

## Goals + Specific Results

Goals and Specific Results are necessary means to accomplish the mission, realize the vision, and achieve the Call to Action.

- ① **Tempe Elementary will recruit and retain dedicated, highly qualified staff who have a growth mindset.**
  - 1.1 Enhance partnerships and highlight the Tempe Elementary community, programs, and relationships.
  - 1.2 Investigate ways to provide a retention stipend for all staff and implement a system to honor years of service in Tempe Elementary.
  - 1.3 Strengthen the process to compensate employees competitively and equitably.
  - 1.4 Provide ongoing education, mentorship, and professional development for all staff.
- ② **Tempe Elementary will maximize individual student growth and achievement, focusing on strengths and needs.**
  - 2.1 Design and refine district curriculum, instructional practices, and assessment tools that are aligned to the standards.
  - 2.2 Develop and sustain an assessment system with multiple pathways that identify students' strengths and needs to inform instruction.
  - 2.3 Provide a framework of continuous professional development cycles.
- ③ **Families will choose to attend any Tempe Elementary school and more out-of-district students will attend under open enrollment increasing student enrollment at all schools.**
  - 3.1 Respond to marketing trends to maximize efficiency.
  - 3.2 Identify and reduce barriers that prevent families from attending Tempe Elementary Schools and programs.
  - 3.3 Strengthen specialized programs and/or school options.
- ④ **Tempe Elementary will continuously evaluate and implement systems to provide clear expectations, customized support, and accountability, leading to success for all.**
  - 4.1 Establish clear and consistent information that is accessible for all employees regarding district resources.
  - 4.2 Ensure district systems are effective and implemented with fidelity.
  - 4.3 Provide ongoing customized support specific to systems.
- ⑤ **Tempe Elementary will engage, empower, and hold individuals accountable for fostering a positive environment where every person is responsible for advancing diverse, inclusive practices, and a sense of belonging.**
  - 5.1 Implement social and emotional learning programs and practices that are developmentally and culturally appropriate.
  - 5.2 Ensure school programs and practices, which promote positive school communities, are implemented with fidelity.
  - 5.3 Create pathways for authentic partnerships with families and communities to foster cultural awareness and supportive school environments.

## Our Community Inspired Strategic Design Framework

# TEMPE

Elementary School District



### Our Mission



Inspire Excellence...Every Child...Every Adult...Every Day.

### Our Vision



To foster tenacity, innovation, and high achievement to prepare our students to embrace the opportunities of tomorrow.



### Our Call to Action



Tempe Elementary students are confident self-advocates with interpersonal and critical thinking skills who productively and innovatively make a positive impact in their current and future communities.



# Strategic Design Framework



The Tempe Elementary Strategic Plan is a result of an intentionally designed, collaborative effort among internal and external stakeholders. Stakeholders played a critical role in translating the Tempe Elementary community's input for learning from the Education Summits, Focus Groups, and Community Survey into a strategic plan designed to guide the district in planning, purchasing, and implementation for the next 5 years.

## Our Beliefs

Beliefs are strongly held convictions about learning that are the foundation of Tempe Elementary behaviors.

### Students:

- We believe that children want to learn, can learn, and demonstrate success in individual ways.

### Community:

- We believe that building genuine relationships within the school and local community is essential for student success.
- We believe it is the community's responsibility to provide and support an equitable, safe, high quality, public school education.

### School Systems:

- All students deserve access to and representation in resources, supports, and opportunities for meaningful participation in academic and social success.

The Educator Profile is made up of skills, characteristics, or traits that the community desires for all educators.

## Educator Profile

Educators in Tempe Elementary Schools will commit to:

- A growth mindset
- Empathy and responsiveness to the whole child
- Create an environment that is inclusive, safe, and loving
- Continuously improve content knowledge and pedagogy
- Inspire, engage, and invest in the community



## Learner Outcomes

Learner Outcomes are what we expect Tempe learners to be able to do as a result of the implementation of the strategic plan.

Tempe learners will...

- Apply their learning and experiences to successfully contribute to their community.
- Develop personal goals and identify strategies for growth through on-going reflection.
- Demonstrate cultural competency by engaging in successful interpersonal relationships across diverse communities.



## Learner Profile

The Learner Profile is made up of skills, characteristics, or traits that the community desires for all learners.

Tempe Elementary learners:

- Connect
- Persevere
- Communicate Interpersonally
- Problem Solve

## Learning Framework

The learning framework is designed around the foundation of research-based instructional best practices and is the means by which learners develop content and learner profile skills.

