

2025-2026

STRATEGIC PLAN ANNUAL REPORT

ACTION STEPS COMPLETED

COMMUNITY OUTREACH



08/08
COMPLETED



CAREER OPPORTUNITIES



15/15
COMPLETED



ACADEMIC SUCCESS



13/13
COMPLETED



WELLNESS & CONNECTEDNESS



06/06
COMPLETED



RESOURCE STEWARDSHIP



16/16
COMPLETED



Overall
Performance



ACTION STEPS COMPLETED

100% 58/58

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

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: CHARACTER & 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



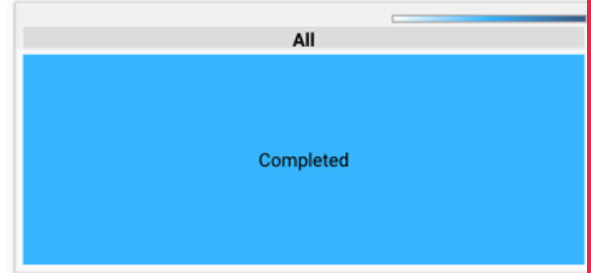
Overall Tenet Progress

School Year Filter: 2025-2026

(1)

Goal Title	Number of Action Steps	Completed Percentage
1A Engagement	1	100%
1B Internships	3	100%
1D Community Support	3	100%
1E Service Learning	1	100%

Current Action Step Status



Goal & Action Step Details

Goal Filter

Progress Filter

Overall Goal/Action Step Completion Percentage

100.00%

School Year	Goal Label	Action Step Task	Due Date	Progress	Lead	Evidence of Completion
2025-2026	1A	Implement Parent Focus Group twice per year to be able to gain interests, provide feedback and build community surrounding district initiatives.	May 22, 2026	Completed	Director of Communication and Community Initiatives, Director of Academics	Partners in Progress Events: These events are scheduled for: October 2, Feb 25 and April 15th Parent eXperience (PX) Events: Gained initial parent interest, First Mtg held Dec 10, Ford NGL Focus Groups: Jan. 27-28 (all sites) Roadshow with all site Boosters:
2025-2026	1D	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).	May 22, 2026	Completed	Director of Communication and Community Initiatives	This year, the district completed the research and development of a comprehensive **Parents on Patrol (PoP)** framework to strengthen **Parent Experience (PX)** through increased family engagement, campus visibility, and structured volunteer opportunities. The project included researching existing volunteer models, assessing district and campus needs, developing recommended screening and training processes, creating parent interest questionnaire categories to establish a PX baseline, and designing a district-specific implementation framework aligned with AFHSD's mission of "Creating Choice, Crafting Character, Cultivating Community". Based on the findings, the district recommends implementing a phased, district-designed PoP program that provides safe, meaningful volunteer roles while enhancing school-home partnerships, campus connectedness, and overall family engagement with our academies.
2025-2026	1B	Research the development of a districtwide Alumni Association.	May 22, 2026	Completed	Director of Communication and Community Initiatives	Completed research on the development of a districtwide Alumni Association, including analysis of current site practices, identification of gaps, and creation of a proposed framework to support consistent and sustainable alumni engagement across all campuses. Developed a comprehensive plan outlining the Alumni Association structure, Alumni VIP Night framework, and district-level supports to ensure equity and scalability. Supporting materials and full overview can be accessed here



Community Outreach

2025-2026	1B	Director of Communication and Community Initiatives	May 22, 2026	Completed	Director of Communication and Community Initiatives	Each of our five sites: AFHS, CVHS, DEHS, MHS and VHS have hosted a minimum of one Alumni VIP event at their site. In the coming years, each site will include Alumni at their Homecoming Weekends and include them in other events on site. This document outlines what events took place this school year.
2025-2026	1B	Plan to host one Fine and Performing Arts Academy Advisory Council meeting.	May 22, 2026	Completed	Executive Director of Academies/CTE, Academy Teaching & Learning Tactic Team	Event was held at Desert Edge on Feb. 9, 2026 with all Arts and CTE pathways in attendance
2025-2026	1D	Integrate business partners into one PD/L&C, focused on showcasing their industry and its alignment in support for the academies.	May 22, 2026	Completed	Executive Director of Academies/CTE	15 different industry partners are hosting all campuses for a 2 hour teacher externship experience on Feb. 4, 2026
2025-2026	1D	Research the development of an organizational system for partners to be assigned to a specific campus.	May 22, 2026	Completed	Executive Director of Academies/CTE, Academy Coaches	Powerful Partnership team has developed a draft in the November meeting. Draft will be voted on and approved in the first meeting of semester 2. Partners have been organized into the Schoolinks database and will be assigned to individual campuses for the 26-27 school year.
2025-2026	1E	Create a "Culture of Voting" for all stakeholders (Senior Students, Parents, Community members) + Civics education/training.	May 22, 2026	Completed	Superintendent	The district created and implemented a comprehensive Culture of Voting initiative to promote civic engagement and service learning among students, families, and community members. The initiative officially launched districtwide on February 3, 2026, and will continue as planned through ongoing education, voter registration opportunities, and student-led civic engagement



