

STRATEGIC PLAN GOALS AT A GLANCE



COMMUNITY OUTREACH

Having the support, input and accountability from the community is critical to ensuring we can successfully offer the best academic programs, develop a quality workforce pipeline, and build character through service. In order to achieve excellence, there has to be a shared responsibility between the District, parents, businesses and community members to educate our students.

Goals: **1A: ENGAGEMENT**
1B: INTERNSHIPS
1C: COMMUNITY SUPPORT
1D: SERVICE LEARNING

Goal	Action Step
1A	Implement Parent Focus Group twice per year to be able to gain interests, provide feedback and build community surrounding district initiatives. (Completion: Annually, by [specific date])
1B	Research a PoP (Parents on Patrol) program for our district that outlines a volunteer/application process for parents to volunteer to support each of our campuses. Develop questionnaire, screening requirements, assess campus/district needs and means for encouraging opportunities to AFHSD families... or determine if we can partner with already existing PoP organization (Complete program outline by end of SY)
1C	Integrate business partners into one PD/L&C, focused on showcasing their industry and its alignment in support for the academies. (Timeline: Annually)
1B	Research the the development of a districtwide Alumni Association during the 25-26 sy to implement in future years
1B	Host an Alumni VIP night (once annually per campuses; Homecoming) emphasized by the district to highlight former students at event and create a means for alumni to continue to feel connected to the district/school communities. Could include alumni parents and families.
1E	Create a "Culture of Voting" for all stakeholders (Senior Students, Parents, Community members) + Civics education/training
1B	Plan to host one Fine and Performing Arts Academy Advisory Council meeting during the 25-26sy.
1D	Research the development of an organizational system for partners to be assigned to a specific campus.

CAREER OPPORTUNITIES

It is imperative to prepare all students for postsecondary success through exposure to authentic workforce opportunities and essential employability skills. There are components of excellence among our high schools, but the systemic infrastructure does not exist consistently across the District. This gap results in a misaligned and disjointed pipeline for the West Valley's workforce development. Our goal is to close this gap by establishing career academies/pathways and increasing internship opportunities, flexible school scheduling options, transportation, and co-curricular academics.

Goals:

2A: CAREER & TECHNICAL EDUCATION

2B: EMPLOYABILITY

2C: CAREER ACADEMIES

Goal

Action Step

2A	Master Schedule alignment work for schools to allow access for all students to career pathways
2B	Develop a system to track and maintain dual enrollment offerings at each school, ensuring they align with student interest levels. Expand dual enrollment opportunities to support career pathway learning in areas where offerings are currently limited.
2C	Create a plan to assess the long-term success of student career opportunity events, with regular evaluations to adapt and expand events based on evolving pathway opportunities and student needs.
2A	Develop an annual review to be conducted to review supports and opportunities available to our ESS and EL students A minimum of two reviews per year will be conducted annually
2B	Conduct an annual review of the current credential exams that are offered in each pathway
2B	Conduct an annual review of the current dual enrollment opportunities found on each campus A review will be conducted a minimum of one time per school year
2B	Host Academy Board/Advisory Council Meetings twice a year that includes the Arts and CTE pathways
2C	Academy Steering Committee will review stakeholder feedback a minimum of 3 times per year to monitor success of Academy Model.
2A	Academy Implementation team & Academy Steering Committee will meet 3 times per year to review data, processes, and experiences through an equity lens to ensure that all students have access to opportunities within the Academy Model.
2A	Academy policies will be reviewed using the equity protocols at a minimum of 2 times per year
2C	Maintain an up-to-date contact list for potential internships, reviewed and updated monthly as an ongoing living document.
2B	Coordinate and facilitate one teacher externship, ensuring all logistics are managed and the experience aligns with professional development goals.
2C	Ensure clear communication regarding business partners and train staff at each school site on how to track and manage these partnerships using the system in place.
2C	Determine and implement steps for the ongoing recruitment of faculty for pathways, with a specific focus on attracting individuals with industry experience through alternative certification.
2C	Evaluate and, if necessary, refine the effectiveness of professional and other internship opportunities to ensure they provide meaningful learning experiences.

ACADEMIC SUCCESS

Academic success is achieved when we foster a culture which supports the highest level of individual success and the pursuit of continuous improvement to our Arizona Accountability System School Letter Grades. This includes access to quality instruction at the course level and key professional life skills necessary for postsecondary success.

