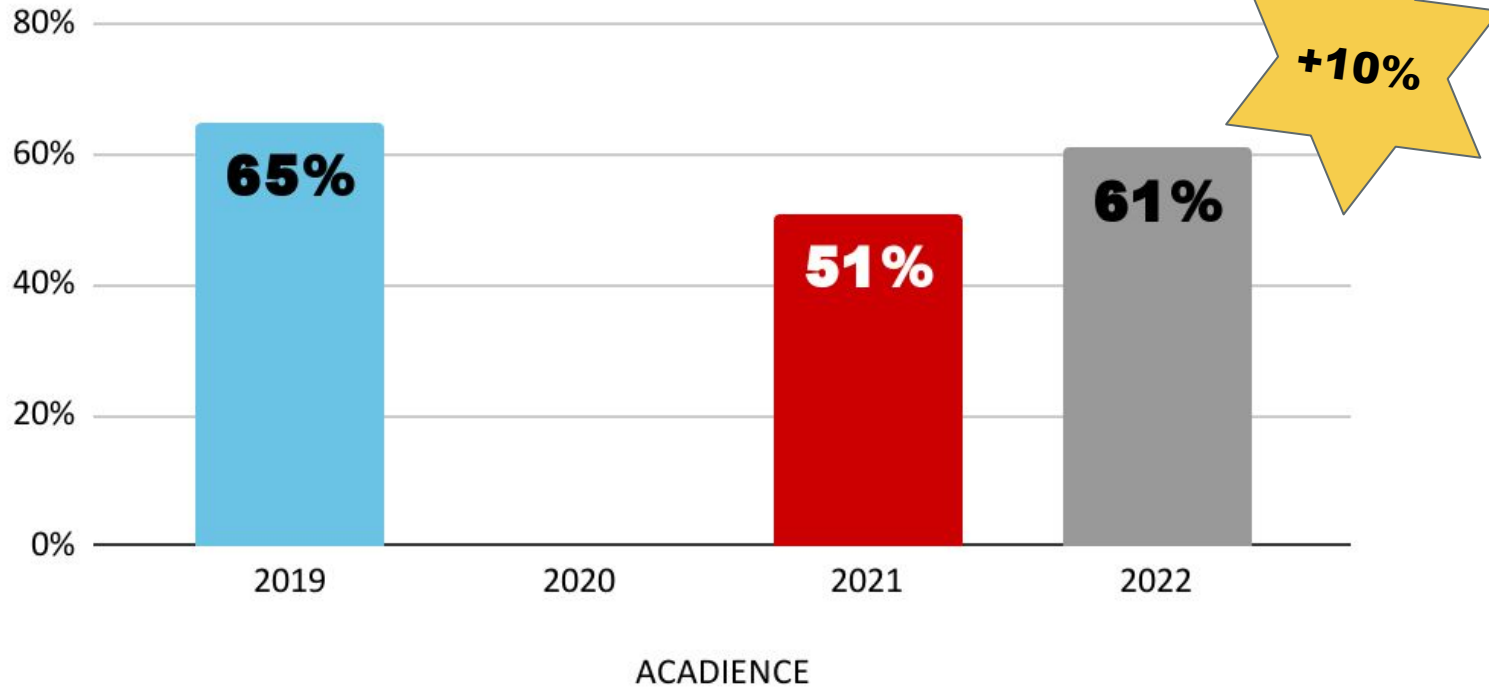
#### **Develop and implement a 10-year plan for aligned instructional resource**



#### **Develop and implement the educational programs for new schools**

- Implement a research-driven instructional model - Initiated
- Implement a system of supports for the whole child: 5 of 11 projects

## K-3 Acadience Average at Benchmark



# K-3 Literacy - 10% Increase

Implemented Reading Horizons K-3 explicit phonics instructional resource and teacher professional development

Implemented targeted reading intervention groups K-3

Increased Reading Interventionist support at each school with ESSER funds

Principal focused on K-3 at every school to monitor and support foundational literacy

# SY2022 - Acadience

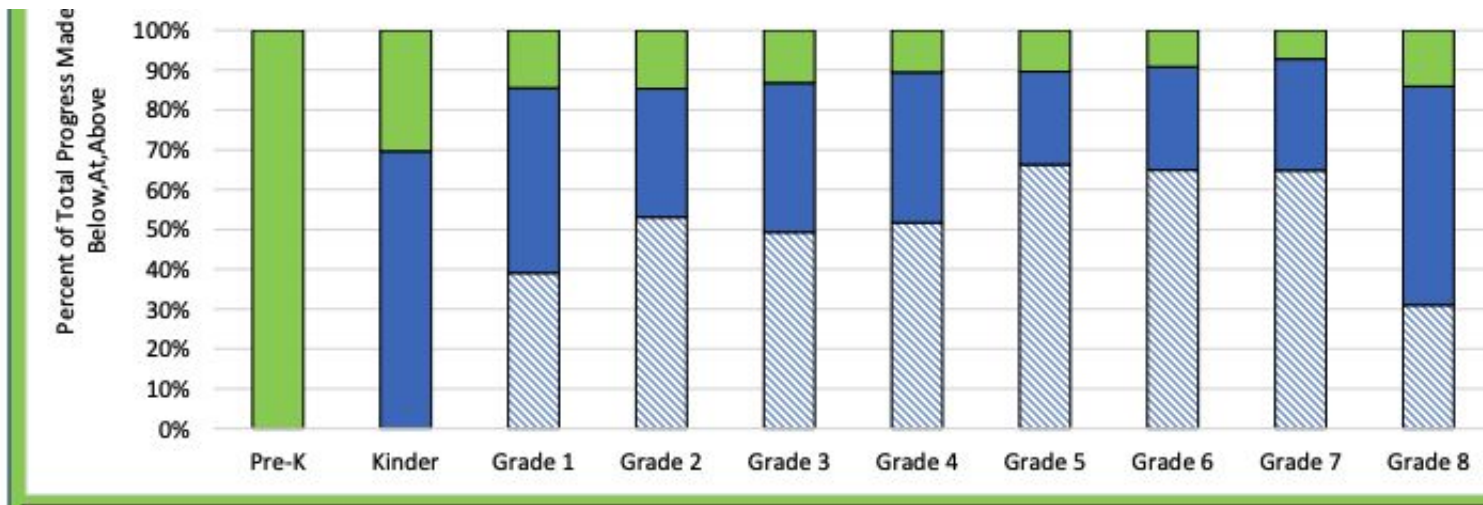
Kindergarten Winter 2021 Benchmark			First Grade Winter 2021 Benchmark			Second Grade Winter 2021 Benchmark			Third Grade Winter 2021 Benchmark	
Site	Benchmark or Above		Site	Benchmark or Above		Site	Benchmark or Above		Site	Benchmark or Above
Freedom	65%		Westar	64%		Estrella	69%		Estrella	78%
Estrella	76%		Estrella	65%		Westar	58%		Westar	74%
Westar	78%		LBA	50%		Blue	44%		Rainbow	40%
Liberty	42%		Liberty	30%		Liberty	29%		LBA	58%
Rainbow	55%		Blue	37%		LBA	53%		Freedom	41%
LBA	57%		Rainbow	38%		Rainbow	39%		Blue	48%
Blue	41%		Freedom	32%		Freedom	50%		Liberty	37%

