

STRATEGIC PLAN ANNUAL REPORT

AGUAFRIA.ORG/STRATEGIC-PLAN



ACTION STEPS COMPLETED

COMMUNITY
OUTREACH



09/09
COMPLETED

CAREER
OPPORTUNITIES



06/06
COMPLETED

ACADEMIC
SUCCESS



19/19
COMPLETED

WELLNESS &
CONNECTEDNESS



13/13
COMPLETED

RESOURCE
STEWARDSHIP



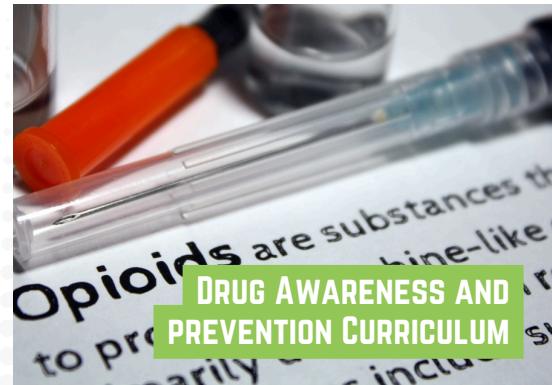
16/16
COMPLETED



ESS INTERNSHIPS



STUDENT AMBASSADOR
PILOT PROGRAM



DRUG AWARENESS AND
PREVENTION CURRICULUM

Overall
Performance

ACTION STEPS COMPLETED

63/63



100%

CLICK HERE OR SCAN THE QR CODE TO VIEW GOALS AND ACTION STEP DETAILS



DISTRICT HOSTS COMMUNITY
LUNCH AND LEARN

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

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

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

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

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



Community Outreach



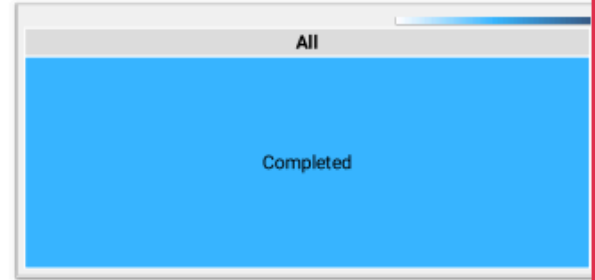
Overall Tenet Progress

School Year Filter: 2024-2025

(1)

Goal Title	Number of Action Steps	Completed Percentage
1A Engagement	4	100%
1B Internships	1	100%
1C Community Support	2	100%
1D Service Learning	2	100%