Goals:

3A: STUDENT VOICE
3B: PORTRAIT OF A GRADUATE
3C: CURRICULUM
3D: PROFESSIONAL STANDARDS
3E: ALTERNATIVE SCHEDULING
3F: INTERVENTION & ENRICHMENT

Goal	Action Step
3A	2.2 : A minimum of 1 new student leadership opportunity will be developed each year for the next 4 years.
3A	2.3 : A minimum of 1 opportunity each year to provide feedback on Academy Branding will take place each year for the next 4 years.
3A	A minimum of 2 opportunities each year to provide feedback on the Academies will take place each year for the next 4 years.
3F	Evaluate current RTI structure for efficiency.
3F	Evaluate current RTI implementation for effectiveness.
3F	Communicate clear and consistent districtwide expectations regarding RTI.
3C	6.3 : A continuous review of the Freshman Experience curriculum will be conducted, at a minimum, of 1 time each year.
3B	During the 25-26 school year, Academic Services and CTE will develop a 2 year plan to implement the development of a crosswalk of each content area with POG skills.
	A consistent Academy Professional Development schedule will be implemented each year A minimum of 2 professional development opportunities will be available each year to teachers and staff. A
3D	Review, revise and clarify regarding formal evaluation system- incorporate RTI/Advisory/ACT review as part of teacher expectations.
3C	Develop and share systematic approach to ACT improvement.
3B	In Quarter 1, evaluate teacher sentiment and utilization of curriculum resources provided (hub, drive, etc.).
3B	Audit curriculum resources provided to teachers and admin for accuracy and currency (hub, drive, etc.)

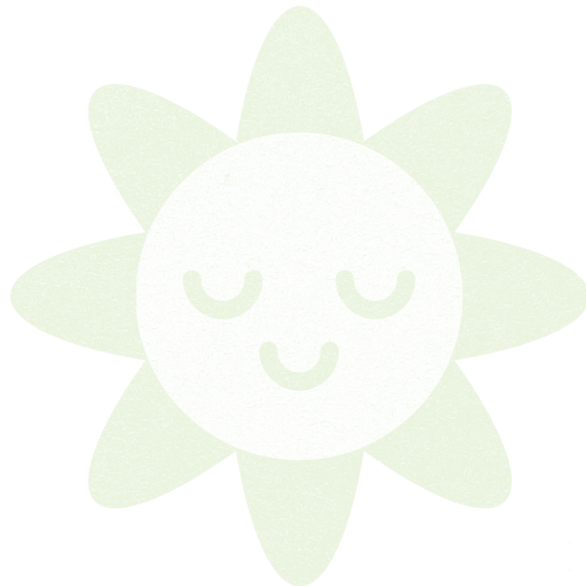


WELLNESS & CONNECTEDNESS

Students and staff must have the ability to thrive, not only within the school environment, but also in their personal lives. Competencies for social, emotional and physical wellbeing, combined with a safe learning environment, will promote student learning and highly engaged teachers.

Goals: **4A: SOCIAL EMOTION WELLNESS**
4B: CONNECTEDNESS
4C: PHYSICAL WELLNESS
4D: SAFETY

Goal	Action Step
4B	Formalize a partnership with Million Dollar Project to include all six comprehensive campuses. Goals are to focus on coverage, celebrations and teacher support.
4B	Implement a daily communication system to parents and guardian documenting tardies and absences that is hourly as well as an end of day summary
4A	Utilize a MTSS system to support teaming, RTI academic, and behavior interventions.
4B	Develop and implement a Staff Advisory to provide feedback and input on campus culture and initiatives
4A	Expand the freshmen screener to include all grade levels.
4D	Develop a comprehensive professional development plan to include training for campus safety and site administration
4D	Develop a system to ensure safety checks to include devices, equipment, and facilities are completed as recommended and followed up with documentation to site leadership of completion.



RESOURCE STEWARDSHIP

By hiring the best, qualified staff, ensuring sufficient financial resources, providing a safe, clean learning environment, and by maintaining access to high-quality technology, we can create a pathway to student success.

Goals:

5A: HUMAN RESOURCES

5B: FISCAL RESPONSIBILITY

5C: FACILITIES & TECHNOLOGY

Goal

Action Step

5C	3.3 Define roles for job-specific positions including academy counselor, academy coach, academy principal, and Principal
5A	6.2 - By August 2025, an Academy Coach will be working to support each campus
5A	Classified/Administrator Evaluation System online Platform Development and Piloting
5A	Additional creation of evaluation instruments that are relevant to specific positions
5A	Implement a campus safety monitor Substitute Pool with safety and security role specific training provided.
5C	Schedule and document physical security assessments of all sites, including visitor procedures and access control.
5C	Full adoption and training on IIQ for all facilities maintenance requests.
5C	Integrate facility capital needs into updated 3-5 year projections to facilitate improve budget planning and projections
5C	Offer parent safety nights, resource materials, and transparent incident communication.
5C	Implement updated Business Continuity Plan (BCP) and districtwide cybersecurity SOPs.
5C	Conduct annual training for all staff covering AI ethics, data privacy, and safe practices.
5C	Redesign and upgrade VLAN segmentation and network management protocols to improve data security, streamline device management, and ensure safer access across staff and student networks
5C	Conduct quarterly phishing simulations with targeted follow-up training for staff.
5C	Audit and consolidate all internal data privacy policies into a single, streamlined protocol, then conduct staff training and distribute a clear, concise reference guide to ensure all employees understand data handling responsibilities and compliance expectations
5B	Develop and implement a multi-year override and bond election framework
5B	Update and implement improved long term budget planning