

Wilson School District #7  
5 Year Strategic and Tactical Plan 2021-2026

Strategic Plan

Statement of Issue: *Why?*

***All students deserve a high-quality education that prepares them for college and career readiness.  
Provide all students with a high-quality, well-rounded educational experience that is rigorous, culturally relevant, student centered and engaging.***

Statement of Goal: *What?*

Innovation Area Curriculum and Instruction Date to be Completed: Ongoing Responsible Party: \_\_\_\_\_

Tactical Plan of Action

Objectives –Sub Goals <i>What?</i>	Critical Work Activities CWA <i>How?</i>	Responsible Person(s) <i>Who?</i>	Human Resource/ Physical Resource Required	FTE / Materials - Estimated Cost	Start (S) Completion(C) Date <i>When?</i>	Evidence of Accomplishment
<p><b><u>Curriculum Review</u></b></p> <p><b>Goal 1: Provide consistent evidence-based curriculum across the district, with culturally relevant content aligned to the state standards.</b></p>	<ol style="list-style-type: none"> <li>1. Adopt and implement culturally responsive, culturally relevant, and inclusive curricula.</li> <li>2. Evaluate the curriculum for culturally relevant topics and support to fill cultural gaps.</li> <li>3. Analyze the gaps of the curriculum and identify the changes that need to be made.</li> <li>4. Review all curriculum to ensure continuity both vertically and horizontal with standards.</li> <li>5. Train on Cultural Responsive Curriculum (CRC).</li> <li>6. Create a timeline and process for curriculum</li> </ol>	<ul style="list-style-type: none"> <li>• Team Leads</li> <li>• Principals</li> <li>• Assistant Principal</li> <li>• Instructional Coach</li> <li>• Curriculum Committee</li> </ul>	<p>Curriculum review manual</p>	<p>Cost of adopted curriculum</p>	<p>Spring 2023 (math, social studies, SEL)</p> <p>June 2024 (ELA, EL, etc.)</p> <p>Annual review/monitoring</p>	<ul style="list-style-type: none"> <li>• Evaluation paperwork.</li> <li>• Review documentation</li> <li>• Curriculum maps with WICOR</li> <li>• Curriculum Review Manual</li> <li>• Establish curriculum review committee.</li> <li>• Develop Rubric</li> <li>• Committee Recommendation</li> </ul>

Statement of

Issue:

***All students deserve a high-quality education that prepares them for college and career readiness.***

Statement of

Goal:

***Provide all students with a high-quality, well-rounded educational experience that is rigorous, culturally relevant, student centered and engaging.***

Objectives –Sub Goals	Critical Work Activities CWA	Responsible Person(s)	Resource Required	Cost	Completion Date	Evidence of Accomplishment
	review, adoption, and implementation. 7. Audit curriculum annually (CRC S audit curriculum) 8. Develop a curriculum plan that provides training and review of current district adopted curriculums. 9. Provide PD opportunities for district adopted curriculum throughout the year. 10. AVID training.					
<p><b><u>Instructional Practices</u></b></p> <p><b>Goal 1: Utilize Wilson Instructional Absolutes as an instructional model to design and implement rigorous, culturally relevant, student centered, and engaging lessons.</b></p>	1. Implement the AVID strategies to ensure high-quality learning experiences. 2. Train teachers to promote students’ self-reflection and self-assessment. 3. Provide training on high quality cooperative learning techniques. 4. Teach state standards using district adopted curriculum. 5. Monitor implementation of Wilson Instructional Absolutes and provide feedback to teachers during walk throughs and evaluations.	<ul style="list-style-type: none"> <li>• Principal</li> <li>• Assistant Principal</li> <li>• Instructional Coach</li> <li>• Teacher Leaders</li> <li>• AVID Tutors</li> <li>• AVID Coordinators</li> </ul>	Past data (academic and attendance)	AVID contracts	Ongoing 180 school days  June 2024  #6 – Summer Academy  #1 & #4 – Daily, ongoing monitoring	<ul style="list-style-type: none"> <li>• AVID CCI</li> <li>• Effective, thorough, and detailed lesson plans and units</li> <li>• Walkthrough data</li> <li>• Quarterly</li> </ul>