Current Action Step Status



Goal & Action Step Details

Overall Goal/Action Step Completion Percentage

100.00%

School Year	Goal Label	Action Step Task	Due Date	Progress	Lead	Evidence of Completion
2024-2025	1A	Utilizing feedback from the community, construct the Parent Hub to provide parents access to more information.	May 23, 2025	Completed	Chief of Staff	Parent Hub LINK
2024-2025	1A	Review Academy Guaranteed Experience Partner Feedback at least twice each year.	May 23, 2025	Completed	CTE Director & Academy Steering Committee	Partner Feedback was reviewed internally on April 8 and reviewed with the Academy Steering Committee on April 22
2024-2025	1A	Research and develop a plan to incorporate Fine and Performing Arts programs into Academy Advisory Councils.	May 23, 2025	Completed	CTE Director & Academy Teaching & Learning Tactic Team	Planning team met on 2/3 to discuss logistics for an Arts Advisory Council. Recommendation is to continue to explore the logistics of organizing this council event with the possibility of hosting the 1st event in 2026.
2024-2025	1A	Research different types of data platforms in order to display partners, their level of commitment, and availability. Have a dashboard identified and ready to be utilized for the 25-26 school year.	May 23, 2025	Completed	Executive Director of Communication & Strategic Alliances & CTE Director	School Links meeting-8/6/24; Zello meeting; Kuder meeting 10/21; School Links has been selected as the new partner and college/career readiness platform for 25-26
2024-2025	1B	Host a district-wide community career expo for freshmen tied to the Academy pathways.	May 23, 2025	Completed	CTE Director & Academy Work Based Learning Tactic Team	Career Expo was held on 9/26 & 11/15. Over 160 community partners participated in the events and over 2400 9th graders experienced the event
2024-2025	1C	Include data points specific to Academy implementation in the Strategic Plan Annual Report.	May 23, 2025	Completed	Chief of Staff & Academy Accountability Tactic Team	All suggested items were added to Strategic Plan framework as Action Steps for upcoming 25/26 school year. They will become live July 12, 2025.
2024-2025	1C	Develop a leveled system for partnership engagement that recognizes the number of opportunities that the partner supported AFHSD during the school year.	May 23, 2025	Completed	Executive Director of Communication & Strategic Alliances	Tiered Partner system was researched by the Powerful Partnership Team. After reviewing proposals, the team recommended that AFHSD waits until Academies are fully developed before implementing the tiered system.
2024-2025	1B	Host a district-wide community career expo for freshmen tied to the Academy pathways.	May 23, 2025	Completed	CTE Director & Academy Work Based Learning Tactic Team	Career Expo was held on 9/26 & 11/15. Over 160 community partners participated in the events and over 2400 9th graders experienced the event
2024-2025	1C	Include data points specific to Academy implementation in the Strategic Plan Annual Report.	May 23, 2025	Completed	Chief of Staff & Academy Accountability Tactic Team	All suggested items were added to Strategic Plan framework as Action Steps for upcoming 25/26 school year. They will become live July 12, 2025.
2024-2025	1C	Develop a leveled system for partnership engagement that recognizes the number of opportunities that the partner supported AFHSD during the school year.	May 23, 2025	Completed	Executive Director of Communication & Strategic Alliances	Tiered Partner system was researched by the Powerful Partnership Team. After reviewing proposals, the team recommended that AFHSD waits until Academies are fully developed before implementing the tiered system.

Career Opportunities

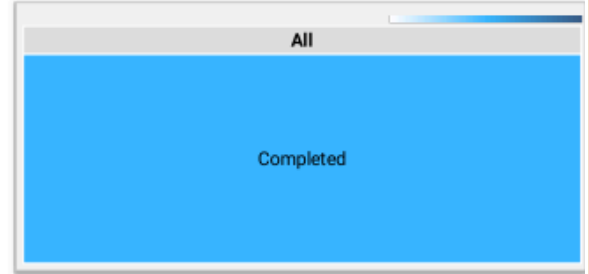


Overall Tenet Progress

School Year Filter: 2024-2025 (1)

Goal Title	Number of Action Steps	Completed Percentage
2A Career & Technical Education	2	100%
2B Employability	3	100%
2C Career Academies	1	100%

Current Action Step Status



Goal & Action Step Details

Overall Goal/Action Step Completion Percentage

100.00%

School Year	Goal Label	Action Step Task	Due Date	Progress	Lead	Evidence of Completion
2024-2025	2A	Set a timeline for plan to transport students to other campuses or West-Mec based on need.	May 23, 2025	Completed	Director of Transportation & CTE Director	Initial conversations held between Transportation & CTE. Small pilot is currently being conducted (3 students transported by AFHSD to WM Southwest). WM students will continue to be transported from AFHSD campus to their WM campus if there is a student need in 25-26.
2024-2025	2A	Develop logistics, prompts, and presentation timeline for all students to create and present a Capstone Portfolio.	May 23, 2025	Completed	CTE Director & Teaching & Learning Tactic Team	Freshman Experience students begin the project at the end of Semester 1 and will updated throughout semester 2. The implementation plan for future grade levels was finalized during the Spring Academic Summit. Portfolio will be completed during Advisory in future years and housed in the college/career readiness platform.
2024-2025	2B	Increase the number of student career opportunity events (field trips, guest speakers, career expo, etc.) by at least 20%.	May 23, 2025	Completed	CTE Director & Work Based Learning Tactic Team	Baseline year is 2024--we will begin collecting data and documenting experiences this year. All 9th grade Students were able to participate in a Career Expo & a post-Secondary field trip to Grand Canyon University.
2024-2025	2B	Increase awareness of and access to student internship opportunities for ESS students.	May 23, 2025	Completed	Director of ESS	<p>Agua Fria Union High School District has made remarkable progress toward this goal, growing from zero ESS internships to more than 15 active placements across the district.</p> <p>Today, our ESS students are gaining paid internship experience in a variety of roles, including the cafeteria, maintenance, bookstore, and campus security. Each student receives hands-on job training directly from site supervisors, with ongoing support from our ESS specialists.</p> <p>The process of becoming an ESS intern is both intentional and empowering. Students participate in interview preparation with their case managers, practicing through role-play scenarios, before interviewing with site supervisors and ESS staff for their desired positions.</p> <p>In partnership with Vocational Rehabilitation (VR) through our Transition from School to Work (TSW) program, students now receive district-wide support from VR counselors. These counselors assist with post-secondary planning, career exploration, and developing both hard and soft job skills tailored to each student's future goals.</p>



