

Dysart Strategic Plan - 2011 - 2014

Exceeding Standards, Future Ready:

Student Achievement

GOAL A: All Dysart students will graduate ready for college, career, and life in a globally competitive economy by mastering New Century Learner Skills.

OBJECTIVES	MEASURES OF SUCCESS	RESOURCES	TIMELINE
1. Implement plans resulting in students meeting or exceeding on measurements of state standards.	Students will meet or exceed state standards as measured by state assessments at mandated grade levels resulting in all schools receiving a state accountability label of excelling or within the top two categories under a new state accountability system.	School Level Continuous Improvement Plans Student achievement data Partnerships with post secondary institutions, state and national educational organizations Academic Services and Educational Support Services Departments	Reports show annual increases with goal met in spring 2013
2. Implement New Century Learner Skills as part of the approved curriculum.	100% of adopted curriculum will include new century learner skills.	<i>International Standards for Technology in Education (ISTE)</i> 21 st Century skills and standards National educational organizations 21 st Century Partnership Academic Services and Educational Support Services Departments	Adoption aligned to five-year curriculum revision cycle
3. Design and implement assessments that measure student mastery of core standards and New Century Learner Skills.	Assessments designed and implemented to measure student mastery of core standards and new century learner skills.	Assessments and ancillary materials National educational organizations ISTE 21 st Century skills and standards New Century Learner Skills iPAL Educational Services, Academic Services and Instructional Technology Departments	Adoption aligned to five- year curriculum revision cycle
4. Implement plans resulting in increasing numbers of students who succeed in exam systems that qualify them for full-time career and technical programs, jobs, military and/or college or university entrance.	Statistically significant increase in the number of students meeting or exceeding entrance requirements for post secondary pathways.	<i>Advancement Via Individual Determination (AVID)</i> program data Student education on career action plans College Board International Baccalaureate <i>Career and Technical Education (CTE)</i> competencies AZ Tech Prep West-MEC Partnerships with post secondary institutions Parent seminars and communications High School Administrators	Plan implementation 2011- 2012 Annual report measuring increases in spring 2013

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OBJECTIVES	MEASURES OF SUCCESS	RESOURCES	TIMELINE
<p>Goal A Objective 4 – Continued from page 1</p>		High School Counselors Directors of Curriculum, Student Support, Career and Technical Education, Information Technology and staff Academic Services and Educational Support Services Departments	
5. Implement plans resulting in all schools achieving a state accountability label of excelling or within the top two categories of a new state system.	100% of the schools will receive a state accountability label of excelling or within the top two categories of a new state accountability system.	AZ Learns student achievement report Yearly label goal chart Z score data <i>One year's growth</i> (OYG) data Academic Services and Educational Support Services Departments	Reports show annual increases with goal met in spring 2013
6. Design and implement a college and career planning process that enables students to develop needed skills to transition to postsecondary pathways.	90-100% of students graduate from high school with their cohort.	Regional counseling model for college and career planning Partnerships with Communiversy, post-secondary institutions, and civic organizations Parent education Teacher training AVID No Excuses University Parent Universities West-MEC College 101 College and Career Fairs Career and Technical Education Director and staff Lead Counselor and staff Training Technology High School Administrators Academic Services and Educational Support Services Departments	Designed and implemented fall 2012

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GOAL B: Optimize and allocate resources that are proven to result in increased student achievement.

OBJECTIVES	MEASURES OF SUCCESS	RESOURCES	TIMELINE
7. Implement and assess the district developed system that provides relevant data to drive critical educational decisions to improve student achievement.	All schools and departments utilize the developed system to provide timely and relevant data to advance programs, practices and policies that result in 90-100% of students meeting or exceeding standards on district and state assessments.	Action research Professional development District database and data systems Hardware & software Assessment systems and test item databanks Research and Accountability, Academic Services and Educational Support Services, Information Technology and Human Resources Departments	Full implementation completed fall 2012 Reports show annual increases in student achievement with goals met by spring 2013
8. Design and implement a plan that provides intervention, extension and enrichment so that each student makes at least one year's growth (OYG).	90-100% of students achieve one year's growth (OYG) in all classes.	iPAL High school credit recovery program Professional development (PD) for teachers Extended school day Individual Language Learning Plan (ILLPs) Flexible scheduling Best practices research Student achievement data Classroom observation data Curriculum and resources online Educational Services, Academic Services and Information Technology Departments	Report indicates annual increases with goal met by spring 2013
9. Evaluate and revise the professional development plan to provide curricular, instructional, and assessment support to increase student achievement.	Publish a report indicating positive correlation between participation in professional development and teacher effectiveness as measured by one year's growth.	Professional Development Learning Team (PDLT) District data process and systems Program evaluation process Educational Services, Academic Services, and Information Technology Departments	Report completed by spring 2013

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Dysart Culture

Goal C: The Dysart Unified School District will exemplify a “We are Dysart” culture.

