

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: COMMUNITY EVENTS
1C: INTERNSHIPS
1D: COMMUNITY SUPPORT
1E: SERVICE LEARNING
1F: AI & INNOVATION

Goal

Action Step

1A	Host one academy-focused event that engages families and the community to showcase student pathway skills.
1B	CTE/Art teachers will design an ABL with a partner that aligns directly with the partner's industry. Partners will help to define the scenarios for the teacher(s).
1B	Implement Alumni Association Initiative.
1B	Coordinate at least one local community artist/s and/or partner/s to lead a master class at Hilltop, giving students hands-on learning experiences and exposure to diverse creative styles.
1B	Promote community event usage and involvement opportunities at the Hilltop Theatre and/or Bandstand.
1C	Host two Fine and Performing Arts Advisory Council meetings along with the CTE advisory council with key community partners to gather feedback, identify priorities, and establish ongoing collaboration.
1D	Establish AI constortium of the SW Valley that includes stakeholders such as feeders district, business partners, municipal partners, etc.
1E	Ensure each comprehensive school site has an Interact Club that completes a meaningful service project to address a school or community need.
1F	Develop an AI-assisted communication workflow for districtwide family/community communications that supports translation, plain-language revision, accessibility, and human review.
1F	Create and deliver at least two family/community AI literacy resources or events aligned to AFUHSd guidance, including responsible use, privacy, and how AI may support learning. Track participation, common questions, and follow-up needs.

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

2D: AI & INNOVATION

Goal	Action Step
2A	Develop a comprehensive evaluation process to measure the long-term effectiveness of student career and pathway opportunity events, including routine analysis of participation and outcomes for ESS and ELL student groups.
2B	Develop guidance on how each Portrait of a Graduate trait can be utilized in that pathway and career field.
2C	Develop an accountability system to ensure level II pathway courses complete industry simulations
2C	Teachers will meet within their Academy Teams monthly.
2D	Conduct an AI and emerging technology alignment review for each Academy/pathway to identify where AI literacy, responsible AI use, and workforce-relevant technology skills should be embedded into employability standards, pathway projects, internships, or capstone experiences.
2D	Pilot at least one AI-integrated career readiness activity in each Academy area, such as interview practice, industry research, workflow redesign, or prototype development, and collect student artifacts/reflections to evaluate workforce readiness connections.



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/PROFESSIONAL STANDARDS
3C: CURRICULUM, INSTRUCTION, & ASSESSMENT
3D: ALTERNATIVE SCHEDULING
3E: INTERVENTION & ENRICHMENT
3F: AI & INNOVATION

Goal

Action Step

3A	Ensure all comprehensive high schools will have an Academy Ambassador program (6 total programs).
3B	Develop a plan to implement Portrait of a Graduate Portfolio Presentation.
3C	Create a system districtwide to track and recognize staff professional development accomplishments.
3C	All schools will develop a school improvement plan aligned to the strategic and district plan that includes goals around a multi-tiered system of support, professional learning communities, and academy structures and relevance.
3C	Analyze, monitor, and adjust strategies to improve ACT performance.
3D	Develop a plan to successfully transition to a Block Schedule in the 27-28 School Year.
3E	Use data to identify static groups RTI intervention and enrichment needs.
3F	Develop and pilot an approved AI-supported data inquiry workflow for site and district teams to analyze achievement, attendance, behavior, RTI, and course performance data.
3F	Provide training and coaching for instructional leaders and teachers on CARE-aligned AI-integrated workflows for planning, differentiation, feedback, and data-informed decision-making. Collect at least two documented workflow examples per campus to show impact.
3F	Explore the use of AI Agents to monitor and support progress on yearly goals for schools and teams.



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 AND WELLNESS**
4B: CONNECTEDNESS
4C: PHYSICAL WELLNESS
4D: SAFETY
4E: AI ENNABLED STUDENT SUPPORT SYSTEMS

Goal	Action Step
4A	All schools will implement the MTSS A(academic)/B(behavior) Triangle via scheduled professional development and stated schoolwide expectations.
4B	Develop and implement an Academy Lead PLC training focused on positive, productive, and cohesive conversations related to the MTSS system in order to support positive student outcomes.
4B	Counselors will align Tier 1 mapping and ECAP to deliver lessons to 9-12 related to the 4 E's.
4C	Develop a phase I targeted interventions system to include Academy PLC MTSS, In School Suspension, and Tier 2 facilitated staff interventions to include counselors, student support specialists, and social workers.
4D	Relevant safety staff will be educated in the Emergency Operation Plan to include specific training using the PREPaRE curriculum.
4E	Develop a human-reviewed early support workflow using approved district data sources to identify patterns in attendance, behavior, academics, and student support indicators.



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
5D: AI & INNOVATION

Goal	Action Step
5A	Revise evaluation tool for at least 2 classified employee groups to make them role specific.
5A	Evaluate the need for a probationary evaluation for classified employees.
5A	Pilot new teacher evaluation instrument and train necessary staff
5A	Revise evaluation tool for at least 2 certified employee groups to make them role specific.
5A	Implement Classified and Admin online app for Final Evaluation
5B	Plan a benefit cost management program to include reserves, pre-payment, and premium credits
5B	Develop a long term transportation plan to include staffing, vehicles, facilities, and special transportation needs that include academies, West-MEC, and McKinney Vento students
5C	Add a capital and critical needs funding component to the Facility Plan
5C	implement the facility plan.
5C	Implement an internet redundancy solution using our current fiber network to minimize downtime and maintain business operations during outages or service disruptions.
5C	integrate physical security and information technology into one team
5C	Ceate a management plan to evaluate first year operations of the Theater at the Hilltop
5D	Conduct an annual AI/innovation cost-benefit analysis and duplication review. Identify tools and/or services to renew, consolidate, discontinue, or replace with secure district-supported AI or internally built workflows before budget decisions.
5D	Create an AI Agent fo assist employees with HR tools such as Handbook, Policy, ASRS, arizona administrative code, etc.