Career Opportunities

						For students who are not yet ready for off-campus or competitive internship placements, we've created classroom-based businesses that provide meaningful work-based learning experiences during the school day. Running campus coffee shops Managing breakfast menus and orders Making and selling dog treats Designing and delivering greeting and birthday cards These initiatives ensure that all ESS students, regardless of readiness level, have the opportunity to explore employment skills, build confidence, and prepare for life beyond high school.
2024-2025	2B	Plan and implement an annual review and audit of dual enrollment courses to assess current offerings and needs. Following the review, expand our dual enrollment opportunities that are aligned with career pathways and college readiness.	May 23, 2025	Completed	Assistant Superintendent for Teaching & Learning	Audit of existing DE courses began on 5/24/24 with ASU. We have identified additional opportunities to provide DE for core academic areas and CTE, Fine/Performing Arts. Additional planning in 7/2024 to identify gaps in dual enrollment offerings. Strategies identified as part WV Dual Enrollment Workgroup will be used annually to maintain/increase staffing. Dual



Academic Success

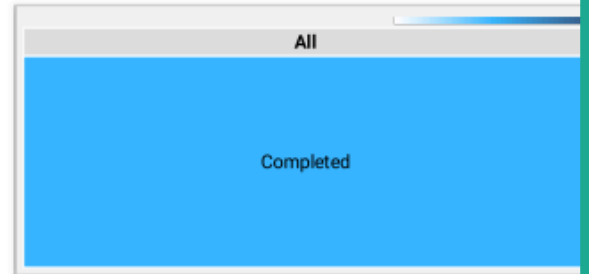


Overall Tenet Progress

School Year Filter: 2024-2025 (1)

Goal Title	Number of Action Steps	Completed Percentage
3A Student Voice	1	100%
3C Curriculum	13	100%
3D Professional Standards	1	100%
3E Alternative Scheduling	1	100%
3F Intervention & Enrichment	3	100%

Current Action Step Status



Overall Goal/Action Step Completion Percentage

100.00%



Goal & Action Step Details

School Year	Goal Label	Action Step Task	Due Date	Progress	Lead	Evidence of Completion
2024-2025	3A	Pilot a student Ambassador program on multiple campuses.	May 23, 2025	Completed	Executive Director of Student Services & Student Voice Tactic Team	VHS & DEHS currently have an Ambassador program established for the 24-25 school year. Donna Long (VHS) and Jill Majewski (DEHS) are the faculty leads
2024-2025	3C	Communicate clear and concise PLC expectations across all campuses.	May 23, 2025	Completed	Deputy Superintendent of Academics	Academics dept created consistent 5-week PLC PD for sites to facilitate on each campus during the first 5 Wednesdays of the school year
2024-2025	3C	Review Department Chair Secondary Observer feedback in the areas of instruction and assessment. Use feedback to determine priorities for Professional Development at AFHS.	May 23, 2025	Completed	Principal	Department Chairs had an opportunity to discuss what they saw during their secondary observer class visits with other DC's in department chair meetings, meetings with their evaluator and 1:1 meetings with the principal. Based on that information, AFHS is able to target some PD opportunities for PLC leads and for breakout sessions during site PD.
2024-2025	3C	Review Department Chair Secondary Observer feedback in the areas of instruction and assessment. Use feedback to determine priorities for Professional Development at CVHS.	May 23, 2025	Completed	Principal	Reviewed feedback and adjusted for PLC/PD needs for this year and next.