Career Opportunities



Overall Tenet Progress

School Year Filter: 2025-2026

(1) ▾

Goal Title	Number of Action Steps	Completed Percentage
2A Career & Technical Education	4	100%
2B Employability	4	100%
2C Career Academies	6	100%

Current Action Step Status

All
Completed



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
2025-2026	2A	Align master schedules across schools to ensure all students have access to career pathways.	May 22, 2026	Completed	Deputy Superintendent of Academics	Bell Scheduled committee has recommended implementation for 2027-28 SY.



Career Opportunities

2025-2026	2A	Conduct biannual reviews to evaluate the supports and opportunities available to our ESS and EL students.	May 22, 2026	Completed	Assistant Superintendent of Teaching & Learning, Director of Exceptional Student Services, ESS Work-Based Learning Coordinator	The district completed a review of EL supports as part of the ADE EL Audit in spring of 2026 - site visits on April 6 & 7. AFHSD has made remarkable progress toward this goal, growing from zero ESS internships to more than 15 active placements across the district.
2025-2026	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.	May 22, 2026	Completed	Executive Director of CTE	Steering Committee Meetings: Aug. 12, Oct 2, Dec. 2, Feb. 12 Leadership Alliance Meetings: Sept. 12 & March 20
2025-2026	2A	Review academy policies using equity protocols at least twice per year.	May 22, 2026	Completed	Deputy Superintendent of Academics	Initial review held on 4/21 to determine process, data, participants, and action steps. Review team reviewed process on 5/18. First review meeting of 2026 will be in August 2026
2025-2026	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.	May 22, 2026	Completed	Assistant Superintendent of Teaching & Learning	Utilize Schoolinks allows students to indicate preference of dual enrollment. If not available, work with counselors to use course selection forms to indicated DE course preference if offered. Annual survey to teachers on dual enrollment eligibility/interest. Coordinate to offer EMCC & other college/university informational meetings for teachers.
2025-2026	2B	Conduct an annual review of the current credential exams that are offered in each pathway.	May 22, 2026	Completed	Assistant Superintendent of Teaching & Learning, Academy Board, Advisory Council	Internal review of credentials was conducted by CTE team during semester 1. Industry partners provided feedback on the credentials during the Spring Advisory Council on Feb. 9.
2025-2026	2B	Conduct an annual review of the current dual enrollment opportunities found on each campus.	May 22, 2026	Completed	Assistant Superintendent of Teaching & Learning, Executive Director of CTE	Counselors emailed dual enrollment spreadsheet to verify courses offered & staff
2025-2026	2B	Coordinate and facilitate one teacher externship for each site, ensuring all logistics are managed and the experience aligns with professional development goals.	May 22, 2026	Completed	Academics/ Director of Academics/ APC	11 different industry partners are hosting all campuses for a 2 hour teacher externship experience on Feb. 4, 2026
2025-2026	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.	May 22, 2026	Completed	Executive Director of CTE	Completed Experiences to date: GCU Field trip, Career Expo, Guest speakers (86% complete districtwide), Post-Secondary visits (81% completed districtwide); Guaranteed Experiences are sustainable at level 1, level 2, and the new level 3 experiences will begin in 26-27
2025-2026	2C	Academy Steering Committee will review stakeholder feedback a minimum of 3 times per year to monitor success of Academy Model.	May 22, 2026	Completed	Executive Director of CTE	Steering Committee Meetings: Aug. 12, Oct 2, Dec. 2, Feb. 12, April 23 Leadership Alliance Meetings: Sept. 12, March 20
2025-2026	2C	Maintain an up-to-date contact list for potential internships, reviewed and updated monthly as an ongoing living document.	May 22, 2026	Completed	Academy Coach	Academy Coaches and District CTE/Academics staff update the Schoolinks database as new partnership opportunities are presented.
2025-2026	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.	May 22, 2026	Completed	Academy coaches and Director of CTE	Academy Coaches have worked with both Schoolinks and District CTE staff to learn how to utilize the partnership tracking abilities of Schoolinks. Academy Coaches are currently utilizing the platform.
2025-2026	2C	Evaluate and, if necessary, refine the effectiveness of professional and other internship opportunities to ensure they provide meaningful learning experiences.	May 22, 2026	Completed	Executive Director of Academics/CTE	Internship has been renamed to "Field Experience" at the request of our industry partners. Hiring Event held on 5/18/26 to provide students with placement opportunities

