PVSchools
Strategic Planning Committee - Charter

Confirmed by Process Design Team - October 8, 2026
Slight Revisions Proposed During SPC - 1

Purpose: To engage and collaborate with stakeholders to refresh our district's Vision, Mission, Values, and Portrait of a Graduate; develop a focused strategic plan with measurable goals and key performance indicators (KPIs); and establish implementation teams to identify and execute actions that will drive meaningful progress toward our goals and ensure success for every student.

Team Members: Karen Sypes (UPC), Russ Maloney (UPC), Arturo De La Cruz (UPC), John Studnicka (PVSEA), Amador Padilla (PVSEA), Phaedra Begay (PVSEA), Jen Hudson (PVEA), Joy Metcalf (PVEA), Kelly Romm (PVEA), Ann Furnish (PVP), Matt Lersch (PVP), Jessica Sexton (PVP), Shelly Strohfus (COA), Darlene Baumgartner (COA), Missy Martin (COA)

Executive Sponsor: Superintendent Courson

Facilitators: Dr. Patrick Sweeney, Dr. Danielle Else, and Dr. Karen Benson

SPC - Process Design Team Members: Eli Hubbell, Jennifer Jeras, Rebecca Guglielmo, Heather Schmitt, and Katie Wood

- Members of the Process Design team will attend Committee meetings intermittently as process observers, serving in a non-voting capacity.

Committee Representation:

UPC: 3 parent representatives
PVEA: 3 teacher representatives
PVSEA: 3 support employee representatives
PVP: 3 school principals
COA: 3 admin representatives
1-2 Business/Community Members
1-2 Representatives from Higher Ed

Meeting Cadence:

The Strategic Planning Committee will meet October - April during the 26-27 SY at the PVUSD District Office.

Tentative Committee Meeting Dates and Times include:

- October 22 - 9:30 - 12:30 (DAC West)
- November 2 - 9:30 - 2:30 (DAC East)
- November 16 - 9:30 - 2:30 (DAC East)
- December 3 - 9:30 - 2:30 (CRC - Critical Thinking Room)
- January 11 – 9:30 - 2:30 (DAC East)

- February 1 – 9:30 - 2:30 (DAC East)
- February 18 - 9:30 - 2:30 (DAC East)
- March 8 9:30 - 2:30 (CRC - Critical Thinking Room)

* If needed, March 31 9:30 -2:30 (DAC East)

Planning Framework:

The committee will be intentional to examine the District through the following important lenses:

- Foundation: Mission, Vision, Values, Portrait of a Graduate
- Looking forward: Future trends, workforce and careers, and global and local research – affording special attention to the "State 48 Graduation Profile" recommendations from the AZ Institute for Education and the Economy on what knowledge, skills, and dispositions our students need for the future.
- Current Reality: Student achievement, enrollment, finance, operations, culture, needs assessments
- Aligning work: SEPAC priorities, four strategic priorities, current initiatives

Strategic Planning Process

The committee will engage in three of five phases identified in our Strategic Planning work – building a shared understanding of the district's current context, establishing strategic priorities, developing measurable goals, identifying action teams, and ultimately advancing recommendations that support student success.

Throughout the first two phases, the committee may use surveys, focus groups, or other forms of stakeholder engagement to gather diverse perspectives and ensure that the process reflects the experiences and aspirations of students, families, staff, and the broader community.

- **Phase 1:** Shared Understanding: Review mission, vision, values, Portrait of a Graduate, District data, and future trends
- **Phase 2:** Focus Areas: Identify strategic focus areas and highest-leverage opportunities for improvement.
- **Phase 3:** Goals and KPIs: Develop key performance indicators and define clear, measured outcomes.
- **Phase 4:** Identify Action Teams: Develop a team structure to implement and track progress toward goals.
- **Phase 5**: Finalization: Present recommendations to the Governing Board.

Stakeholder Engagement and Communication

The Strategic Planning Committee will provide regular updates on the plan – communicating with employees, the Governing Board, families, and the broader community. The committee will intentionally identify and invite opportunities for input where broad stakeholder voices can meaningfully influence the work, including students and the PVSchools community.

In step with our intentional efforts to provide regular updates on our work to all stakeholder groups and the broader community:

- We will identify one point person from each stakeholder group to share a loop out message with stakeholder presidents to communicate within 48 hours – and post to the District website.
- The committee will also respect and value confidentiality. Confidentiality means maintaining a safe space during committee meetings where we can share candid feedback, explore ideas, and discuss sensitive topics with the assurance that internal conversations remain within the group

Decision Making

Facilitators will be purposeful to develop shared understanding and build agreement throughout committee meetings. For decisions that will be made by consensus, all points of view will be heard and considered. The committee will use Fist-to-Five to gauge the level of support and determine when the will of the group is evident. Consensus does not require unanimous agreement; rather, it means that members understand the decision, their perspectives have been considered, and there is sufficient shared support to move forward.

The committee's work will result in a recommended Strategic Plan to Cabinet, and ultimately, the Governing Board. Cabinet will review the Strategic Plan and may refine or modify areas as appropriate prior to bringing forward final recommendations to the Governing Board for consideration. Modifications will be communicated with the committee before presentation to the Governing Board. The Governing Board may also revise the plan prior to final approval.

Intended Outcomes

Expected Outcomes of the Strategic Planning Committee include:

- **Foundation Refresher:** A refreshed mission, vision, values, and Portrait of a Graduate (if needed)
- **Strategic Plan:** A clearly articulated and structured Strategic Plan.
- **Measurable Goals:** Clear, measurable district goals aligned with the core vision.
- **Key KPIs:** Defined Key Performance Indicators to monitor progress and success.
- **Action Teams:** Identify implementation/action teams to establish clear action plans and timelines to ensure shared accountability.
- **Future Roadmap:** A strategic roadmap to guide long-term district decision-making.

In addition, this work will attempt to cultivate meaningful relationships that are central to the district's collaborative culture, as evidenced by members' willingness to collaborate on future projects or committees and an increased sense of belonging and engagement in district decision-making.