Academic Success

2024-2025	3C	Review Department Chair Secondary Observer feedback in the areas of instruction and assessment. Use feedback to determine priorities for Professional Development at DEHS.	May 23, 2025	Completed	Principal	Department specific as well as site adjustments were made for PD based on feedback
2024-2025	3C	Review Department Chair Secondary Observer feedback in the areas of instruction and assessment. Use feedback to determine priorities for Professional Development at MHS.	May 23, 2025	Completed	Principal	Feedback provided was used to adjust PD
2024-2025	3C	Review Department Chair Secondary Observer feedback in the areas of instruction and assessment. Use feedback to determine priorities for Professional Development at VHS.	May 23, 2025	Completed	Principal	Feedback provided was used to adjust PD
2024-2025	3C	Gather feedback regarding existing curricular resources and needs on the Curriculum Hub and respond accordingly.	May 23, 2025	Completed	Assistant Superintendent of Teaching & Learning	Curriculum specialists gathered feedback from teachers to determine what is missing from the curriculum hub. Specialists continued to do Hub updates after GVC teams meet throughout the year.
2024-2025	3C	Align PD plan with strategic plan goals and academies models.	May 23, 2025	Completed	Assistant Superintendent of Teaching & Learning	Nashville Hub Training: Freshman Teaming (7/18/24 & 7/19/24); Counselors (7/22/24 & 7/23/24); All site admin Academy Leadership & Distributive Leadership (9/11/24, 10/30/24); Freshman/Sophomore Teaming, science, CTE/Fine & Perf Arts - PBL Thru the Lens (2/5/25)
2024-2025	3C	Develop and implement a plan to improve preparation activities for the state ACT assessment at AFHS.	May 23, 2025	Completed	Principal	ACT prep this year consisted of using data to differentiate RTI sessions for students who were on the cusp of reaching the next category (mp, pp, p, HP). Lessons for RTI were focused on the areas of need. Data was also used to identify students for ACT prep Saturday sessions. The data used included the ACT Aspire student scores as well as practice ACT results. Students could also elect to attend the Saturday sessions even if they were not identified by data. Teachers in English, Math, Science and Social studies also worked diligently in their PLCs to create lessons around ACT question types and content. These lessons would be given minimally once per week with most starting 3rd quarter until testing.
2024-2025	3C	Develop and implement a plan to improve preparation activities for the state ACT assessment at CVHS.	May 23, 2025	Completed	Principal	Tier 2 RTI Prep begins; Saturday ACT; Daily content practice
2024-2025	3C	Develop and implement a plan to improve preparation activities for the state ACT assessment at DEHS.	May 23, 2025	Completed	Principal	Sent teacher in core to ACT conference, developing boot camp, implementing chalk talk. After school and Saturday ACT prep. Parent newsletter info and advisory info for Juniors on Free ACT prep through Clever
2024-2025	3C	Develop and implement a plan to improve preparation activities for the state ACT assessment at MHS.	May 23, 2025	Completed	Principal	ACT Academy during RTI ACT Saturday sessions in the spring
2024-2025	3C	Develop and implement a plan to improve preparation activities for the state ACT assessment at VHS.	May 23, 2025	Completed	Principal	ACT Saturday sessions in the spring ChalkTalk Utilization Assessment Analysis - PLC's assessments will be analyzed to determine alignment to rigor of ACT and to better understand our sites circumstances in preparation
2024-2025	3D	Ensure that all 5 professional competencies in the Portrait of a Graduate (POG) are included in lessons for freshman specific courses.	May 23, 2025	Completed	CTE Director & Assistant Superintendent of Teaching & Learning	Freshman Experience Curriculum includes a focus on every aspect of our POG. Curriculum was finalized by the teacher team in July 2024.
2024-2025	3E	Research alternative scheduling models such as block schedule to support academy model; 0th and 7th hours.	May 23, 2025	Completed	Deputy Superintendent of Academics	2025-26 SY starting with a pilot of various 0 and 7 hour courses on each campus.
2024-2025	3F	Communicate with and train all staff regarding academies.	May 23, 2025	Completed	CTE Director	Training is ongoing throughout the year and includes presentations, Academic Updates, and Follow up meetings. Academy specific PD was held during each Learning & Collaboration Day