Academic Success



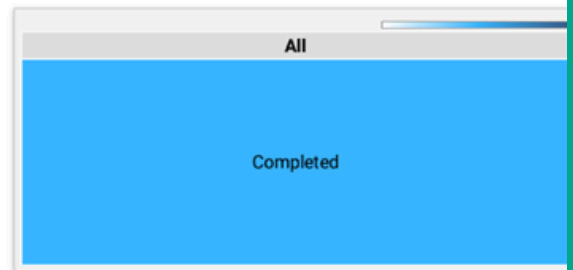
Overall Tenet Progress

School Year Filter: 2025-2026

(1) ▾

Goal Title	Number of Action Steps	Completed Percentage
3A Student Voice	3	100%
3B Portrait of a Graduate	3	100%
3C Curriculum	3	100%
3D Professional Standards	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
2025-2026	3A	Develop at least one new student leadership opportunity each year for the next four years.	May 22, 2026	Completed	Director of Communications & Community Initiatives * NOTE: Assigned to Director of Academies	Academy Ambassadors are a new student group on all campuses. This provides students the opportunity meet with community stakeholders and present information about their school's academies and pathways.
2025-2026	3A	Provide at least one opportunity each year for feedback on Academy branding over the next four years.	May 22, 2026	Completed	Executive Director of Academies/CTE	Academy Coaches are developing a process to implement student feedback panels on their campus. First panel will take place in Quarter 3 and was held on Jan. 28.
2025-2026	3A	Offer at least two opportunities each year for feedback on the Academies over the next four years.	May 22, 2026	Completed	Academy Coach	Academy Coaches are developing a process to implement student feedback panels on their campus. First panel will take place in Quarter 3 on Jan. 28. Student Advisory panels focusing on Academy & AI implementation have been formed on each site. First set of meetings were held on 3/23, 3/26, 4/3
2025-2026	3B	Develop a 2-year plan to implement the development of a crosswalk of each content area with POG skills.	May 22, 2026	Completed	Assistant Superintendent of Teaching & Learning, Site Administration, Academy Coaches	POG Pilot occurred in the 25-26 school year. Crosswalked POG and Ed Tech. Ed Tech standards occur in ELA - implemented in the 26-27 SY. Working with Sci-Tech on their tool that crosswalks/connects industry skills (by AFHSD Academy) and content course.
2025-2026	3B	Audit curriculum resources provided to teachers and admin for accuracy and currency (hub, drive, etc.)	May 22, 2026	Completed	Assistant Superintendent of Teaching & Learning	An audit was done of the Hub was conducted to ensure the most current resources and/or guidance is available. The audit revealed that a significant number of teachers download documents/folders rather than always accessing them from the Hub, resulting in teachers not always access or using updated/most current resources. The Academics department will begin a transition to using the format of using a a hyperlinked document for each course, similar to the AFHSD Academic Guide to house curriculum information. This will begin with ELA and Math for the 26-27 school year as part of the newly adopted curriculum.



