



Strategic Plan

December 10, 2018

3 Year Goal

80% of all students will be successful with Tier I System for behavior

80% will be proficient or highly proficient on the AzMERIT Math and ELA Assessments in Grades 3-8

80% of all students will be at or above grade level on DIBELS



Strategic Plan

2019-2024

Instructional Transformation
Leadership
Culture and Community
Talent
Organizational Systems

Teamwork May 2017

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Strategic Planning Timeline

Stakeholder Meetings

- May 2017
- November 2017

Strategic Plan Review

- February 2018

Board Updates

- December 2017
- March 2018
- August 2018

Finalize Goals, Objectives and Action Steps

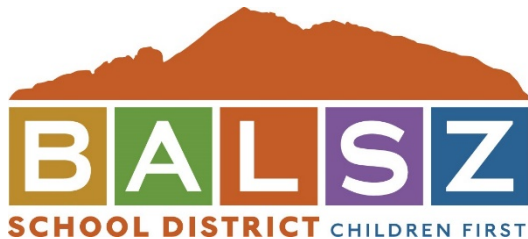
- August 2018

Subgroup Meetings and Data Collection

- November 2017 through February 2018

Department and School Plans in Development

- October 2018 – currently in progress



INSTRUCTIONAL TRANSFORMATION

GOAL

Ensure equitable, culturally responsive, and rigorous instruction.

OBJECTIVE

All students will be high school, college, career, and community ready.

ACTION STEP 1:

Ensure a guaranteed and viable curriculum.

ACTION STEP 2:

Diagnose and respond to student learning needs through standards, data, assessment, and engagement.

ACTION STEP 3:

Develop teaching and learning expectations.

ACTION STEP 4:

Prepare on-going, integrated, professional development on equitable, culturally responsive, and rigorous instruction.



LEADERSHIP

GOAL

All leaders will effectively lead continuous improvement for student learning.

OBJECTIVE

Drive district, site actions through short and long-term student learning goals.

ACTION STEP 1:

Site administrators complete a comprehensive needs assessment annually.

ACTION STEP 2:

Administrators attend professional development to increase their efficacy to transform instruction.

ACTION STEP 3:

All District departments will define specific goals to support a culture of learning, achievement and high expectations.

ACTION STEP 4:

Continue to develop and improve formal and informal instructional leadership roles.



CULTURE AND COMMUNITY

GOAL

Build a strong and safe school and district community.

OBJECTIVE

Build a supportive social, emotional, physical, and academic environment that promotes learning and wellness for all students, staff, and community.

ACTION STEP 1:

Create parent, community, business, partnerships that support a culture of student learning.

ACTION STEP 2:

Build effective systems to communicate school and district news, alerts, and calendar events.

ACTION STEP 3:

Showcase Balsz District through a comprehensive marketing program.

ACTION STEP 4:

Guarantee a safe and inclusive environment for all stakeholders.

ACTION STEP 5:

Recognize the value of relationships through high quality customer service for all stakeholders.



TALENT (OBJECTIVE 1)

GOAL

Balsz will be the destination district for exemplary educational professionals.

OBJECTIVE 1

Recruit and retain highly qualified professional staff.

ACTION STEP 1:

Invest in employee compensation, benefits, health and wellness to attract and retain employees.

ACTION STEP 2:

Ensure employees are equipped with efficient and effective job-related technologies.

ACTION STEP 3:

Expand exceptional professional development for all employees.



GOAL

Balsz will be the destination district for exemplary educational professionals.

OBJECTIVE 2

Maximize employee performance.

TALENT (OBJECTIVE 2)

ACTION STEP 1:

Strengthen systems, processes, procedures and training for high quality employee performance.

ACTION STEP 2:

Ensure inter-rater reliability for certified and support staff.

ACTION STEP 3:

Set clear performance expectations for all employees.

ACTION STEP 4:

Develop recognition programs to celebrate employee performance.

ACTION STEP 5:

Create and provide effective orientation programs for all employee groups.



ORGANIZATIONAL SYSTEMS (OBJECTIVE 1)

GOAL

Achieve resource capacity and efficiency to accomplish instructional goals.

OBJECTIVE 1

Demonstrate stewardship of physical, fiscal, and human resources aligned with organizational priorities.

ACTION STEP 1:

Develop a budget aligned to the strategic plan.

ACTION STEP 2:

Implement a performance management system for central office departments to identify challenges, opportunities, and compliance requirements.

ACTION STEP 3:

Review and refine systems to enhance effectiveness through streamlined procedures and the use of technology.



ORGANIZATIONAL SYSTEMS (OBJECTIVE 2)

GOAL

Achieve resource capacity and efficiency to accomplish instructional goals.

OBJECTIVE 2

Create and sustain safe, supportive, welcoming, and innovative learning environments.

ACTION STEP 1:

Utilize funding to plan, construct, and renovate facilities.

ACTION STEP 2:

Enhance student learning by providing safe, engaging, and healthy environments.



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