Statement of

Issue:

***All students deserve a high-quality education that prepares them for college and career readiness.***

Statement of

Goal:

***Provide all students with a high-quality, well-rounded educational experience that is rigorous, culturally relevant, student centered and engaging.***

Objectives –Sub Goals	Critical Work Activities CWA	Responsible Person(s)	Resource Required	Cost	Completion Date	Evidence of Accomplishment
	6. Design and implement project-based learning opportunities 7. Provide PD around project-based learning.					
<b><u>Professional Learning Communities</u></b>  <b>Goal 1:</b> <b>Foster a problem solving, growth mindset that will lead to continuous cycles of improved teaching and learning within PLCs.</b>	1. Expand and strengthen PLCs at schools to develop and share instructional solutions for learning needs. 2. Train and build effective PLC's at all levels. 3. Using data, conduct shared discussions around rigor and culturally relevant instruction. 4. Use data to create shared discussions around student-centered and engaging activities and instruction. 5. Create a culture where teachers are proficient with discussion involving instruction and data.	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Assistant Principals</li> <li>• Instructional Coaches</li> <li>• Teacher Leaders</li> <li>• MTSS Facilitators</li> </ul>	AVID Training specifically in Culturally-Relevant teaching PLC training		May 2024  Ongoing monitoring	<ul style="list-style-type: none"> <li>• PLC agendas and sign in sheets</li> <li>• Academic Language training module</li> </ul>

Statement of  
Issue:

***All students deserve a high-quality education that prepares them for college and career readiness.***

Statement of  
Goal:

***Provide all students with a high-quality, well-rounded educational experience that is rigorous, culturally relevant, student centered and engaging.***

Objectives –Sub Goals	Critical Work Activities CWA	Responsible Person(s)	Resource Required	Cost	Completion Date	Evidence of Accomplishment
<p><b><u>Instruction</u></b></p> <p><b>Goal 1: Raise the quality of effective instruction by providing a guaranteed and viable curriculum among PreK-8<sup>th</sup> classrooms.</b></p>	<ol style="list-style-type: none"> <li>1. Research high quality instructional practices.</li> <li>2. Communicate high expectations to students, parents and staff.</li> <li>3. Ensure all students have the materials and resources necessary for instruction.</li> <li>4. Ensure all curriculum is aligned to the state standards, is culturally relevant, and is highly engaging.</li> </ol>	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Instructional Coaches</li> <li>• Assistant Principals</li> </ul>	<ul style="list-style-type: none"> <li>• Online curriculum</li> <li>• Computers</li> </ul>	Curriculum costs	<p>June 2023 (math, social studies, SEL)</p> <p>Annual monitoring starting FY24</p>	<ul style="list-style-type: none"> <li>• Parent and staff meeting agendas</li> <li>• Curriculum review</li> <li>• Development of curriculum maps and pacing guides</li> </ul>
<p><b><u>AVID</u></b></p> <p><b>Goal 1: Implement district wide AVID expectations PreK-8<sup>th</sup>.</b></p>	<ol style="list-style-type: none"> <li>1. Develop AVID expectations that progress PreK-8<sup>th</sup>.</li> <li>2. Expand and strengthen AVID at school sites through establishing school goals, action plans, and accountability. (AVID Site Plans)</li> <li>3. Train a variety of faculty to present the AVID modules.</li> <li>4. Monitor using Classroom Walk-Throughs (CWT) to provide feedback on implementation of AVID expectations.</li> </ol>	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Assistant Principals</li> <li>• Instructional Coaches</li> <li>• Family Engagement Person</li> <li>• AVID Coordinators &amp; site teams</li> <li>• Community Center</li> <li>• PTO</li> </ul>		Incentives	<p>May 2024</p> <p>Annual monitoring starting FY24</p>	<ul style="list-style-type: none"> <li>• Site plans</li> <li>• AVID Progression document</li> </ul>

Statement of

Issue:

***All students deserve a high-quality education that prepares them for college and career readiness.***

Statement of

Goal:

***Provide all students with a high-quality, well-rounded educational experience that is rigorous, culturally relevant, student centered and engaging.***

Objectives –Sub Goals	Critical Work Activities CWA	Responsible Person(s)	Resource Required	Cost	Completion Date	Evidence of Accomplishment
<p><b>Goal 2:</b></p> <p><b>Maintain National Demonstration School status at Elementary and become a Schoolwide Site of Distinction at Primary.</b></p>	<ol style="list-style-type: none"> <li>1. On-going Training annually for all staff               <ol style="list-style-type: none"> <li>1) Path Training                   <ol style="list-style-type: none"> <li>a) Content Specific</li> <li>b) Summer and Fall</li> </ol> </li> <li>2) Summer Institute                   <ol style="list-style-type: none"> <li>a) Content Specific</li> <li>b) Summer</li> <li>c) Team Building</li> <li>d) Site planning</li> </ol> </li> <li>3) AVID Modules                   <ol style="list-style-type: none"> <li>a) 1 per month – differentiated for individual learning plans.</li> </ol> </li> <li>4) Tutorial modules</li> <li>5) Collaborative Study Groups</li> </ol> </li> <li>2. Quarterly Parent Modules</li> <li>3. Site Plan – for each campus aligned to the strategic plan</li> <li>4. Utilize the Coaching and Certification Instrument provided by AVID to evaluate implementation and program effectiveness.</li> <li>5. Visit other AVID sites</li> <li>6. Provide monthly guest speakers for PreK-8.</li> </ol>	<ul style="list-style-type: none"> <li>• AVID coordinators&amp; site teams</li> <li>• Principals</li> </ul>	<ol style="list-style-type: none"> <li>1. Path training and summer institute</li> <li>2. Prizes and incentives for parent modules</li> <li>3. Sub</li> </ol>	<p>Path</p> <p>Summer Institute</p> <p>Prizes</p> <p>Subs</p>	<p>Spring 2024</p> <p>Annual monitoring starting FY24</p>	<ul style="list-style-type: none"> <li>• National Demonstration status</li> <li>• Schoolwide Site of Distinction</li> <li>• Student, parent, and teacher surveys</li> <li>• Coaching and certification instruments</li> <li>• Site plans</li> </ul>

Statement of

Issue:

***All students deserve a high-quality education that prepares them for college and career readiness.***

Statement of

Goal:

***Provide all students with a high-quality, well-rounded educational experience that is rigorous, culturally relevant, student centered and engaging.***

Objectives –Sub Goals	Critical Work Activities CWA	Responsible Person(s)	Resource Required	Cost	Completion Date	Evidence of Accomplishment
	7. Create a growth mindset culture where teachers have high expectations for all students.					
<p><b><u>Assessment</u></b></p> <p><b>Goal 1:</b>  <b>Create, implement, and analyze formative assessments, using district adopted systems to immediately inform instruction and support student learning.</b></p>	<ol style="list-style-type: none"> <li>1. Use data to plan intentional and targeted instruction.</li> <li>2. Differentiate instruction by analyzing assessment data.</li> </ol>	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Team Leads</li> <li>• Instructional Coach</li> <li>• Teachers</li> <li>• MTSS Coordinators</li> </ul>			December 2021- May 2024	<ul style="list-style-type: none"> <li>• Student and student data talks</li> <li>• Lesson plan examples</li> <li>• Data analysis recording tools</li> </ul>
<p><b><u>Exceptional Education</u></b></p> <p><b>Goal 1:</b>  <b>Provide a well-rounded educational experience for all ExEd students that contains grade level specific, rigorous classes with high expectations.</b></p>	<ol style="list-style-type: none"> <li>1. Provide regular collaboration time between general ed and ExEd teachers to align lessons and monitor progress and needs.</li> <li>2. Align all lessons to grade level standards while ensuring IEP goals are met.</li> <li>3. Develop effective models for ExEd instruction.</li> <li>4. Train all teachers in effective instructional strategies for ExEd students.</li> </ol>	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Assistant Principals</li> <li>• Instructional Coaches</li> <li>• MTSS coordinator</li> <li>• Director of Special Education</li> </ul>	<ul style="list-style-type: none"> <li>• Examples of ExEd models</li> <li>• Training on models</li> <li>• MTSS Coordinator</li> </ul>	<ul style="list-style-type: none"> <li>• Training</li> </ul>	December 2021- May 2024	<ul style="list-style-type: none"> <li>• Agendas for progress monitoring</li> <li>• Lesson plans</li> <li>• IEP's</li> <li>• Adopted Model design</li> </ul>