Academic Success

2025-2026	3C	Conduct a continuous review of the Freshman Experience curriculum at least once per year.	May 22, 2026	Completed	Executive Director of Academies/CTE	First review took place on Nov. 18, 2025 with FX lead teachers; final review conducted on 4/22/26
2025-2026	3C	Implement a consistent Academy professional development schedule each year, offering at least two opportunities annually for teachers and staff. Share the full schedule by the end of the 2025–26 school year.	May 22, 2026	Completed	Assistant Superintendent of Teaching & Learning, Executive Director of Academies/CTE	Academy PLC PD took place during pre-service 7/30-8/1. L&C 3 - business partner visits to develop teaching through the lens; Industry partners supported curriculum development on 4/22/26 during LC 4, working with Arts and CTE teachers
2025-2026	3C	Develop and share systematic approach to ACT improvement.	May 22, 2026	Completed	Program Administrator	ACT Plan developed; Reviewed at AP/APC meetings; ongoing process; individual school meetings to review ACT practice data and next steps for ACT RTI Tier 2 intervention; further referenced in ACT Plan
2025-2026	3D	Review, revise, and clarify the formal evaluation system as well as incorporate RTI, Advisory, and ACT review as part of teacher expectations.	May 22, 2026	Completed	Assistant Superintendent of Teaching & Learning, Director 2 of Human Resources	Teacher Evaluation Revision Committee meeting dates: 2/9, 3/2, 4/6, & 5/4
2025-2026	3F	Evaluate current RTI structure for efficiency.	May 22, 2026	Completed	Director of Assessment and Academic Support	Survey given to all students in December. RTI Workshop on 4/29/26 with site admin/RTI manager to review data and best practices.
2025-2026	3F	Evaluate current RTI implementation for effectiveness.	May 22, 2026	Completed	Assistant Superintendent of Teaching & Learning	Collected site RTI expectations. Solicited site feedback from APs on 11/17/25. Next steps: Pull attendance, RTI Managers - what is being scheduled?, Collect input from students - students not attending, students using it for reteach/reassess, students who have As/Bs. - Give anonymous short survey first week in January as part of Advisory.
2025-2026	3F	Communicate clear and consistent districtwide expectations regarding RTI.	May 22, 2026	Completed	Assistant Superintendent of Teaching & Learning	Student survey data was shared with sites. RTI Admin & Managers met on 4/29. Establish best practices for consistent implementation beginning in Fall 2026. RTI plan added to SIPs.
2025-2026	3B	In Quarter 1, evaluate teacher sentiment and utilization of curriculum resources provided (hub, drive, etc.).	Oct 3, 2025	Completed	Assistant Superintendent of Teaching & Learning	Feedback solicited from Department Chairs & Teachers.



Wellness & Connectedness



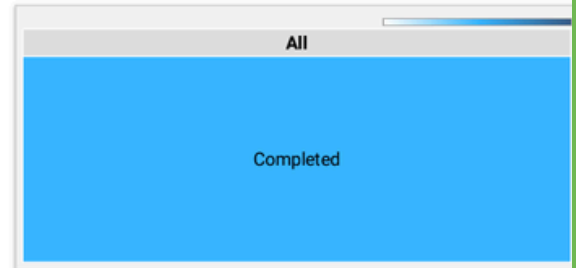
Overall Tenet Progress

School Year Filter: 2025-2026

(1) ▾

Goal Title	Number of Action Steps	Completed Percentage
4A Character & Wellness	2	100%
4B Connectedness	13	100%
4D Safety	2	100%

Current Action Step Status



Goal & Action Step Details

Overall Goal/Action Step Completion Percentage

100.00%

School Year ²	Goal Label	Action Step Task	Due Date ¹	Progress	Lead	Evidence of Completion
2025-2026	4A	Utilize a MTSS system to support teaming and RTI academic and behavior interventions.	May 22, 2026	Completed	Academics and Site Leadership	The MTSS system has been used as the framework for Academy PLCs. The MTSS system provide the framework for our pyramid of systems at each school.
2025-2026	4A	Expand the freshmen screener to include all grade levels.	May 22, 2026	Completed	DO Academics & Site Leadership	Meetings and discussions were held to identify how to use the data collected and how to how to improved student academic success to align with our MTSS system.
2025-2026	4B	Explore the potential for a partnership between AFHS and the Million Dollar Project, focusing on coverage, celebrations, and teacher support.	May 22, 2026	Completed	Site Administration	Began exploring the programs and events available through the Million Dollar Teached Project. Have learned that you are required to apply to be a "focus" school. Some events allow you to request. For example, Take a Teacher to Lunch Day. Next steps will be to meet with principals on interest to apply for as a school or single event.
2025-2026	4B	Explore the potential for a partnership between CVHS and the Million Dollar Project, focusing on coverage, celebrations, and teacher support.	May 22, 2026	Completed	Site Administration	Began exploring the programs and events available through the Million Dollar Teached Project. Have learned that you are required to apply to be a "focus" school. Some events allow you to request. For example, Take a Teacher to Lunch Day. Next steps will be to meet with principals on interest to apply for as a school or single event.
2025-2026	4B	Explore the potential for a partnership between DEHS and the Million Dollar Project, focusing on coverage, celebrations, and teacher support.	May 22, 2026	Completed	Site Administration	Began exploring the programs and events available through the Million Dollar Teached Project. Have learned that you are required to apply to be a "focus" school. Some events allow you to request. For example, Take a Teacher to Lunch Day. Next steps will be to meet with principals on interest to apply for as a school or single event.
2025-2026	4B	Explore the potential for a partnership between GHS and the Million Dollar Project, focusing on coverage, celebrations, and teacher support.	May 22, 2026	Completed	Site Administration	Began exploring the programs and events available through the Million Dollar Teached Project. Have learned that you are required to apply to be a "focus" school. Some events allow you to request. For example, Take a Teacher to Lunch Day. Next steps will be to meet with principals on interest to apply for as a school or single event.