Academic Success

School Year	Goal Label	Action Step Task	Due Date	Progress	Lead	Evidence of Completion
2023-2024	3C	Define a GVC structure and create needs assessment audit on all District courses for key elements.	May 24, 2024	Completed	Assistant Superintendent of Teaching and Learning	Updated GVC Structure- new format to roll up with academies in order to ensure alignment with academy structures
2023-2024	3C	Develop and implement a comprehensive AI integration plan that supports integration of AI technologies into the classroom environment through training and policies/guidelines that safeguard student data and focus assessment on students' thinking.	May 24, 2024	Completed	Executive Director of Technology	Established TLCs and AI Ambassadors, an AI google class for staff, and a full integration plan
2023-2024	3C	Implement a tech integration framework across all campuses in an effort to improve student learning through the lens of technology.	May 24, 2024	Completed	Executive Director of Technology	Completed ISTE training "learning first, technology second" (triple E framework) with all the technology learning communities
2023-2024	3D	Professional Standards Committee will reconvene to review data and feedback from all stakeholders and make recommendations for SY 24-25.	May 24, 2024	Completed	Assistant Superintendent of Teaching and Learning	Meeting #1- 1/25/2024, Meeting #2 3/28/2024
2023-2024	3E	Sites pilot alternative schedule options and provide feedback.	May 24, 2024	Completed	Principals	DEHS: Combination of in-person & online courses to graduate early. Provided zero hour for Fast Track students.
2023-2024	3E	Provide teacher training and professional development to aid in the district's transition to any new alternative schedule.	May 24, 2024	Completed	Assistant Principal (Curriculum)	Occurred during Spring Academic Summit 2/26 & 2/27 and also at various Academy Tactic Teams. Both included admin, teachers, and other district staff.
2023-2024	3F	Review Key Performance Indicators (KPIs) annually for RTI system from previous year to make adjustments and improvements for upcoming year.	May 24, 2024	Completed	Executive Director of Technology	Met with our RTI managers to review all infrastructure KPIs to made adjustments for next year.
2023-2024	3F	Develop student-facing RTI mobile app.	May 24, 2024	Completed	Executive Director of Technology	Student Intern created an RTI App. Working to get it approved for hosting by Apple.
2023-2024	3F	Provide teacher training and professional development in the area of RTI best instructional practices at AFHS.	May 24, 2024	Completed	Assistant Principal (Curriculum)	We had a PD on this from our RTI committee. We have also made adjustments thru the year and discussed this at numerous ILT and DC meetings.
2023-2024	3F	Provide teacher training and professional development in the area of RTI best instructional practices at CVHS.	May 24, 2024	Completed	Assistant Principal (Curriculum)	CV admin and counseling team met on 5/13/24 to discuss an RTI format where counseling, SSS, Social worker and Admin would all participate in a biweekly meeting to discuss student behavior, grades and attendance. Teachers would be invited to meetings of their students in order to adapt strategies and training on how to resolve issues. Teachers would go on to have additional training through professional development to strengthen instructional practices.
2023-2024	3F	Provide teacher training and professional development in the area of RTI best instructional practices at DEHS.	May 24, 2024	Completed	Assistant Principal (Curriculum)	RTI teacher focus group attended RTI conference and continued to meet to discuss best practices; PD focus on Feedback including how to utilize RTI in this process. Completed through PLC discussion and training for best practice in content area. Implemented the testing room in January
2023-2024	3F	Provide teacher training and professional development in the area of RTI best instructional practices at MHS.	May 24, 2024	Completed	Assistant Principal (Curriculum)	RTI teacher focus group attended RTI conference and continued to meet to discuss best practices; PD focus on Feedback including how to utilize RTI in this process. Completed through PLC discussion
2023-2024	3F	Provide teacher training and professional development in the area of RTI best instructional practices at VHS.	May 24, 2024	Completed	Assistant Principal (Curriculum)	RTI 101, RTI 201 (Week 1), RTI 201 Tier 1 Strategies