OBJECTIVES	MEASURES OF SUCCESS	RESOURCES	TIMELINE
10. Implement a plan designed to extend communication to every stakeholder.	A plan is implemented that includes at least one new strategy for delivering information to all stakeholders.	Information Technology Community Relations All stakeholders Translators Technology hardware to deliver multiple mediums of communication (video, print, online, phone, etc.).	Plan designed with new strategy implemented by summer 2011
11. Implement a plan designed to receive communication from every stakeholder.	A plan is implemented that includes at least one new strategy for receiving information from all stakeholders.	Information Technology Community Relations All stakeholders Translators Technology hardware to capture multiple mediums of communication.	Plan designed with new strategy implemented by summer 2011
12. Implement a professional development plan for support staff.	A plan is implemented that provides relevant professional development for support staff.	iLearn, trainers, facilities, professional development evaluations, focus group surveys, Information Technology, Educational Services, Business Services, and Human Resources Departments	Plan designed and implemented by fall 2011 Ongoing
13. Design and implement strategies that establish a “We Are Dysart” culture.	Stakeholder “We are Dysart” strategies and vision for a culture created.	Information Technology Community Relations All stakeholders Translators	Vision completed and implemented by fall 2011
14. Identify standards to measure customer service.	Produce a rubric of customer service standards utilized district-wide to measure customer service on a timeline as recommended by the feasibility study.	Community Relations Consultant services All stakeholders	Standards of measures identified by spring 2012
15. Design and implement processes for addressing customer service.	Customer service evaluation results published each year to report satisfaction based on customer service standards.	Consultant services Community Relations All stakeholders	Plan designed and implemented fall 2012 Rankings published fall 2013

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Modeling Success:

Leadership and Administration

GOAL D: Implement the Carver Policy Governance model to enhance effective governing processes that drive student achievement.

OBJECTIVES	MEASURES OF SUCCESS	RESOURCES	TIMELINE
16. Evaluate, revise and publish a searchable Board Policy to support the Carver Governance Model.	100% of published Governing Board Policy will be aligned to the Carver Governance Model.	Cabinet Consultants Governing Board Legal counsel	Start adoption fall 2011 Complete fall 2012
17. Design, adopt and implement a Governing Board self-evaluation process aligned to the Carver Governance Model.	At least one time per year, the Board will formally evaluate Board performance in terms of alignment to the Carver Governance Model.	Cabinet Consultants Policy Governance materials Governing Board Governing Board observers	Designed, adopted and implemented by fall 2012
18. Implement training to support adopted governance policy.	Training and assessment on the Carver Governance Model will be completed in 100% of school sites and departments (i.e., assessment included measures common and critical vocabulary and major concepts). Learning materials and annual sessions provided for interested community members.	Expert consultants Cadre of volunteer staff to be trained in the common language used with the Carver Governance Model. Resource materials on the Carver Governance Model Learning materials	Start spring 2012 Complete spring 2013 Ongoing as needed
19. Assess, revise, adopt and embed a vision, mission and values/principles statements aligned with district goals and policy governance.	Revised vision, mission and value statements adopted by the Board to align with the Carver Governance Model and Board goals. The Dysart community successfully implements all components of the Strategic Plan to demonstrate understanding of the vision, mission and values of the organization.	Governing Board Administrative Council Staff associations Parent and community organizations Marketing processes and materials Stakeholder volunteers to form committees. Visioning model process	Adopted by summer 2011 Ongoing reports on Strategic Plan measures of success as per plan timeline

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Modeling Success:

Leadership and Administration

GOAL E: Design, implement, communicate and evaluate collaborative goal setting processes to support student achievement.