Wellness & Connectedness

2025-2026	4B	Explore the potential for a partnership between MHS and the Million Dollar Project, focusing on coverage, celebrations, and teacher support.	May 22, 2026	Completed	Site Administration	Began exploring the programs and events available through the Million Dollar Teached Project. Have learned that you are required to apply to be a "focus" school. Some events allow you to request. For example, Take a Teacher to Lunch Day. Next steps will be to meet with principals on interest to apply for as a school or single event.
2025-2026	4B	Explore the potential for a partnership between VHS and the Million Dollar Project, focusing on coverage, celebrations, and teacher support.	May 22, 2026	Completed	Site Administration	Began exploring the programs and events available through the Million Dollar Teached Project. Have learned that you are required to apply to be a "focus" school. Some events allow you to request. For example, Take a Teacher to Lunch Day. Next steps will be to meet with principals on interest to apply for as a school or single event.
2025-2026	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.	May 22, 2026	Completed	Director of Innovative Solutions	Parents and guardians are receiving messages via Remind when their student(s) are marked tardy or absent (unverified) after every class period. Nightly Synergy email notifications are setup and a social media campaign was implemented to encourage parents to opt-in to these emails.
2025-2026	4B	Develop and implement a Staff Advisory at AFHS to provide feedback and input on campus culture and initiatives.	May 22, 2026	Completed	Principal	Principal Daniels has established the Principals Council. The council discusses both culture and academic supports/needs. Principal Autumn uses the Celebrate, Monitor, and Confront framework to gather feedback from staff.
2025-2026	4B	Develop and implement a Staff Advisory at CVHS to provide feedback and input on campus culture and initiatives.	May 22, 2026	Completed	Principal	Principal Reid has established both a Guiding Coalition to share feedback on campus culture and initiatives. In addition, Principal Reid does a listening tour one a quarter for her campus.
2025-2026	4B	Develop and implement a Staff Advisory at DEHS to provide feedback and input on campus culture and initiatives.	May 22, 2026	Completed	Principal	Principal Hann has established a Culture Committee that allows staff to experience wellness activities. This also provides a platform for staff to submit their staff concern form.
2025-2026	4B	Develop and implement a Staff Advisory at GHS to provide feedback and input on campus culture and initiatives.	May 22, 2026	Completed	Principal	Principal Linn has established his "Guiding Coalition" to gather feedback/input. He held the Maverick Culture Night to allow staff to develop schoolwide academic and cultural expectations.
2025-2026	4B	Develop and implement a Staff Advisory at MHS to provide feedback and input on campus culture and initiatives.	May 22, 2026	Completed	Principal	Principal Bundy has established a Culture Committee that allows staff to share feedback on campus culture and initiatives. Additionally, Principal Bundy established 1:1 check-ins with each staff member on campus.
2025-2026	4B	Develop and implement a Staff Advisory at VHS to provide feedback and input on campus culture and initiatives.	May 22, 2026	Completed	Principal	We have a staff led culture committee. Team leader meets with Mr. Lees to share feedback and help develop ideas. Mr. Lees also regularly meets with Department chairs and Key Classified members to check pulse of campus.
2025-2026	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.	May 22, 2026	Completed	Director of Safety	Campus safety completed safety checks one Wednesday each month. Documentation is provided to see area checked and needs; fire extinguishers, exit signs, evacuation route signs, etc. Executive Director of Operations has also implemented a tracker to ensure that safety items needing repairs are completed in a timely manner; cameras.
2025-2026	4D	Develop a comprehensive professional development plan to include training for campus safety and site administration.	May 22, 2026	Completed	Director of Safety	The Executive Director of Operations and Student Services began to review a comprehensive list of professional development topics for school year 26-27 for campus safety and administration.