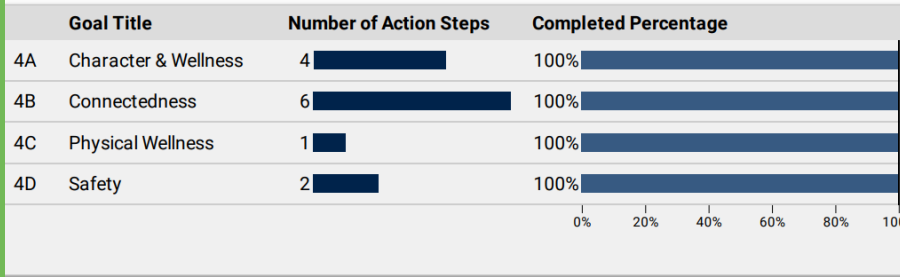


Wellness & Connectedness

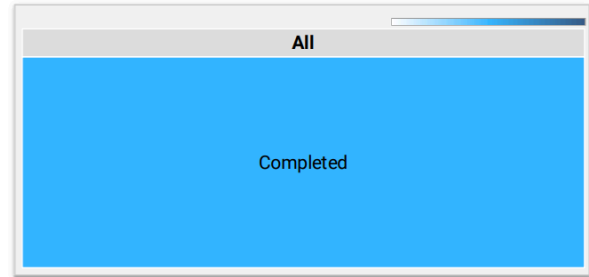


Overall Tenet Progress

School Year Filter: 2024-2025 (1)



Current Action Step Status



Goal & Action Step Details

Overall Goal/Action Step Completion Percentage

100.00%

School Year	Goal Label	Action Step Task	Due Date	Progress	Lead	Evidence of Completion
2024-2025	4A	Revise the district student services webpage to be more family friendly with updated resources.	May 23, 2025	Completed	Executive Director of Communication & Strategic Alliances & Executive Director of Student Services	Community Resources
2024-2025	4A	Create a multi-marketing campaign that communicates student services staff roles and responsibilities and what resources and supports are offered.	May 23, 2025	Completed	Executive Director of Communication & Strategic Alliances & Executive Director of Student Services	A plan was created that outlined roles of staff, photos & site locations of staff, resources offered for hotlines, housing assistance, shelters, free clothing, counseling services, grief & loss, teen support, and advocacy. These items will be featured on district and site web sites, Principal newsletters, social media posts, Future Freshman Nights and Parent Nights. Phase I of the marketing plan started this year by updating websites. Phase II will be rolled out in 2025/26 SY.
2024-2025	4A	Develop a student support protocol during team academy meetings.	May 23, 2025	Completed	Executive Director of Student Services	Freshmen Team Meetings will use Character Strong Tier 2 structure and processes. Training will occur in the spring and summer.
2024-2025	4A	Deliver resources and professional development on digital citizenship and screen time to students and families.	May 23, 2025	Completed	Executive Director of Technology	Lessons delivered during Freshman Experience class.
2024-2025	4B	Include freshman mentors and student ambassadors with counselors on 8th grade visits to promote their school.	May 23, 2025	Completed	Executive Director of Student Services	Freshman mentors & Student Ambassadors helped promote their schools to 8th graders
2024-2025	4B	Offer choice sessions in RTI focused on wellness and connectedness at AFHS.	May 23, 2025	Completed	Site RTI Coordinator	RTI options include non-academic choices for students not related to academics. Examples include; yoga, meditation, peer group support.
2024-2025	4B	Offer choice sessions in RTI focused on wellness and connectedness at CVHS.	May 23, 2025	Completed	Site RTI Coordinator	RTI options include non-academic choices for students not related to academics. Examples include; yoga, meditation, peer group support.
2024-2025	4B	Offer choice sessions in RTI focused on wellness and connectedness at DEHS.	May 23, 2025	Completed	Site RTI Coordinator	RTI options include non-academic choices for students not related to academics. Examples include; yoga, meditation, peer group support.
2024-2025	4B	Offer choice sessions in RTI focused on wellness and connectedness at MHS.	May 23, 2025	Completed	Site RTI Coordinator	RTI options include non-academic choices for students not related to academics. Examples include; yoga, meditation, peer group support, grief groups, executive functioning groups, character building groups, etc.
2024-2025	4B	Offer choice sessions in RTI focused on wellness and connectedness at VHS.	May 23, 2025	Completed	Site RTI Coordinator	RTI options include non-academic choices for students not related to academics. Examples include; yoga, meditation, peer group support.