# 2022 - Annual Lexile Gain

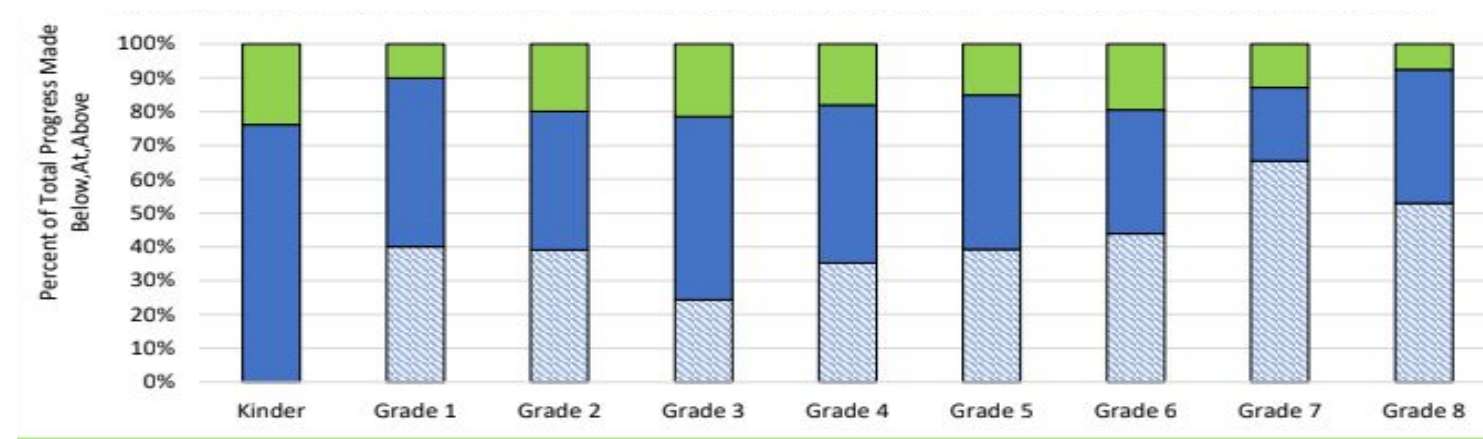


**2021**

**Dreambox**



**2022**





# Written and Taught Curriculum Alignment

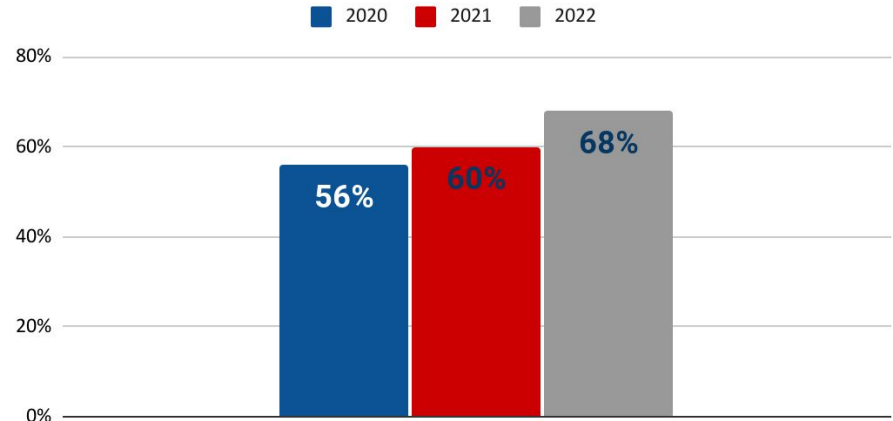
Implemented planning from curriculum units in ELA and Math

- 55% of lesson plans reviewed included standard, objective, and end of lesson assessment (success criteria)
- 70% of teachers “comfortable” with planning from the curriculum
- 58% of teachers use the curriculum at least weekly or more to plan lessons (increase from 45% in 2021)

Curriculum development still needed to finish K-8 ELA and Math

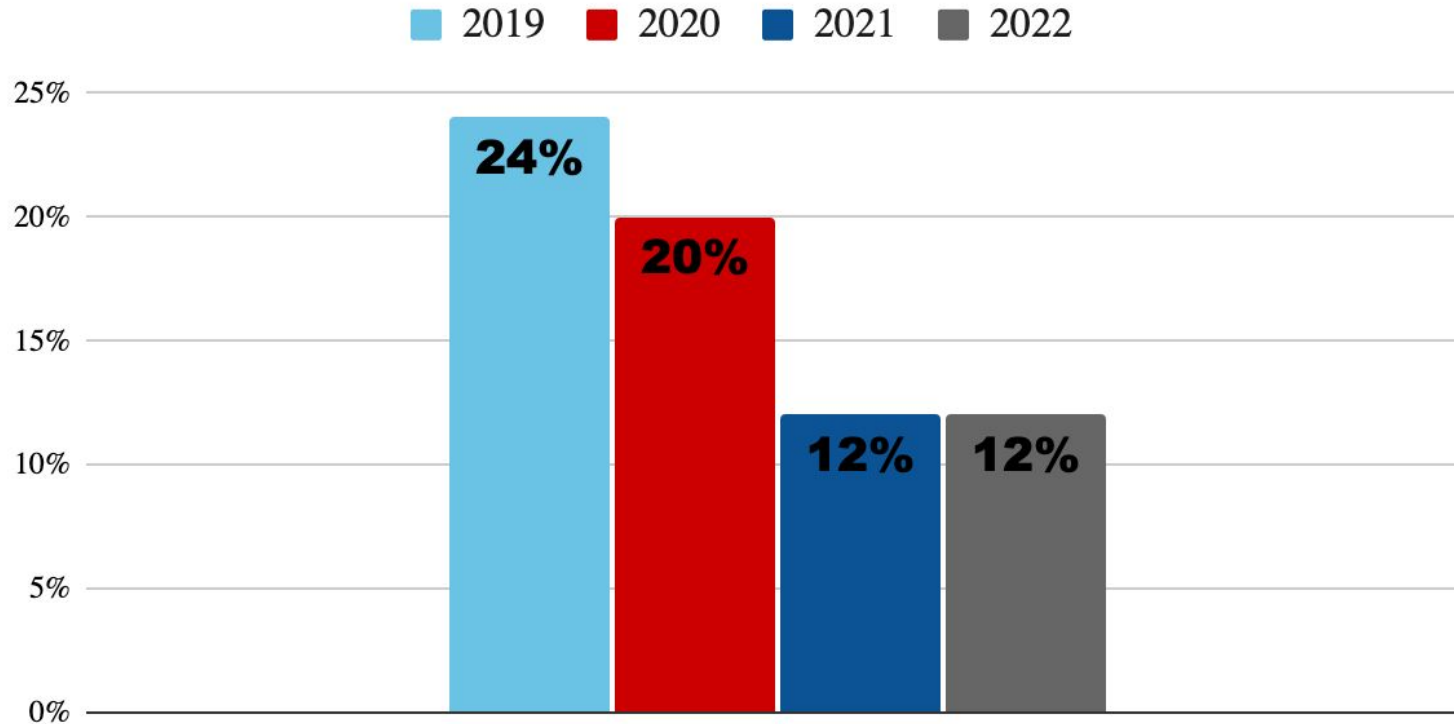
## Alignment of Instruction to Standards

Informal Walk-Thru Observations



# Student Suspensions

2020 and 2021 - partial virtual school years





## Stewardship of Resources

### Focus Area 3



#### **Optimize systems to monitor cash collection and procurement processes**

- Increase tax credit revenues
- Implement a performance-based budget aligned to goals to produce results for student achievement and plan for growth: 3 of 5 projects
- Implement a system to recruit and retain highly effective staff, committed to the vision of the district: 5 KPIs



#### **Increase system efficiencies to steward use of resources: 4 KPIs**

- Implement systems for safety and security: 3 of 5 Projects
- Increase teacher and substitute coverage of classes and access to education: 1/2 KPIs
- Provide job-embedded, differentiated professional development for teachers: 4 KPIs
- Develop leadership capacity and succession planning for an effective leadership pipeline: 3 of 5 projects
- Provide job-embedded professional development for support staff: 0/8 courses



# Arizona Auditor General Report on Classroom Spending in Liberty

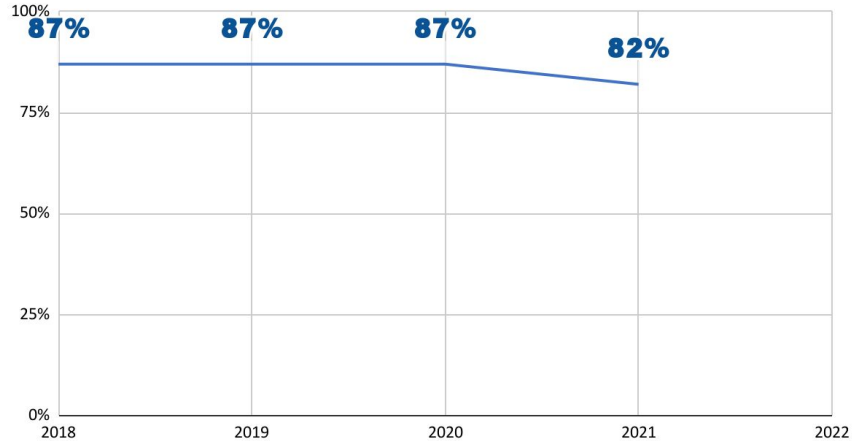
Highest  
among all  
peer districts

Year over year, the majority of our budget dollars are committed to INSTRUCTION in the classroom