Resource Stewardship



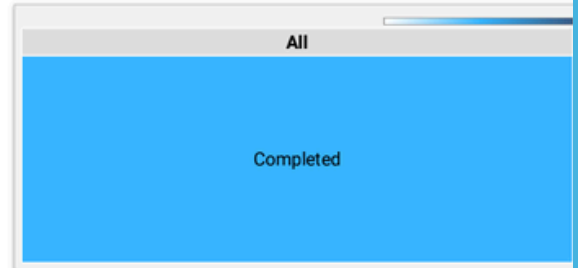
Overall Tenet Progress

School Year Filter: 2025-2026

(1)

Goal Title	Number of Action Steps	Completed Percentage
5A Human Resources	4	100%
5B Fiscal Responsibility	2	100%
5C Facilities & Technology	10	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
2025-2026	5A	Hire an Academy Coach to support each campus.	May 22, 2026	Completed	Executive Director of Academics/CTE	An Academy Coach has been hired for each campus for the 25-26 school year.
2025-2026	5A	Develop and pilot an online platform for the Classified and Administrator Evaluation System.	May 22, 2026	Completed	Director of Human Resources, Director of Innovative Solutions	Todd/Steve on this. great work done, but will continue to grow in 26-27 as we implement new docs
2025-2026	5A	Create and continuously refine evaluation instruments tailored to specific positions.	May 22, 2026	Completed	Director of Human Resources	This is continuous, so it will never really be completed. This year teacher eval tool was revised and will pilot on 26-27.
2025-2026	5A	Implement a campus safety monitor Substitute Pool with safety and security role specific training provided.	May 22, 2026	Completed	Director of Human Resources, Human Resources Specialist, Director of Safety	The HR Specialist has been responsible for hiring districtwide substitute campus safety staff to support school sites, and all individuals complete training provided by the Director of Safety prior to assignment.
2025-2026	5B	Develop and implement a multi-year override and bond election framework.	May 22, 2026	Completed	Executive Director of Finance	presentation to executive cabinet, board presentation
2025-2026	5B	Update and implement improved long term budget planning.	May 22, 2026	Completed	Executive Director of Finance	presentation to executive cabinet, CAFR
2025-2026	5C	Define roles for job-specific positions including academy counselor, academy coach, academy principal, and Principal.	May 22, 2026	Completed	Deputy Superintendent of Academics, Executive Director of Academics/CTE	updated job descriptions, update org chart
2025-2026	5C	Schedule and document physical security assessments of all sites, including visitor procedures and access control.	May 22, 2026	Completed	Director of Safety, Director of Facilities	Updates to campus fencing, window film, access control, cameras
2025-2026	5C	Adopt and provide training on IIQ for all facilities maintenance requests.	May 22, 2026	Completed	Deputy Superintendent of Operations	IIQ has become our system of record, Nohemi Yon took the lead.
2025-2026	5C	Integrate facility capital needs into updated 3-5 year projections to facilitate improve budget planning and projections.	May 22, 2026	Completed	Director of Facilities, Deputy Superintendent of Operations	Work with FMG - Ibarra cadre II project
2025-2026	5C	Offer parent safety nights, resource materials, and transparent incident communication.	May 22, 2026	Completed	Director of Safety	Safety Night on Drugs and Sex Trafficking in conjunction with Goodyear PD offered. Materials provided via sites.



Resource Stewardship

2025-2026	5C	Implement updated Business Continuity Plan (BCP) and districtwide cybersecurity SOPs.	May 22, 2026	Completed	Executive Director of Informational Technology	Updated BCP and SOPs, and during this process it was determined the district should move to a data center and make additional updates to the network to ensure redundancy. That process was started and the move should be completed by Q1 of 2026. At that time additional updates will again be made to the BCP and SOPs.
2025-2026	5C	Conduct annual training for all staff covering AI ethics, data privacy, and safe practices.	May 22, 2026	Completed	Director of Artificial Intelligence	All new staff receive training on safe and ethical AI use, and all other staff have had up to 20 opportunities to receive training throughout PD days and asynchronous trainings offered yearround.
2025-2026	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.	May 22, 2026	Completed	Director of Informational Technology	Network has been upgraded. Partnered with consulting group to confirm.
2025-2026	5C	Conduct quarterly phishing simulations with targeted follow-up training for staff.	May 22, 2026	Completed	Director of Informational Technology	We now have modules on Safe schools that every staff member must go through that teachers about different targeted attack styles, as well as continual phishing training that provides staff members with the "what" and "how."
2025-2026	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.	May 22, 2026	Completed	Director of Innovative Solutions	We have a process, and communicated with staff and academics, workflow shared with leadership council 1/26/26. Continuing to educate.