Wellness & Connectedness

2024-2025	4C	Partner with an organization to deliver drug awareness and prevention curriculum.	May 23, 2025	Completed	Executive Director of Student Services & Physical Education Content Facilitator	Students received two weeks of drug education at the 9th grade level during PE classes.
2024-2025	4D	Provide quarterly professional development and training for safety staff.	May 23, 2025	Completed	Director of Campus Safety and Security	This is ongoing. We provide monthly trainings.
2024-2025	4D	Conduct one reunification exercise.	Feb 5, 2025	Completed	Executive Director of Student Services & Director of Campus Safety and Security	A tabletop exercise was facilitated by Ken Crouch, Emergency Manager of Phoenix Children's Hospital.

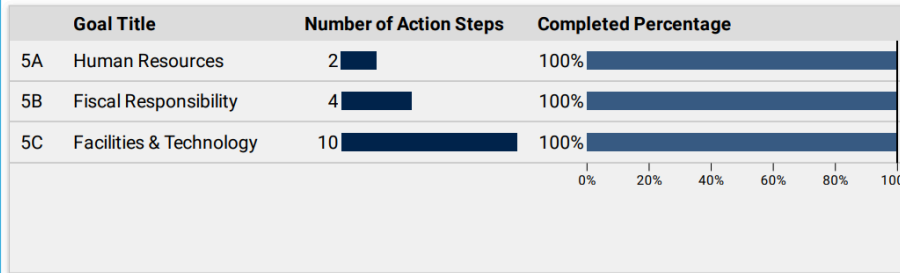


Resource Stewardship

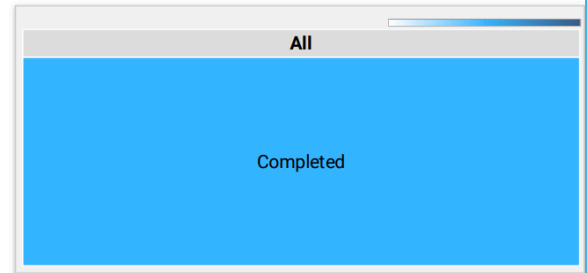


Overall Tenet Progress

School Year Filter: 2024-2025 (1) ▾



Current Action Step Status



Overall Goal/Action Step Completion Percentage

100.00%



Goal & Action Step Details

School Year	Goal Label	Action Step Task	Due Date	Progress	Lead	Evidence of Completion
2024-2025	5A	Offer district-paid advanced degree opportunities to staff to improve retention and professional growth.	May 24, 2024	Completed	Assistant Superintendent of HR	23 staff members are enrolled in advanced degree programs at no cost to the employee.
2024-2025	5A	Research the possibility of offering short term disability for all staff.	May 24, 2024	Completed	Assistant Superintendent of HR	Research is completed. Anticipation of implementing in Fall of 2025 pending budget availability.
2024-2025	5B	Create a Gifts and Donations public webpage to simplify process for community members and partners to provide funding.	May 24, 2024	Completed	Executive Director of Finance	aguafría.org/donate
2024-2025	5B	Allocate/budget fiscal resources for academies to support their educational programs, ensuring they have the necessary funding to achieve their academic and operational goals	May 24, 2024	Completed	Executive Director of Finance	1 Academy Coach position added for 2024/25 and 5 additional positions added for 2025/26. All phases of Ford NGL funded. Director of Academies position created.
2024-2025	5B	Improve the fiscal transparency website to provide clearer, more accessible financial data and updates.	May 24, 2024	Completed	Executive Director of Finance	https://www.aguafría.org/Page/3726
2024-2025	5B	Develop and offer a professional development course, 'Budget Management 101,' tailored for administrative staff to enhance their financial literacy and budgeting skills.	May 24, 2024	Completed	Executive Director of Finance	meet/confer - individual departments / school budget presentations - new board members
2024-2025	5C	Develop a comprehensive strategy to effectively manage the bond-funded projects.	May 24, 2024	Completed	Executive Director of Finance & Director of Facilities	cross department tracking sheets to manage both 2023 and 2024 Bond projects created and on-going management.



Resource Stewardship