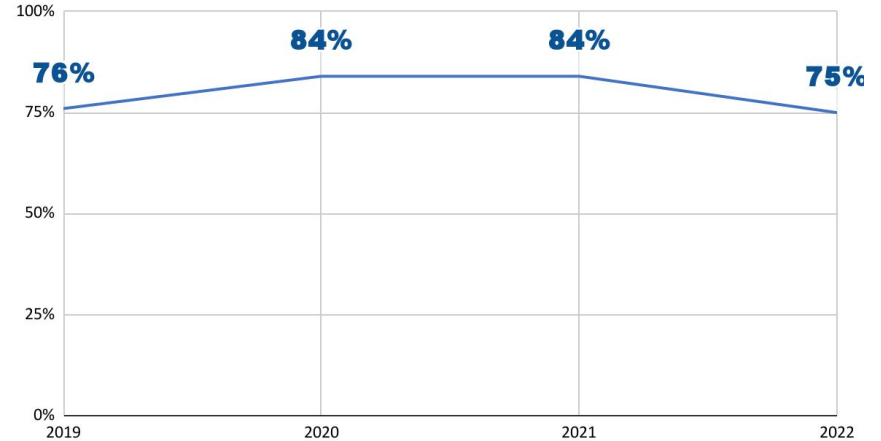


# Retention and Satisfaction Ratings

## Teacher Retention Rate



## Teacher Satisfaction Rate



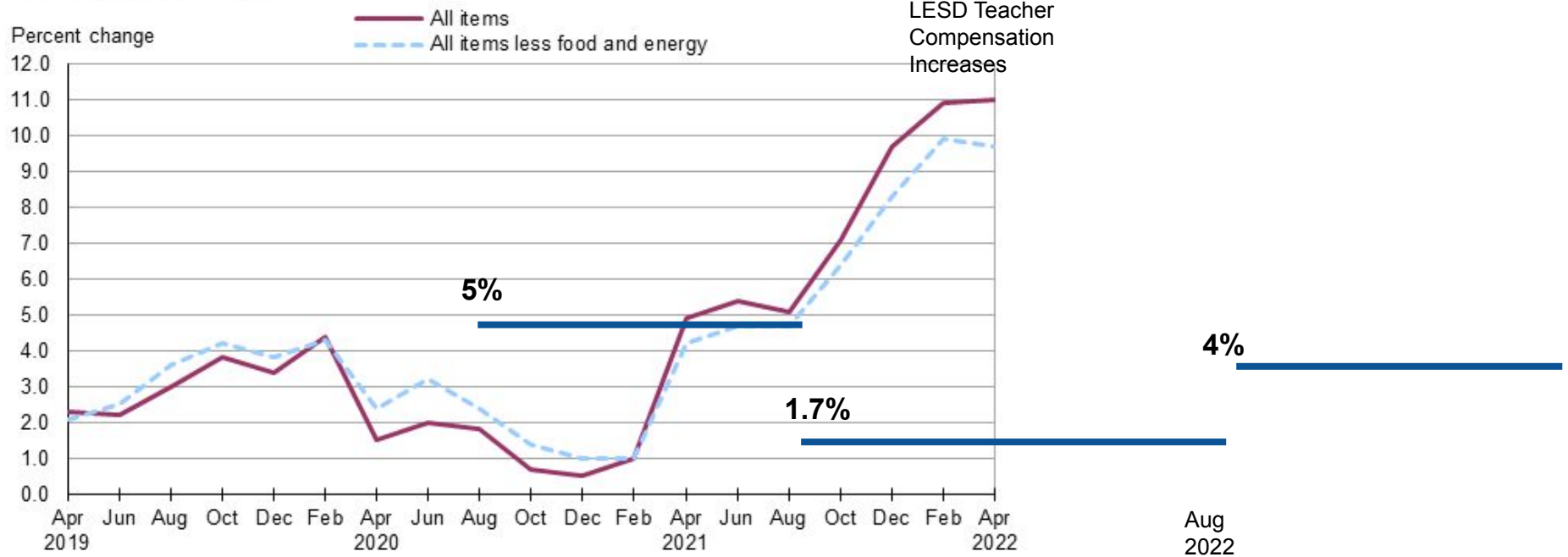
FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
9%	3%	2%	0%	2%	2%	2%	1%	2%	3%	10%	5%	5%	1.7%	4%

**Inflation in metro Phoenix rises  
again; region stays No. 1 for  
highest rate in the country**

Russ Wiles Arizona Republic

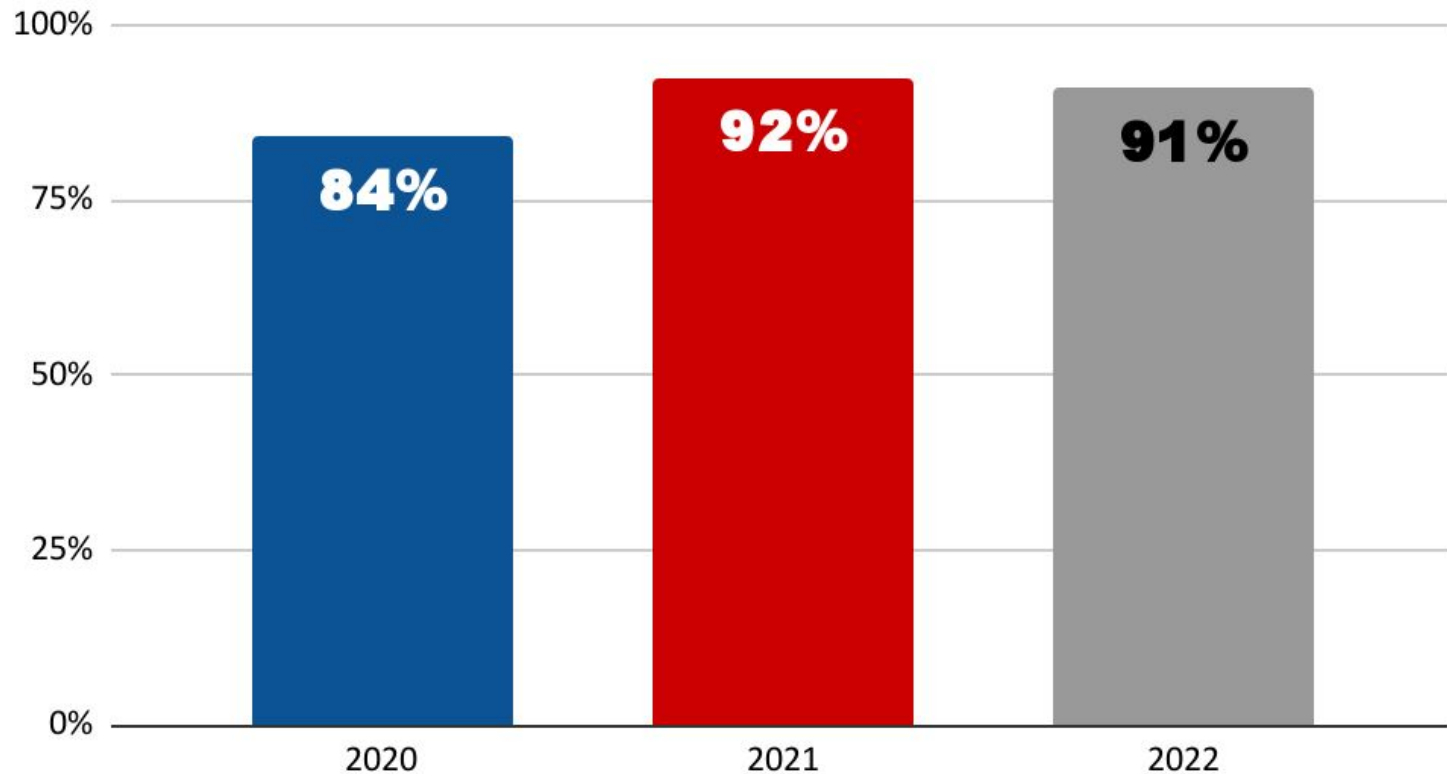
# Compensation Increases

**Chart 1. Over-the-year percent change in CPI-U, Phoenix-Mesa-Scottsdale, AZ, April 2019–April 2022**



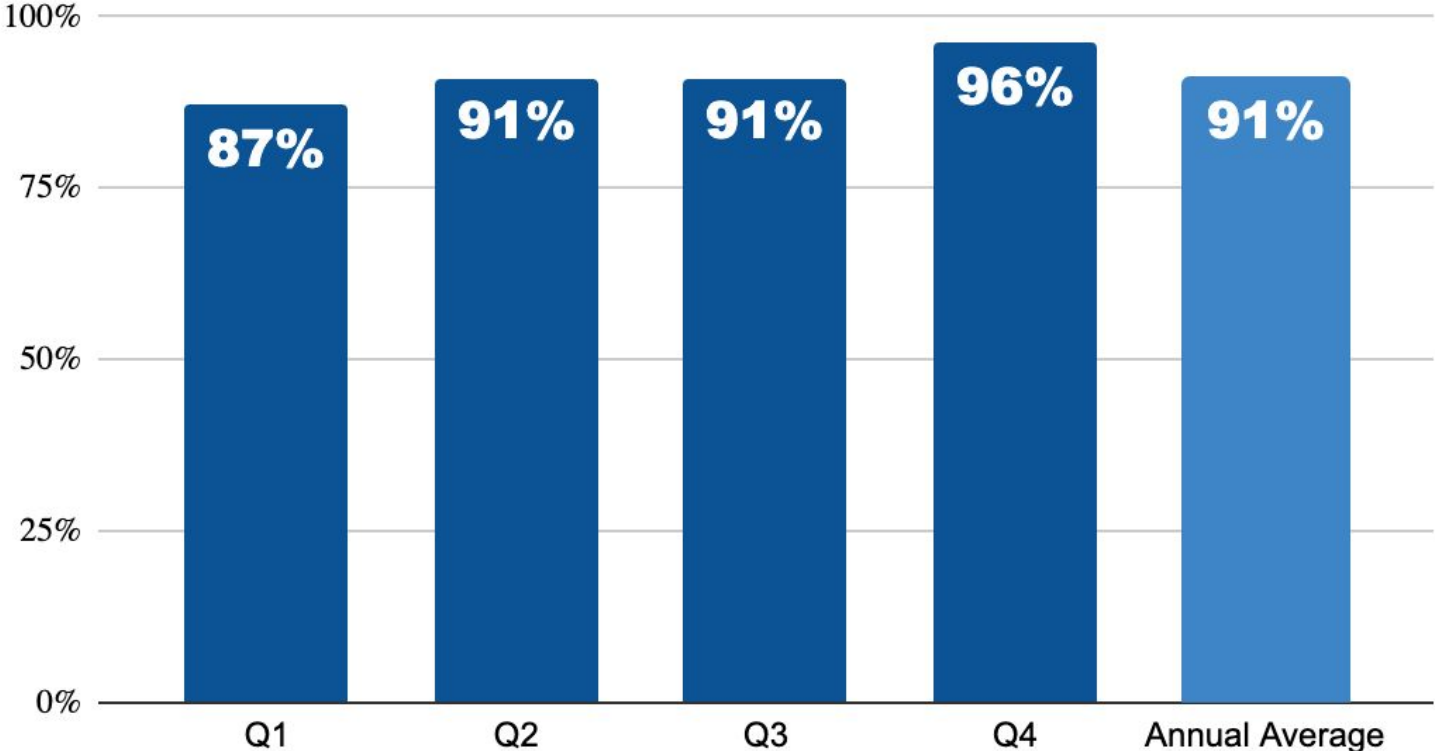
Source: U.S. Bureau of Labor Statistics.