OBJECTIVES	MEASURES OF SUCCESS	RESOURCES	TIMELINE
20. Implement the practices and services of the Human Resources Department through the Continuous Improvement Plan (CIP).	100% of measures of success identified in the CIP accomplished and reported.	Staff Continuous Improvement Plan Consultants	Fully implemented and evaluated by summer 2011
21. Design and implement a well-defined system for recruiting, retaining and training a stable, yet improving, well-balanced workforce assuring the most highly qualified and best suited staff for employment.	90-100% of all open positions filled by highly qualified personnel each year. Retention rate of effective employees improves yearly until 85-90% retention rate per year is achieved.	Staff Research and data Recruitment plan Retention plan Stakeholder volunteers to form committees.	Plan designed by fall 2011 Plan fully implemented by summer 2012 Increases annually with measures of success reached by fall 2012
22. Design and implement a Strategic Plan revision cycle and process.	The revision cycle and process are implemented every three years in the district.	Staff Materials	Strategic plan and revision timeline designed and adopted by fall 2011 Revision cycle in place by fall 2012

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Healthy Students, Safe Schools:

Safety and Wellness

Goal F: Design and implement a plan to address school safety issues.

OBJECTIVES	MEASURES OF SUCCESS	RESOURCES	TIMELINE
23. Assess and prioritize safety and wellness issues to be addressed.	A report is produced utilizing District data identifying safety and wellness priorities.	Annual data from referrals from health department, discipline records, surveys, and other relevant data	Fall 2011 Ongoing
24. Design and implement training opportunities with a focus on prioritized District wellness and safety issues impacting staff, parent/community, and students.	Safety and wellness materials are designed and utilized for stakeholder trainings. A school safety issue online video library is developed and available to all staff, parents and students.	Agency and community resources identified for utilization. Online video library developed and available to all staff, parents and students. Parent University	Designed by summer 2011 Implemented fall 2011 Ongoing
25. Implement training on District adopted emergency response <i>National Incident Management System (NIMS)</i> protocol.	100% of the school and department safety teams are trained in District emergency protocol.	District emergency plan and response protocol Training through local agencies	Training implemented summer 2011 and goal reached by summer 2012

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District Resources

GOAL G: Educate public and key stakeholders on need for adequate resources to ensure students are meeting standards and future ready.

OBJECTIVES	MEASURES OF SUCCESS	RESOURCES	TIMELINE
26. Design ways to effectively educate the public on school financing and budgets.	Continued support for District budget initiatives.	Community Relations and Business Services Departments, <i>Arizona Association of Business Officials (AASBO) Data Project</i> , and <i>Association of School Business Officials (ASBO) International</i>	Summer 2012

GOAL H: Allocate available district level resources to support the strategic plan goals where they will have the greatest impact on student academic achievement and instruction.

OBJECTIVES	MEASURES OF SUCCESS	RESOURCES	TIMELINE
27. Design District level budget process to improve the alignment of financial resources to Strategic Plan goals.	Annual reporting indicating resources directed to Strategic Plan goal areas.	Executive Cabinet, Business Services and Educational Services Departments, Meet and Confer Interest Based Approach process, and Continuous Improvement Plan	Fall 2013
28. Implement resources to support the professional development plan necessary for the successful execution of instruction.	Measureable increases in student achievement indicators.	Educational Services and Business Services Departments, student achievement data, classroom walkthrough data	Summer 2014
29. Design and implement a comprehensive long-term capital resource plan including facilities and technology.	Complete plan and implement recommendations as resources become available.	Business Services and Educational Services Departments, <i>School Facilities Board (SFB)</i> documents and textbook adoption process	Summer 2012

GOAL I: Assess funding priorities by aligning school expenditures with Strategic Plan.

OBJECTIVES	MEASURES OF SUCCESS	RESOURCES	TIMELINE
30. Design and implement guidelines to monitor expenditures of school site budgets for alignment with the Strategic Plan.	Guidelines developed Monitoring report indicates guidelines fully utilized at all school sites.	District and Site level staff, educational research institutions and its relevant reports	Guidelines designed by summer 2012 Training completed by fall 2012 Monitoring report completed summer 2013
31. Assess the correlation of the guidelines to improve student academic achievement.	Report of the correlation between the guidelines and student academic achievement completed.	Financial system, Business Services and Educational Services Departments	Summer 2014