Updates to the Desegregation Plan for Phoenix Elementary School District #1

Orders through the previous Desegregation Orders

Create districtwide integrated activities that support improved academic achievement across the district that:

1.) End racial isolation of students in underperforming schools (1984)
2.) Ensure English Language Learners receive quality instruction to improve English Proficiency (1993)

Objectives to employ in plans to meet the previous Desegregation Orders

- Funds are educationally justified to help students achieve state standards
- Funds allocated provide equal opportunities for all students in the district to participate in programs that encourage high levels of engagement including opportunities to compete and/or perform in district track events, choir festivals, spelling bees, sports programs, science and engineering fairs, speech and debate contests, cultural exchanges, and others.
- Funds create systemic organizational changes that are lasting in their impact to mediate the violations from 1984 and 1993

Plan Development and Strategies

Academic Equity Strategies - subject code 100

Develop strategies to close achievement gaps and ensure equitable access to high-quality education. This may include:

- Implement high impact teaching practices that accelerate learning and deepen understanding through signature programs such as health sciences innovations, entrepreneurship and ecological sciences, fine and performing arts, dual language immersion, math and science academy and Montessori.
- Provide targeted support for struggling students through the use of targeted small group instruction, additional tutoring, and interventions.
- Expand access to advanced coursework and gifted programs, creating a robust, research-based gifted and talented program that develops giftedness and enriches gifted students.
- Create more grade-banded teaching opportunities to bring teachers together to plan and teach students collaboratively with grade level peers in the same school, improving teacher quality and professional development.

Enhanced ESL/Multilingual Education - subject code 110

Develop a plan to improve ESL/multilingual education programs.

- Implement research-based instructional strategies for a Dual Language Immersion program, encouraging students to earn the State Seal of Biliteracy by 8th grade.
- Provide intensive professional development for teachers in research strategies of SIOP and SEI with additional coaching and co-planning for teachers implementing these practices.
- Increase parent engagement in schools and ESL programs through the support of English classes and literacy and math strategies offered by Family and Community Engagement Specialists.

Resource Equity - subject code 120

Develop a plan to ensure equitable resource allocation across schools. This will include:

- Implement a weighted student funding formula to provide additional budget resources to schools with highest poverty rates to include full day kindergarten.
- Target additional resources to schools with high concentrations of ELL students by providing English Language Interventionists to support students in the Pre-Emergent and Emergent developmental language acquisition phases.
- Upgrade facilities and technology in all schools, beginning with those identified as most impacted by poverty, language, and exceptional needs by 2030.

District-Wide Integrated Activities - subject code 130

Develop a detailed plan for district-wide integrated activities that are educationally justified.

- Create District-sponsored field activities for students to enhance understanding of future career opportunities across the Valley for each grade level aligned to state content objectives (examples include BizTown, Spirit of the West Cultural Museum, Phoenix Zoo, State Capitol and Mock Trial, AZ Science Museum, etc.).
- Create District-sponsored events such as the Spelling Bee, Track and Field event, Music Festival, Arts Showcase, Science Fair, Robotics, Speech and Debate, Arts and Letters Event, Mathletes, and sports conditioning and competitions.
- Provide multiple opportunities to develop student leadership and advocacy through the Superintendent's Student Leadership Advisory Council, ARCH, and site councils.

Accountability and Monitoring:

Develop a regular schedule for monitoring and reporting the progress of the plan and its impact to meeting the goals of ending racial isolation in underperforming schools and ensuring high gains in English Language Proficiency and Biliteracy.

- Monthly Monitoring of Board Strategic Plan Goals
- Superintendent and Board Guardrails Monitoring
- Regularly report progress to the community and the OCR
- Create a community advisory group that includes staff, families, and businesses to review the data quarterly and advise Superintendent & Cabinet
- Create a system for addressing any complaints and working with community stakeholders to ensure continuous improvement

Budget

Dual Language Instruction and Newcomer Center

- 2 Teachers (assigned to schools with highest percentage of emergent and pre-emergent learners)
- Dual Language Curriculum Materials

Gifted and Talented

- 4 Teachers (Regional Service Model)
- 1 Specialist

Professional Development for Signature Programming for Summer Planning

- Training for staff and leaders to collaborate and plan together for the upcoming school year, reviewing past practice and impact, working with partners in the field to deepen knowledge and understanding to build real life experiences for learners in:
    - Math and Science Academy
    - Gardens and Ecological Sciences
    - Health and Science Innovations
    - Fine and Performing Arts
    - Entrepreneurship & Communications
    - Montessori
    - Dual Language Immersion
    - Early Childhood (preK - 3)

High Quality Teacher Training and Retention

- New Teacher on-boarding = $250,000
- National Board Certification Support and Coaching $
- Stipends for Recognitions of Accomplished Teaching (NCBT, Masters. Doctorate, & other Specialised Certifications of Distinction) = $45,000

Field Experiences

- 1 districtwide experience at each grade level
- 9 grade levels (K-8) x $6,000 (not including gifts and donations from Partner Agencies) per experience = $54,000
-

Field Experiences by Grade Level		Website
Kinder	Children's Museum	https://southphoenixoralhistory.com/smcc-historic-walking-tour-stop-1/
1st	Phoenix Zoo	https://www.phoenixzoo.org/programs/
2nd	Phoenix Botanical Gardens	https://dbg.org/school-and-teachers/
3rd	Western Spirit: Scottsdale's Museum of the West	https://westernspirit.org/
4th	Liberty Wildlife Refuge	https://libertywildlife.org/
5th	GW Carver Museum	https://www.carveraz.org/
	Junior Achievement: Biz Town	https://www.jaaz.org/
6th	Musical Instrument Museum	https://mim.org/
	S'edav Va'aki Museum	https://www.phoenix.gov/administration/departments/sedav-vaaki.html
7th	O'Connor House	https://oconnorinstitute.org/civic-programs/oconnor-history/oconnor-house/
	Heard Museum	https://heard.org/
8th	South Mountain Community College Historic Walking Tour	https://southphoenixoralhistory.com/smcc-historic-walking-tour-stop-1/
	Junior Achievement: Finance Park	https://jausa.ja.org/programs/ja-finance-park-entry-level

Districtwide Events and Competitions

- Annual Arts Showcase,
- Music Festival,
- Choral Festival, Sports,
- Speech and Debate,
- Science and Engineering Fair,
- Mathletes,
- Robotics,
- Historians Podcast
- Phoenix #1 News