## IT Work Orders Resolved - 72 Hours



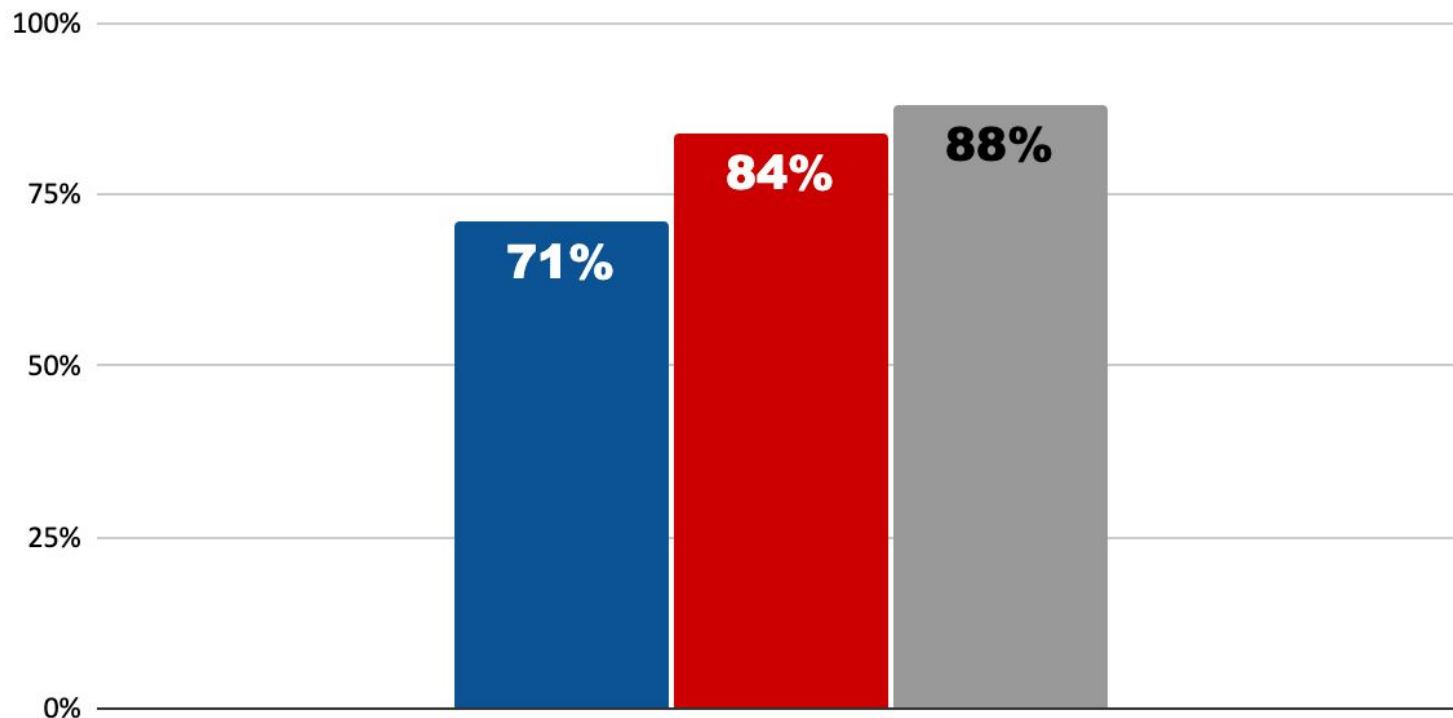


# SY2022 IT Work Orders Resolved in 72 Hours

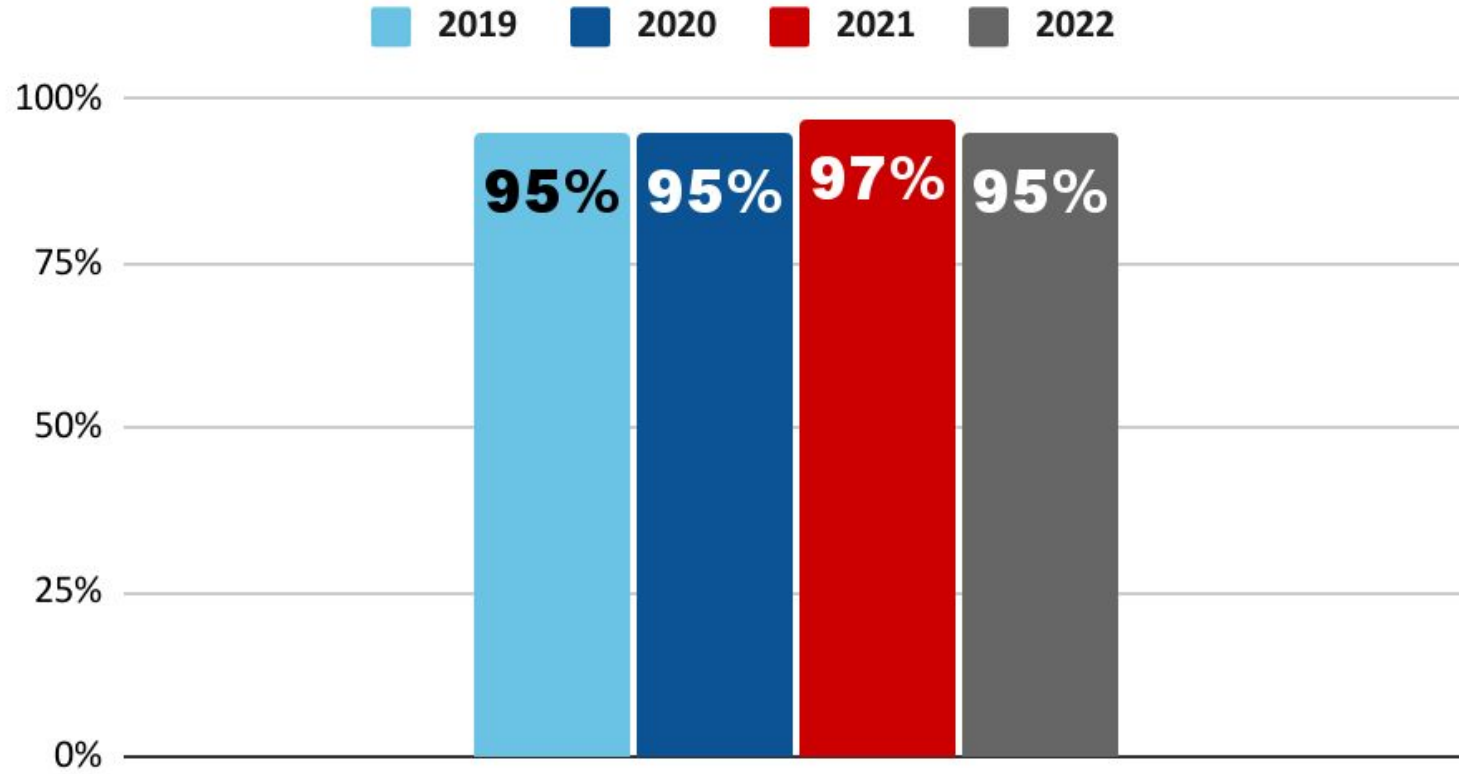


## Non-Emergency Maintenance Work Orders Resolved - 24 Hours

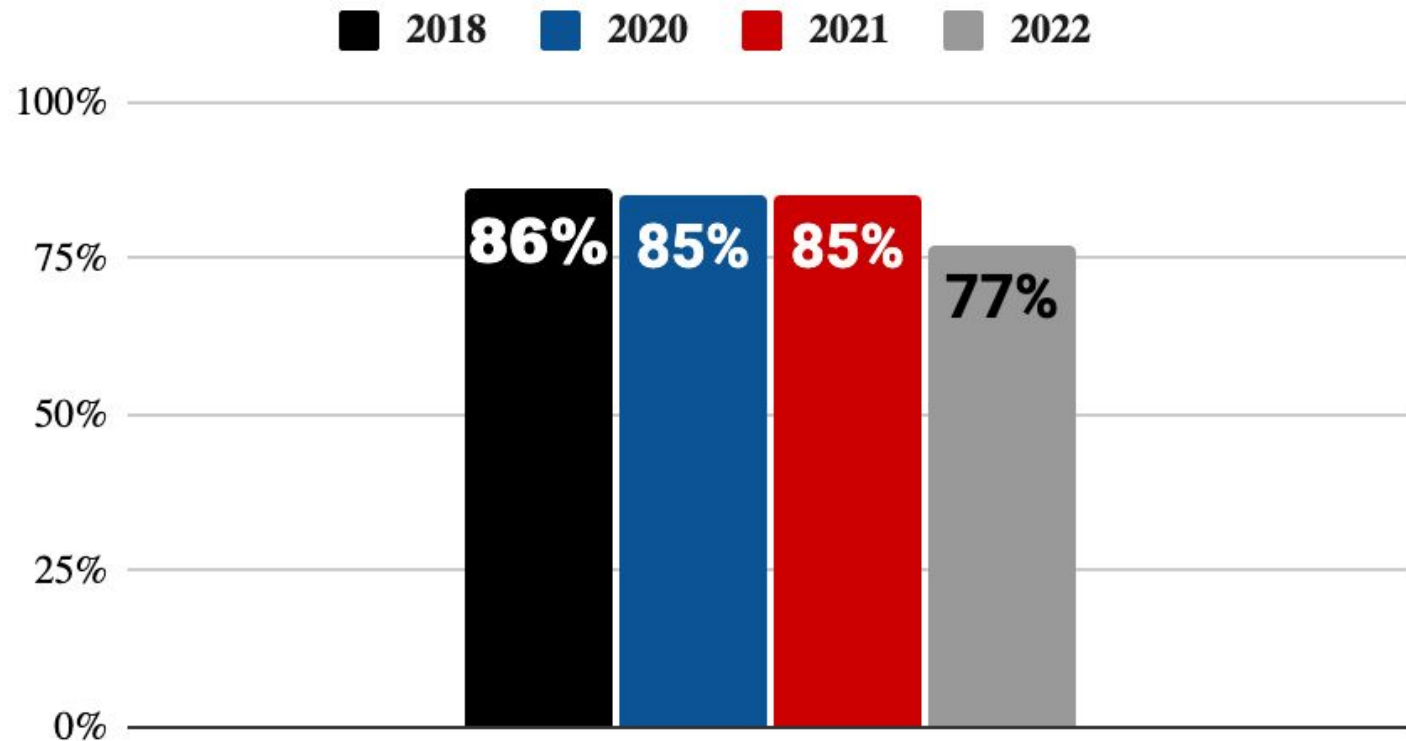
■ 2020 ■ 2021 ■ 2022



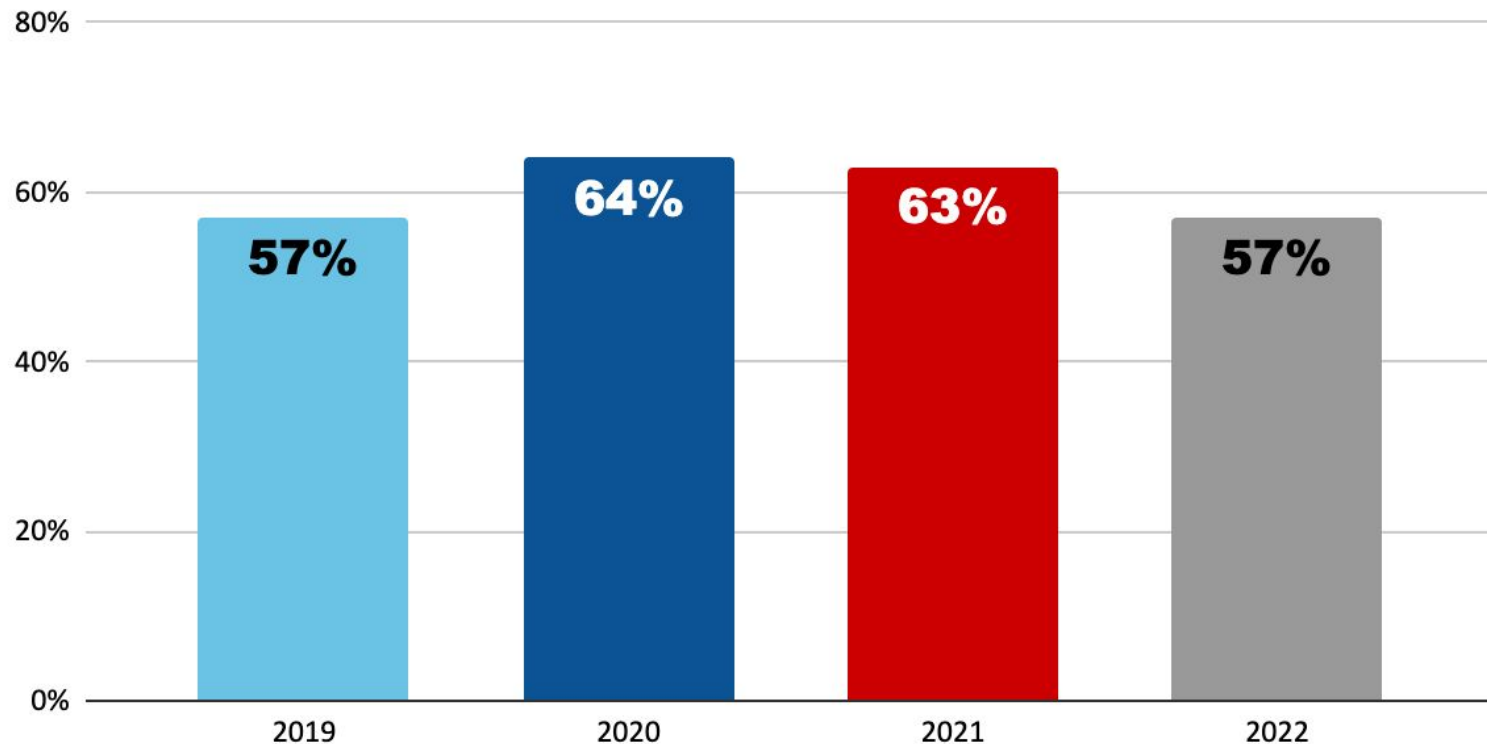
# Teacher Attendance Rate



# Annual Substitute Fill Rate



## Staff