



2023-27 PHOENIX-TALENT SCHOOLS JOURNEY TO EXCELLENCE FOR EVERYONE

Our Vision:

Together, we shall meet the challenges of preparing responsible, creative, life-long learners.

Our Path:

Phoenix-Talent Schools' four-year plan provides a roadmap that includes *four goals* to guide our work through 2027. To achieve our goals, *focus areas* for success identify practices that reflect our beliefs and shall be incorporated into our daily work.

2023-2027

PHOENIX-TALENT SCHOOLS

GOALS and STRATEGIC OBJECTIVES

By the year 2027 our students will:

Attend School Regularly

Eighty-five percent of students will attend 90% or more of each school year.

We will:

- Engage students and families.
- Incentivize and celebrate good and improved attendance.
- Provide personalized early outreach.
- Develop programmatic responses to barriers.
- Maintain strong attendance data teams at each school as part of the MTSS system.
- Communicate with families the importance of attending school regularly.
- Implement clearly articulated attendance policies and expectations at each school.
- Connect families and students with community resources to support a high level of attendance.
- Ensure that each child is actively engaged in each school and is connected to an adult in the school.

Be Successful in English Language Arts and Mathematics

Forty-five percent of students in 3rd Grade will meet state grade-level expectations in Language Arts and thirty-five percent of students in 8th grade will meet state grade-level Mathematics expectations district-wide.

We will:

- We will implement grade-level or content-specific Professional Learning Communities (PLCs) rooted in continuous improvement cycles and informed by data-based decisions.
- We will develop strong reading foundations grounded in the Science of Reading.
- We will implement Board-adopted curricula with precision and integrity guided by curricular pacing guides.



WE BELIEVE:

That diversity enriches the community; each person has a right to be treated with respect and dignity.

Everyone can learn. Learning is the result of a team effort between community, school, family and student.

Our schools provide a safe environment where healthy values, minds and bodies can grow and learn.

It is our responsibility to provide multiple opportunities to succeed.

Our educational program shall provide a core set of knowledge and skills that cultivates personal excellence for success.

In ensuring, all graduates are life-long learners who are respectful, confident and prepared for college, career and citizenship.

- We will provide ongoing, embedded professional development in language arts and mathematics through instructional coaching for every teacher.
- We will strengthen our Multi-Tiered Systems of Support (MTSS) to ensure that all students receive the instruction and interventions that they need.
- We will enhance student engagement and growth by using high-leverage instructional practices and Universal Design for Learning.
- We will partner with families to build capacity and strengthen the home-to-school connection through literacy and math-centered family engagement opportunities.



On-Track by Grade 10

Every student at the completion of ninth grade will have six or more credits.

We will:

- Connect teachers, leaders, and staff to appropriate strategies, professional development, and resources for facilitating academic and socio-emotional growth of high school students.
- Utilize MTSS to help students stay on track.
- Facilitate and ensure a smooth and successful transition from 8th grade to high school.
- Interact with families and build upon relationships to determine how best to engage each individual student in classes, activities, and their future.
- Determine appropriate supports for the success of each student.

High School Graduation

Ninety-six percent of all students will graduate on time with a regular or modified diploma within four years of starting high school.

We will:

- Engage students through interest-driven programs that are created based on student interests and regional needs with an emphasis on individual post-secondary goals.
- Provide personalized learning that ensures students are engaged in and own their learning process.
- Root ourselves in culturally-responsive practices.
- Strengthen the advisory program through comprehensive school counseling practices including MTSS and restorative processes.
- Ensure that every high school student is known by name, strength, and need.
- Create multiple pathways for meeting graduation requirements including flexible credit earning options.
- Provide every student with community experiences prior to graduating from high school.



Strategic Outcomes

- Decrease disparities in student achievement with all sub groups making appropriate academic growth and progress.
- All students, staff, and community members will feel safe, respected, valued, and included in our schools.
- Provide opportunities for families to engage in 2-way communication experiences.
- Ensure families are engaged and not overwhelmed with the expectation to participate in their child's K-12 education.
- Our students will develop proficient academic and social skills to allow them to access current and future opportunities.
- Our students will be prepared for college and/or careers.
- We will provide equitable opportunities for all students.



Strategies for Success

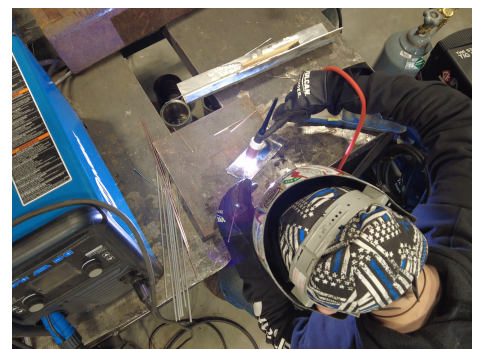
We will:

- Offer extended learning opportunities.
- Maximize students' physical and mental health.
- Support and expand CTE opportunities.
- Maximize magnet programs.
- Support/enhance fine and performing arts programs.
- Break down barriers that prevent families from engaging in school decision-making and conversations.
- Develop a cohesive and coordinated calendar of parent/family meetings.
- Develop a PTS District compact for community partners.
- Use a broad range of data sources to identify areas of inequity.



Implementation of the strategies by:

- Offering expanded summer school programs
- Offering continued after school programs
- Hiring a school nurse (district-wide)
- Maintaining our partnership with La Clinica (SBHCs)
- Hiring and retaining graduation coaches
- Hiring and retaining additional school counselors
- Hiring and retaining school psychologists
- Offering additional CTE Pathways (early learning, health care, cosmetology, etc.)
- Hiring and retaining college advisors
- Continuing to partner with Project Youth +
- Maintaining and expanding our School Resource Officer program
- Hiring and retaining additional primary grades instructional assistants



- Hiring and retaining music staff and purchase necessary instruments
- Hosting improved and focused parent/family meetings
- Investing in bilingual staff members
- Providing training to support staff members' skill sets in the areas of Special Education, Diversity, and other key areas
- Continuing to support and expand Phoenix-Talent Rising Academy
- Making physical plant improvements to support belonging/safety
- Creating a guiding compact for district/community partnerships



Equity, Diversity, and Inclusion

We are committed to an environment that requires the removal of barriers and the promotion of inclusive practices so that all students fully benefit. We are focused on several strategic priorities related to a continuous culture of equity:

- Narrow the Opportunity Gaps
- Use Disaggregated Data to Inform Decision-Making
- Address Systemic Inequities
- Elevate Student, Staff & Community Voice
- Diversify our Workforce
- Focus on Professional Learning
- Represent Diverse Perspectives in Curriculum

Focus on Professional Development

<p><i>Staff/Student Engaged Learning</i></p> <p>High Leverage Instructional Practices Professional Learning Communities Student Engagement</p>	<p><i>Culture of Equity</i></p> <p>Equitable Grading Practices Multiple Pathways to Proficiency Foundations of Equity & Cultural Responsiveness Responding to Bias & Hate</p>
<p><i>Systems of Support</i></p> <p>Multi-Tiered Systems of Support *Academics *Behavior/SEL *Attendance</p>	<p><i>Community Engagement</i></p> <p>Family Engagement Best Practices Authentically Engage our Community Partners</p>