2024-2025	5C	Enhance physical safety at the site by adding radios, wands, fencing, safety glass, safety carts, etc.	May 24, 2024	Completed	Director of Campus Safety & Security	Perimeter fencing has been completed at four out of the five school sites, with installation at Millennium High School (MHS) scheduled for completion by July 1. Bullet-resistant film has been successfully installed at all campuses. To enhance mobility and response capabilities, five new security carts have been purchased for the security teams. Additionally, ongoing professional development is being provided to all safety personnel to ensure readiness and adaptability. As safety is a dynamic and evolving priority, firmware and software updates will continue to be implemented to maintain and improve our systems.
2024-2025	5C	Implement a maintenance plan for current buildings using corrective and preventive strategies to ensure safety and functionality.	May 24, 2024	Completed	Director of Facilities & Director of Field Operations	Incident IQ facility management software was purchased, installed, and implemented this school year to facilitate this.
2024-2025	5C	Generate quarterly reports for all operations departments to monitor progress, identify challenges, and drive improvement across the organization.	May 24, 2024	Completed	Deputy Superintendent of Operations	Departments submitted reports to the Deputy Superintendents as requested. Reports will continue to be refined on an ongoing basis.
2024-2025	5C	Advertise to students opportunities to receive reliable and high-speed internet access, both in school and at home.	May 24, 2024	Completed	Executive Director of Technology	Blurbs with information were sent to sites to put in newsletters. All information is provided on our website.
2024-2025	5C	Develop and execute a three year plan for regular technology maintenance, repairs, and replacements.	May 24, 2024	Completed	Executive Director of Technology	Currently undergoing a tech assesment with a team of 8 consultants to provide a 1,3,5 year tech plan. Plan is completed and tech team has short and long term goals to maintain and update infrastructure.
2024-2025	5C	Implement two-step verification for all student accounts, and promote a secure data culture through workshops and training on safe online practices.	May 24, 2024	Completed	Executive Director of Technology	Reached out to numerous vendors and none were compatible with our current environment, however, DHS is added an email 2SV for their partnering districts in the cyber readiness grant that would provide this for students. Will go live in summer 2025.
2024-2025	5C	Integrate AI into educational workflows and curriculums, involving training, module development, and partnerships with tech leaders.	May 24, 2024	Completed	Executive Director of Technology	Over 20 AI ambassador led PD trainings for staff and creation of a PLC between CTE, Academics and Tech
2024-2025	5C	Establish a data privacy policy for all applications.	May 24, 2024	Completed	Executive Director of Technology	Process is in place and we need to audit all applications and work with other departments on next steps. All staff will be updated on new process on final L&C day.
2024-2025	5C	Provide students and parents the opportunity to engage with technology plans and initiatives.	May 24, 2024	Completed	Executive Director of Technology	District hosted a lunch and learn and presented to the Senior to Senior group to receive questions and feedback.