perception teachers use what is learned in professional learning



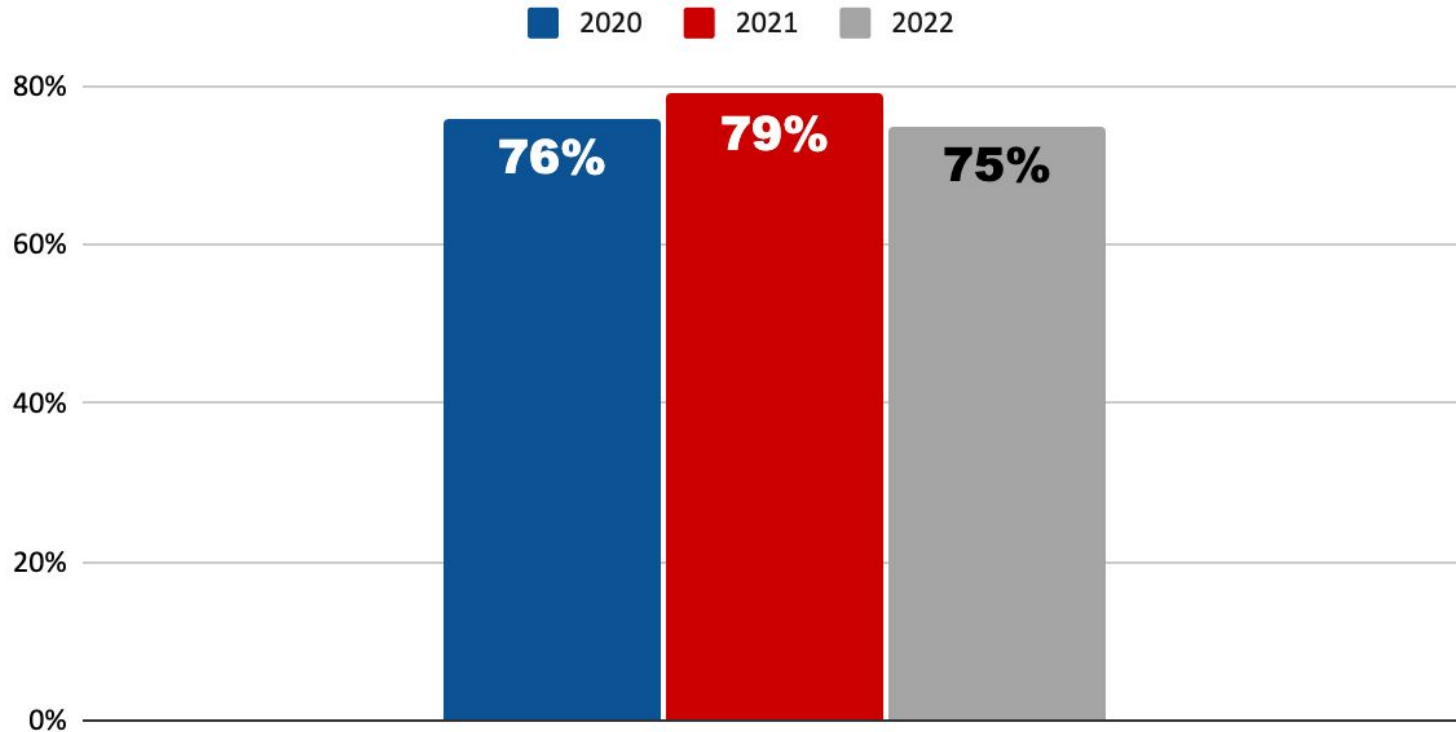
# Focus Area 4



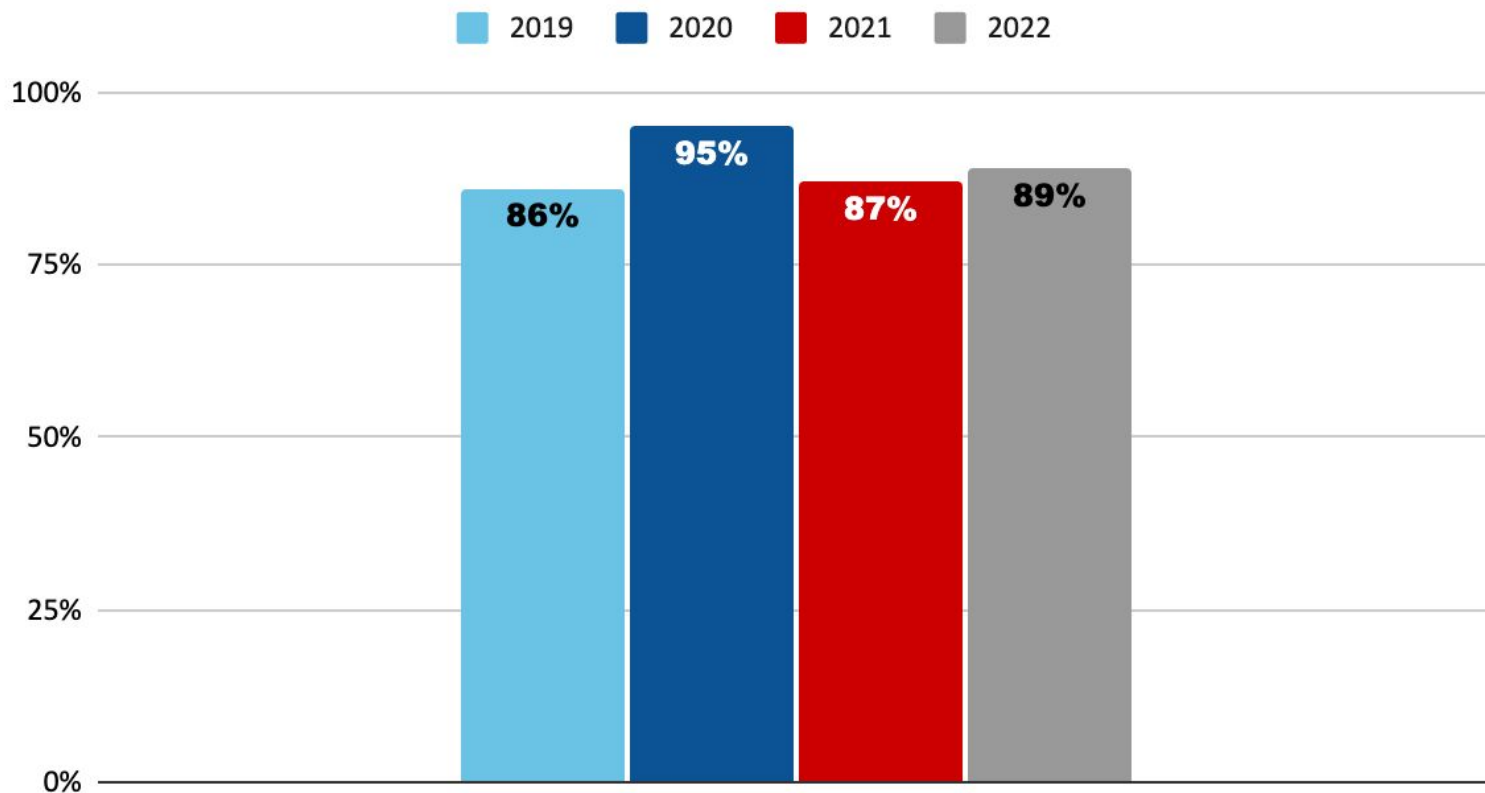
## Community Connections

- **Establish positive, collaborative partnerships with families that contribute to learning: 3 of 4 projects, 1 of 5 KPI's**
- **Engage parents and community members in shared decision making: 4 of 7 KPI's**

