



2020-23 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' three-year plan provides a roadmap that includes *four goals* to guide our work through 2023. To achieve our goals, *focus areas* for success identify practices that reflect our beliefs and shall be incorporated into our daily work.

2020-2023

PHOENIX-TALENT SCHOOLS

GOALS and STRATEGIC OBJECTIVES

By the year 2023 our students will:

Attend School Regularly

Ninety percent of students will attend 90% or more of each school year.

We will:

- 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

Sixty percent of students in 3rd-8th and 10th grades will meet state grade-level expectations in English Language Arts and Mathematics district-wide.

We will:

- Develop a strong, early foundation for the English language arts and math foundation for elementary student through sustained guidance, resources, and professional development for K-5 teachers.
- Incorporate K-12 learning pathways and current technology into programs at all levels.
- Ensure successful transition in English and math classes in Grades 6-9 by aligning standards, assessments, and materials.
- Identify the needs of students and teachers early and accelerate support at all levels.
- Transform student engagement and performance in English and math by facilitating teachers and leaders' mastery of instructional practices and concepts.

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.

This strategic roadmap to the future challenges us, as a community to embrace bold goals for every child in PTS. It is driven by our deep belief in our students' abilities and by their own aspirations for their future.

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 effective strategies, professional development, and resources for facilitating academic and socio-emotional growth of high school students.
- Implement an early warning system to help students stay on track.
- Ensure a strong transition from 8th grade to high school.
- Connect with families to provide information on the variety of opportunities for students to engage in classes, activities, and their future.
- Provide interventions and support for students to be successful.



High School Graduation

Ninety 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, culturally-responsive practices, personalized learning, and timely feedback that push them to take responsibility for their own learning.
- Strengthen the advisory program that ensures every high school student is known by name, strength, and need.
- Create pathways for meeting graduation requirements with emphasis on individual post-secondary goals.
- Provide every student with community experiences and/or work-based internships prior to graduating from high school.



Strategic Objectives:

- Every K-12 educator and classified staff will be trained on strategies and techniques to help students self-regulate and maximize in-classroom time.
- We will have increased intentional educator support, targeted in grades K-2, resulting in positive changes in school climate, working and learning conditions, and 3rd grade reading and math proficiency.
- All students K-12 will be afforded more inclusive, well-rounded educational opportunities to increase their engagement and connection to a safe, welcoming school environment.
- We will create more culturally relevant and authentic learning opportunities outside the typical school day/year.
- Students and their families will receive needed mental and behavioral health support by qualified, trained staff and through community partnerships.

Strategies for success:

We will:

- Develop a district-wide equity focused framework with differentiated tiered support for addressing social-emotional learning and create coherence between all schools to support staff and meet the needs of all students.
- Make a long-term commitment to providing properly trained staff to ensure increased instructional effectiveness in primary grades and core subject areas. Strategies will include hiring additional staff members and providing professional development opportunities for all staff.
- Develop well-rounded students prepared for the workforce through a variety of diverse exposures and experiences.
- Make a commitment to an academic equity lens. Focus will be on cultural awareness as it relates to curriculum, professional development and an inclusive environment.
- Create intentional opportunities for students and families to engage and authentically connect to their school community, so they feel welcomed as full participants in the educational journey.

Implementation of the strategies by:

We will:

- Hire a district-wide social emotional Professional Development facilitator.
- Hire additional Instructional Assistants for all Kindergarten classrooms and one Instructional Assistant grade levels 1 & 2 at each elementary building
- Partner with La Clinica to provide School Based Health services
- Create an Inclusion Support Team
- Hire a School Psychologist
- Create an 'Onboarding' academy for new staff
- Hire additional teachers at Phoenix Elementary School and Orchard Hill Elementary School to reduce class size and increase support
- Support Talent Middle School in restructuring a master schedule and possibly hire .5 FTE to reduce core subject area class size
- Hire a diverse staff that reflects our student demographics
- Purchase adopted culturally relevant curriculum
- Hire two music teachers to create a full K-5 music program and purchase curriculum and technology for K-5 music
- Provide healthy and culturally diverse food
- Hire additional Instructional Assistants for Special Education classrooms
- Provide professional development for implicit bias training, cultural awareness, and instructional best practices
- Create an Inclusion Support Team consisting of three Instructional Aides
- Provide opportunities for parents and community to provide progress feedback
- Provide parent and community learning opportunities to respond to requests from our underrepresented populations

We are committed to foster an environment of Diversity, Equity and Inclusion

We will:

- Continue to develop systems that must apply an equity lens to how leaders lead, educators teach, and students learn to create opportunities for all students and families.
- Hire culturally competent and equity-literate educators and use academic content to reduce implicit bias.
- Use of inclusion and integration initiatives.
- Fostering an environment that treats all people with dignity and respect.
- Recognize the rights of all individuals
- Demonstrate acceptance without biases based on differences of any kind.

Areas of Focus

These areas of focus support our collective vision on the most important practices that each of us can embrace to help us reach our goals. For each focus area, we have articulated practices and beliefs that guide what we must do well in every classroom, in every school, across our entire district to ensure success for all students.

Meet Mental & Behavioral Health Needs

Tending to the mental and social health needs of families and students helps to ensure that all students have access to quality educational resources and opportunities to be successful.

- Use of restorative justice practices for school discipline
- Use of trauma-informed system interventions to create supportive school environments
- Utilize Social-Emotional Learning and mental health providers to support students and teachers to cope with stress, develop skills, and create healthy, caring schools.

Diversity, Equity and Inclusion

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Class Size Reduction

Create a higher staff to student ratio so that every student has a caring adult connection in the school system.

- Increasing instructional time.
- Intentional focus on lower grades by hiring additional instructional assistants.
- Having access to a support network.
- Having fun and feeling safe.
- Being free of health problems that can impede your ability to work and learn.
- Being treated with respect.

Well-Rounded Learning Experiences

Serve students equitably and fairly, so that every student in the Phoenix-Talent School District has meaningful, authentic engagement in the school community and graduates from high school fully prepared for college or career.

- Create more culturally relevant and authentic learning opportunities.
- Develop meaningful relationships with adults and peers.
- Multi-Disciplinary Thinking
- Increased student participation
- Learning and working in a positive environment.