Statement of

Issue:

***All students deserve a high-quality education that prepares them for college and career readiness.***

Statement of

Goal:

***Provide all students with a high-quality, well-rounded educational experience that is rigorous, culturally relevant, student centered and engaging.***

Objectives –Sub Goals	Critical Work Activities CWA	Responsible Person(s)	Resource Required	Cost	Completion Date	Evidence of Accomplishment
	<ol style="list-style-type: none"> <li>5. MTSS coordination to ensure timely identification and support.</li> <li>6. Train all staff in accommodation and modification strategies.</li> <li>7. Train Ex-Ed staff in writing effective IEP's.</li> <li>8. Train all staff on effectively implementing the IEP in the general education classroom.</li> <li>9. Train all staff in disability awareness.</li> </ol>					
<p><b><u>English Language Learners</u></b></p> <p><b>Goal 1:</b>  <b>Alleviate barriers and ensure English Language Learners have equal access to high-quality English Language Development curriculum and instructional practices.</b></p>	<ol style="list-style-type: none"> <li>1. Ensure all Wilson EL students are scheduled into grade level curriculum classes with support.</li> <li>2. Review EL supports at all grade levels, identify barriers, and provide supports to reduce the barriers.</li> <li>3. Train teachers on effective EL instructional practices.</li> <li>4. Establish the integrated and targeted instructional blocks.</li> <li>5. Plan and implement lessons aligned to ELP standards.</li> <li>6. Monitor progress of EL.</li> </ol>	<ul style="list-style-type: none"> <li>• Principals</li> <li>• Instructional Coaches</li> <li>• Teachers</li> </ul>	<ul style="list-style-type: none"> <li>• Additional Instructional Assistant support</li> </ul>		<p>December 2021-ongoing</p> <p>May 2024</p>	<ul style="list-style-type: none"> <li>• AZELLA scores</li> <li>• Lesson plans</li> <li>• Mastery Schedules</li> </ul>

Statement of

Issue:

***All students deserve a high-quality education that prepares them for college and career readiness.***

Statement of

Goal:

***Provide all students with a high-quality, well-rounded educational experience that is rigorous, culturally relevant, student centered and engaging.***

Objectives –Sub Goals	Critical Work Activities CWA	Responsible Person(s)	Resource Required	Cost	Completion Date	Evidence of Accomplishment
<p><b><u>Preschool</u></b></p> <p><b>Goal 1:</b> Provide high quality preschool experiences through the use of evidence-based strategies.</p>	<ol style="list-style-type: none"> <li>Expand early intervention through preschool experiences that promote kindergarten readiness.</li> <li>Provide training in district adopted curriculum.</li> <li>Align instruction to meet the Arizona Early Learning Standards.</li> <li>Administer and analyze benchmark assessments.</li> </ol>	<ul style="list-style-type: none"> <li>Principal</li> <li>Assistant principals</li> <li>Teachers</li> <li>Instructional Coaches</li> </ul>	<ul style="list-style-type: none"> <li>Training</li> <li>Benchmark testing</li> </ul>	<ul style="list-style-type: none"> <li>Curriculum</li> <li>Licenses</li> <li>Training</li> </ul>	<p>May 2023 (completed)</p> <p>Annual monitoring starting FY 24</p>	<ul style="list-style-type: none"> <li>Benchmark assessments</li> <li>Kinder readiness skills</li> <li>Training sign in sheets and agendas</li> <li>AZDHS</li> <li>Quality First</li> </ul>
<p><b><u>Special Areas/Elective</u></b></p> <p><b>Goal 1:</b> Provide a variety of unique, high-quality programs of study that will drive student interests, nurture talents, and expand college and career choices.</p> <p><b>Goal 2:</b> Enhance student physical well-being with school based and sponsored health services, promotion of healthy eating habits, and coordination of prevention training.</p>	<ol style="list-style-type: none"> <li>Conduct an interest survey with students, community, and staff.</li> <li>Implement unique learning experiences in special area/elective classes.</li> <li>Monitor the effectiveness of implementation by using CWT and observations.</li> <li>Review current offerings each year.</li> <li>Provide opportunities for health and wellness services.</li> <li>Train staff in procedures.</li> <li>Utilize current partners to promote health services and physical well-being for the school and community.</li> </ol>	<ul style="list-style-type: none"> <li>Principals</li> <li>Teachers</li> <li>Nurse</li> </ul>	<p>Manipulative software</p>		<p>Annual monitoring starting FY24</p>	<p>Survey data</p> <p>CWT data</p> <p>Student Choice Sheets</p>
<p><b><u>School Safety &amp;</u></b></p>	<ol style="list-style-type: none"> <li>Adopt SEL district program.</li> </ol>	<ul style="list-style-type: none"> <li>SRO</li> </ul>	<p>Attend trainings</p>		<p>July 2023</p>	<p>Lesson plans</p> <p>Discipline data</p>