## Parent Perception of Engagement with Educators for setting Education Goals for Children

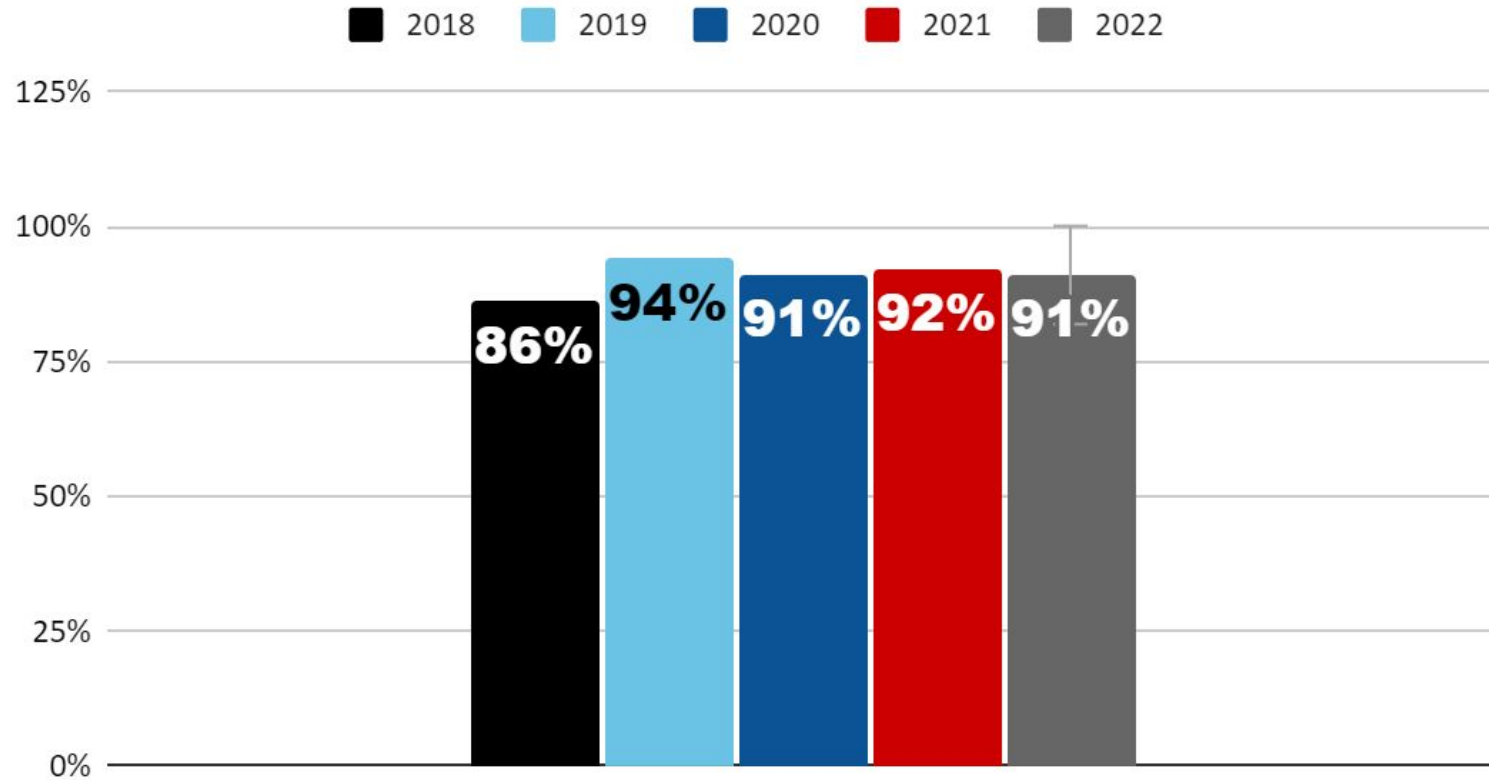


# Parent Participation in Parent-Teacher Conferences

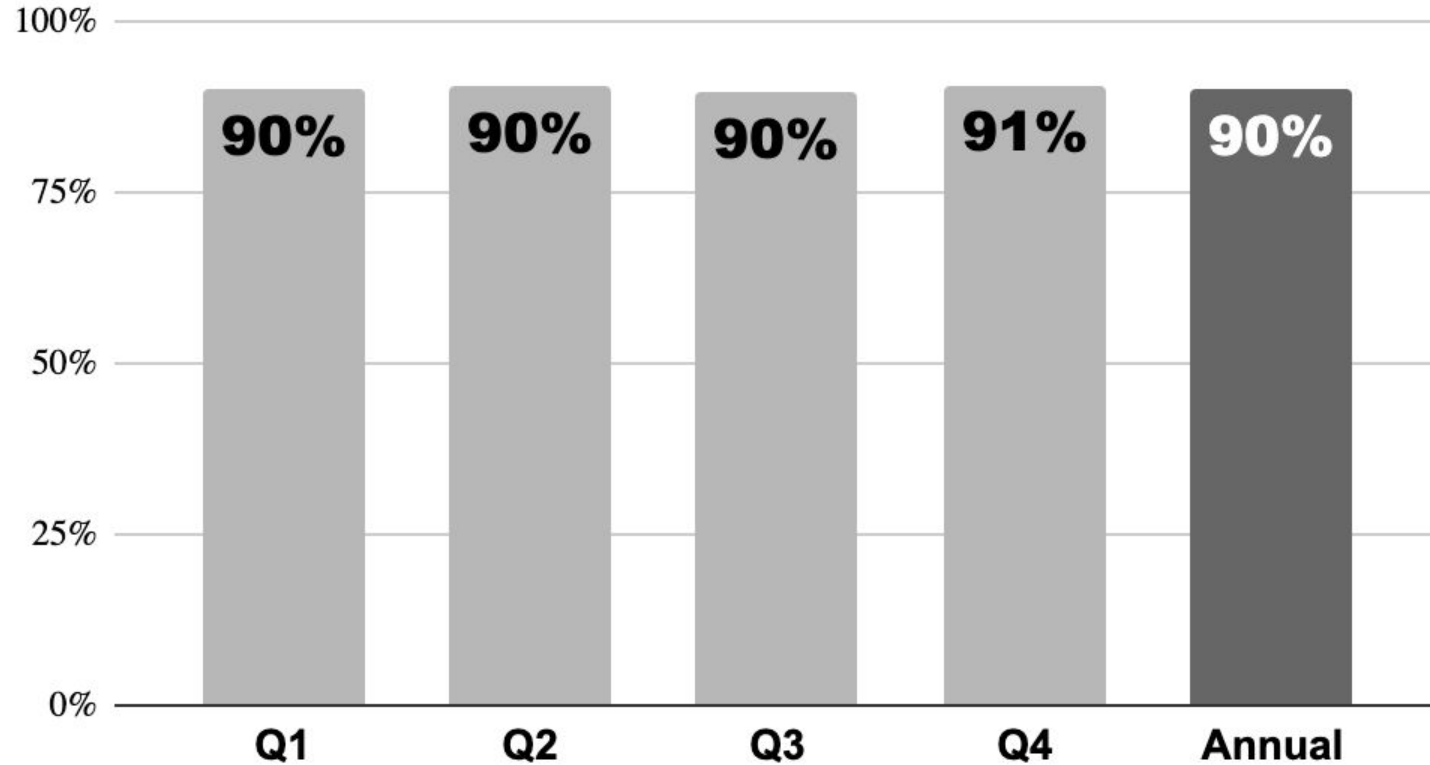




