



Vision: Page Unified School District is a community of learners who direct our collective actions and resources towards the unique learning needs of every child in order for all students to become college and career ready and successful in a global society.

Mission: Our schools are passionate about the learning-for-all mission and understand that every student matters. We are responsible and accountable for the education of every student that walks through our doors every day.

Motto: *Collectively Committed to Every Student, Every Day, Every Minute*

Belief Statements:

- A. "Students First" is the guiding principle for every decision.
- B. The Arizona State Standards direct Page Unified School District curriculum and instruction.
- C. All students can learn and are held to high expectations.
- D. Parental involvement is important in improving student achievement.
- E. Communication between the community and the school is essential.
- F. A highly trained and caring staff will have a positive impact in every child's life.
- G. All students are expected to become responsible and productive citizens who will develop into lifelong learners.

Collective Commitments:

**At PUSD we are...
Learner Centered
Strategic
Collaborative
Authentic
Joyful**

We have established these guiding principles as a reflection of our values as teachers and professionals in the Page Unified School District. They are intended as a means of informal personal assessment. They represent our shared purpose and will continue to guide us as educators.

1. We are Learner Centered:

- We will be responsible for the success and well-being of every student.
- We will provide a welcoming and safe environment for students, parents, staff, and community members of all racial and ethnic groups. Our school will not only recognize but also celebrate the cultural diversity of our student body and community.

2. We are Strategic:

- We will provide a challenging, rigorous, and developmentally appropriate curriculum, which addresses individual student needs, is focused on academic growth, and is based on best practice and current research.

3. We are Collaborative:

- We will collaborate and support each other in developing instructional strategies ensuring effective interventions and designing methods of assessment while advancing the mission and vision of our District.
- We will monitor student learning and growth through continuing assessments, which allow students multiple ways of demonstrating mastery, are meaningful, and just.
- We will use assessment information not only to monitor student growth but also to guide our instruction and to inform parents.
- As professional educators, we will model life-long learning by taking advantage of professional development opportunities.
- We will continually evaluate the results of our collective and individual efforts and use that evidence to guide our ongoing personal and professional development.

4. We are Authentic:

- We will communicate with parents and the community on issues affecting the education of our students.
- We will encourage the parents to understand that education is an active partnership between the school and its community.

5. We are Joyful:

- Through our own actions, we will model kindness, understanding, integrity, and respect for our students, families, staff, community, and District. We will strive to instill these qualities in our students.

The goals of the District to accomplish this mission are outlined below.

- A. Every student will be educated academically and socially to be a productive citizen and achieve college and/or career success.
- B. Because a highly qualified staff is the foundation of a strong educational system, the District will maintain staff who have high expectations for themselves and their students and who are positive role models.
- C. The District recognizes the importance of all educational community stakeholders, including staff, parents, students, and community members, in achieving its primary function of providing a high-quality education to its students.
- D. The District will promote and uphold a positive educational climate and will provide a safe and secure environment for all stakeholders.
- E. The District will provide necessary resources for student success.

Page Unified School District Strategic Plan “A Journey to Excellence”

Key Strategic Priorities

Key Strategic Components

Key Strategic Objectives

<i>Excellence in Student Learning</i>	1.1 College and Career Ready Program of Study	<p>1.1.1 Deploy a guaranteed and viable curriculum in every classroom.</p> <p>1.1.2 Develop and deploy assessments to consistently track student progress and use data to drive improvements at the classroom, school and district levels.</p> <p>1.1.3 Require that students demonstrate 21st Century Skills: Critical Thinking, Communication, Collaboration, Creativity and Technology in every classroom.</p>
	1.2 Engaged and Well-Rounded Student Learners	<p>1.2.1 Embed student ownership of learning data and growth in every classroom.</p> <p>1.2.2 Provide a safe and orderly environment.</p> <p>1.2.3 Engage students through activities both inside and outside the classroom.</p>
	1.3 Employees are Engaged in Student Customer-Centered Practices	<p>1.3.1 Enhance and deploy programs and services that develop and nurture every student.</p> <p>1.3.2 Focus on the social and emotional growth of students.</p>

<i>Excellence in Workforce Performance</i>	2.1 Highly Effective and Talented Employees are Hired and Retained	<p>2.1.1 Design and implement effective and efficient hiring processes that address campus and district needs.</p> <p>2.1.2 Provide competitive salary and benefits package for all employee groups.</p> <p>2.1.3 Support, appreciate and recognize performance improvement.</p>
	2.2 Workforce Development to Meet Organizational Needs	<p>2.2.1 Establish and maintain a collaborative learning environment.</p> <p>2.2.2 Develop learning programs for all employee groups that are immediately integrated into daily work and are actively supported by the employee’s supervisor.</p> <p>2.2.3 Support all employees in the deployment of continuous improvement practices.</p> <p>2.2.4 Implement succession planning strategies at all levels.</p>
	2.3 Evaluation for Growth and Improvement	<p>2.3.1 Implement a well-defined and documented evaluation system for all employee groups.</p> <p>2.3.2 Monitor evaluation feedback and data to maximize performance improvement.</p>

Excellence in Stakeholder Relationships

3.1 Effective Communication

3.1.1 Deploy successful communication strategies to exceed the key needs of all stakeholder groups.

3.1.2 Publicize district and campus programs and successes to increase student enrollment.

3.2 Identify and Exceed Key Stakeholder Requirements

3.2.1 Create and deploy well-defined district processes to identify stakeholder group requirements.

3.2.2 Utilize customer-service approaches to exceed stakeholder group expectations.

3.3 Highly Engaged Stakeholders

3.3.1 Provide opportunities to involve and engage all stakeholder groups in key programs and initiatives.

Excellence in Organizational Improvement and Accountability

4.1 Culture of Continuous Improvement

4.1.1 Embed continuous improvement principles throughout the district.

4.2 Documented and Deployed Processes

4.2.1 Identify, document, deploy and monitor key processes across all campuses, departments and levels with fidelity.

4.3 Integrated and Aligned Systems

4.3.1 Ensure that key systems are integrated and aligned across all campuses, departments and levels with fidelity.

4.4 Effective and Efficient Use of Resources

4.4.1 Align and deploy resources to maximize student outcomes in alignment with strategic priorities.