Statement of

Issue:

***All students deserve a high-quality education that prepares them for college and career readiness.***

Statement of

Goal:

***Provide all students with a high-quality, well-rounded educational experience that is rigorous, culturally relevant, student centered and engaging.***

Objectives –Sub Goals	Critical Work Activities CWA	Responsible Person(s)	Resource Required	Cost	Completion Date	Evidence of Accomplishment
<p><b><u>Social and Emotional Learning (SEL)</u></b>  <b>Goal 1:</b>  <b>Develop a social &amp; emotional learning program, and anti-bullying initiatives.</b>  <b>Goal 2:</b>  <b>Strengthen school safety through infrastructure improvements, staff training, threat assessment procedures, and emergency response plans.</b>  <b>Goal 3:</b>  <b>Create survey for parents and students</b></p>	<ol style="list-style-type: none"> <li>Incorporate SEL into daily lesson plans.</li> <li>Train staff on district adopted SEL programs.</li> <li>Create and implement an anti-bullying program.</li> <li>Monitor effectiveness of SEL program by using data obtained through monthly meetings.</li> <li>Review effectiveness of infrastructure, threat assessment procedures, and emergency response plans.</li> <li>Implement procedures to ensure safe learning environments.</li> </ol>	<ul style="list-style-type: none"> <li>MTSS facilitator</li> <li>Assistant Principal</li> <li>Counselors</li> </ul>	(trust, state, and sheriff department)		<p>Annual monitoring beginning FY24</p> <p>Survey parents May 2024</p>	<p>Valle del Sol Community ADE-School Safety</p>
<p><b><u>PBIS</u></b>  <b>Goal 1:</b>  <b>Develop a multi-tiered PBIS structure PreK-8.</b></p>	<ol style="list-style-type: none"> <li>Create the PBIS expectations.</li> <li>Train all staff in PBIS and Social Emotional Learning prior to the start of the school year.</li> <li>Fully implement PBIS.</li> <li>Monitor the implementation and effectiveness of PBIS.</li> <li>Review PBIS data quarterly and provide quarterly training based on the data.</li> <li>Provide training based on quarterly PBIS data</li> </ol>	<p>SRO            MTSS facilitator            Assistant Principal            Counselors</p>			<p>Completed</p> <p>Annual Monitoring Beginning FY24</p>	<p>Discipline Referral            Attendance Records            ISI Referrals            Counseling            Documentation</p>

Statement of  
Issue:

***All students deserve a high-quality education that prepares them for college and career readiness.***

Statement of  
Goal:

***Provide all students with a high-quality, well-rounded educational experience that is rigorous, culturally relevant, student centered and engaging.***

Objectives –Sub Goals	Critical Work Activities CWA	Responsible Person(s)	Resource Required	Cost	Completion Date	Evidence of Accomplishment