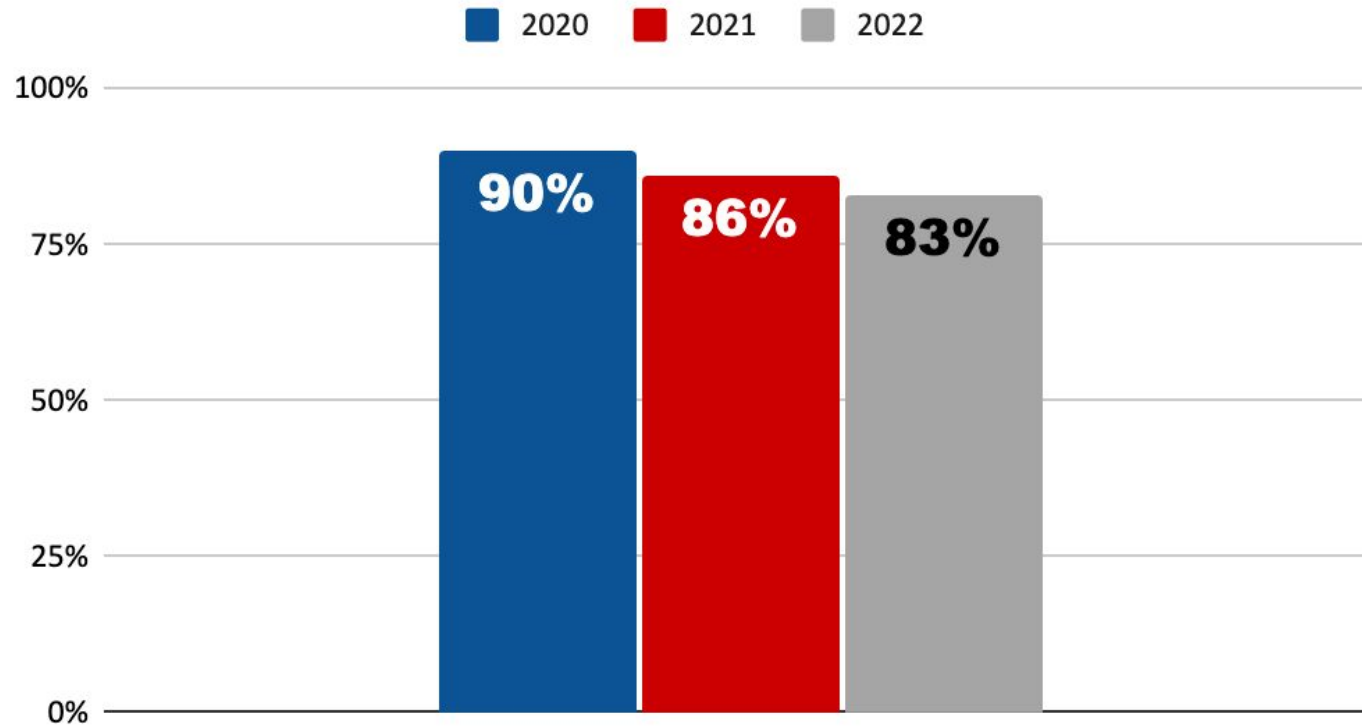
# Student Attendance Rates



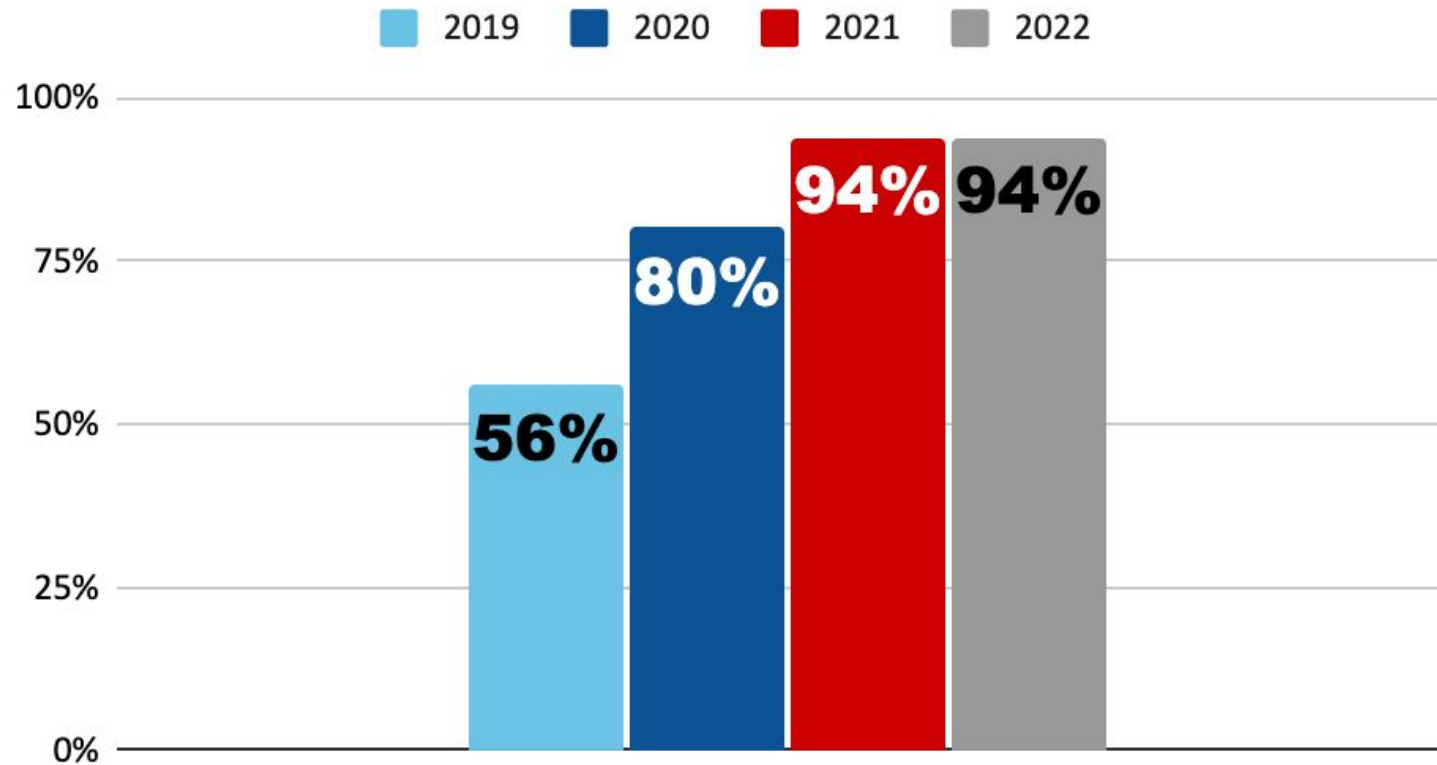
# SY2022 Quarterly Student Attendance



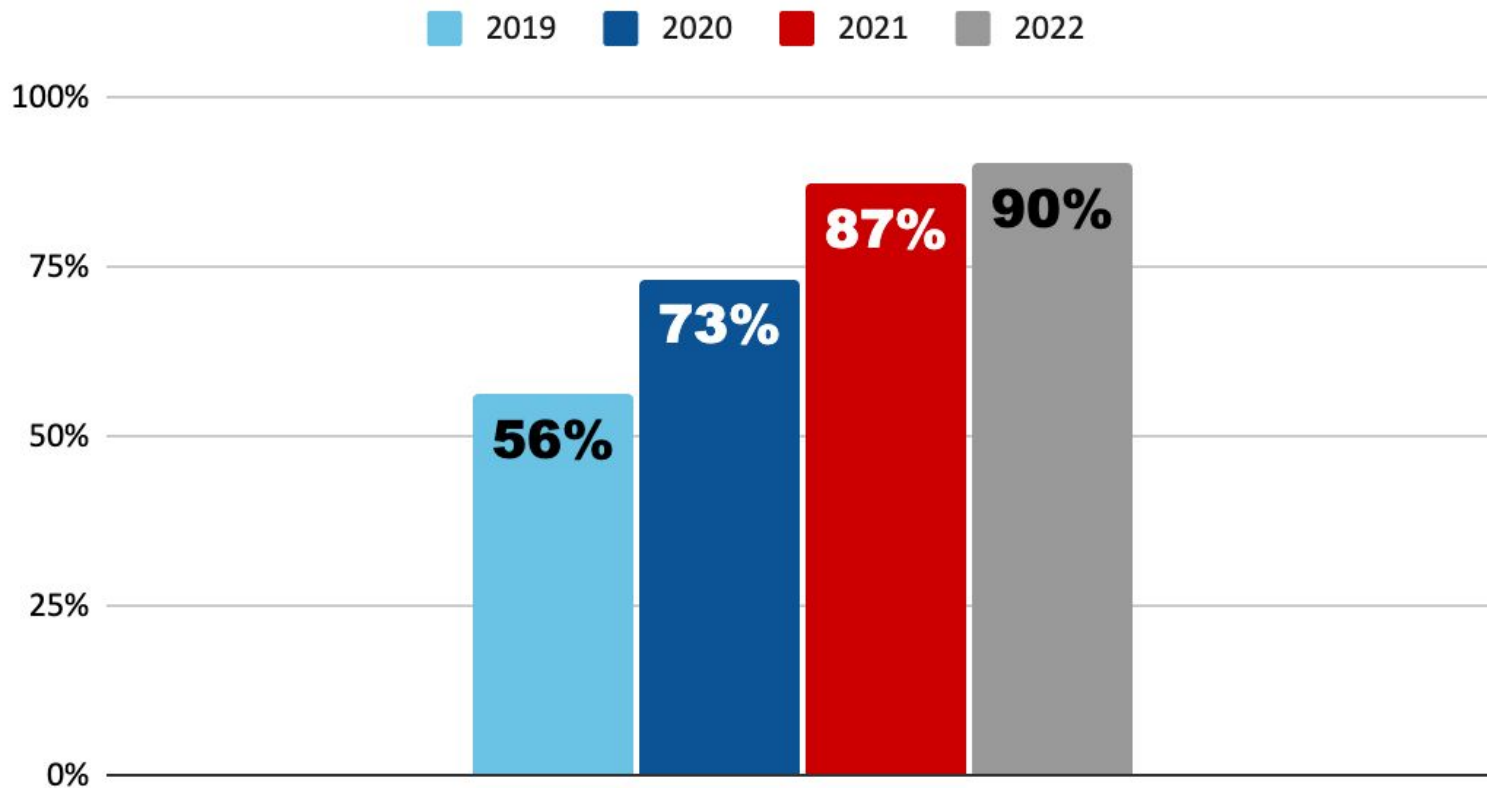
# Overall Parent Satisfaction Rating



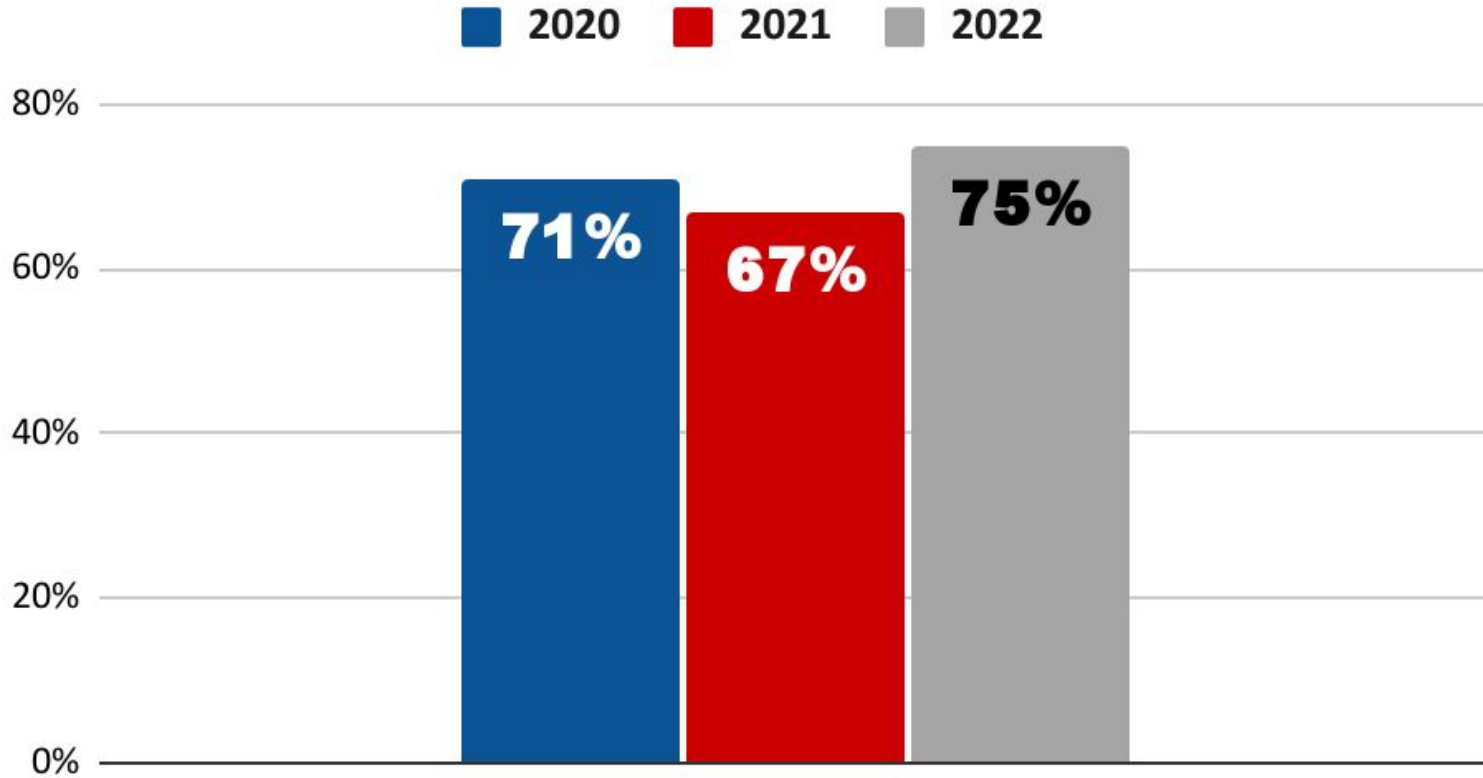
## Valid Parent Contact Information



# Parents Enrolled in ParentVue



# Parent Perception of District Seeking Parent Feedback



# Parents Giving School an Overall Grade of A or B

