

**Dysart Unified School District #89
2014-2017 Strategic Plan
Final Report 2014-2017**

Goal A: All Dysart students will graduate ready for college, career, and life in a globally competitive economy by mastering New Century Learner skills as defined by the Dysart's Profile of a Graduate.				
Objectives		14-15 Governing Board Reports and Indicators	15-16 Governing Board Reports and Indicators	16-17 Governing Board Reports and Indicators
1	Design and implement curriculum and assessments aligned to College and Career Readiness standards and the Profile of a Graduate attributes.	<ul style="list-style-type: none"> • Governing Board (GB) Item; Sept. 17, 2014, #9 Review of Curriculum & Assessment Timeline • Link to Document • GB Item; June 3, 2015, #20 Update on 2014-15 Dysart Essentials, 4C's, Assessments, iShare PD and Assessment Development • Dec. 2, 2015, Item G.1: AZ Merit. • June 17, 2015, #15, Curriculum Cycle Update 	<ul style="list-style-type: none"> • Aug. 5, 2015, Item H.1: Curriculum & Assessment Cycle • Nov. 18, 2015, Item G.2: HS Course Curriculum Guide • Sept. 16, 2015, Item A.1: CIP-Goal A • June 1, 2016, Item H.3: Academic Services Update • June 15, 2016 Board Item Report H.4, Program Evaluations, High School Exams & Multiple Measures • July 20, 2016, Item F.1: AZ Merit 	<ul style="list-style-type: none"> • July 20, 2016, Item F.1: Information on AZMERIT and Multiple Measures and August 24, 2016, G.1: Strategic Plan Goal A • July 20, 2016, Items F.10 and F.11: Additional HS Courses & Pilot of Virtual and Blended Courses • August 10, 2016, Item F.1: Approval of Dual Enrollment Agreement • August 10, 2016, F.10: Approval of Supplemental Resources • August 24, 2016, Item G.1: Academic Services Report • September 28, 2016, Item A.1: CIP Report on Goal A • November 9, 2016, Item H.2: Personalized Learning & Extended Opportunities • November 9, 2016, Item H.4: Course Guide • December 14, 2016, Item H.1: Revisions to Profile of a Graduate • January 25, 2017, Item H.2: Code To The Future • February 22, 2017, Item G.3: Policy, Procedure and Support Related to ESS • May 24, 2017, Item G.1: Academic Services Goals A, B, and D
2	Design, select and implement instructional resources and teacher training that support educators in preparing all Dysart students to	<ul style="list-style-type: none"> • GB Item; June 3, 2015, #20 Update on 2014-15 Dysart Essentials, 4C's, Assessments, iShare PD and Assessment 	<ul style="list-style-type: none"> • Aug. 5, 2015, Item H.1: Curriculum & Assessment Cycle 	<ul style="list-style-type: none"> • August 24, 2016, G.1: Strategic Plan Goal A (including 5 Year Curriculum, Assessment & Resource Schedule)

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	<p>demonstrate College and Career Readiness standards and attributes</p>	<ul style="list-style-type: none"> • Governing Board (GB) Item; Nov. 19, 2014, #11 Professional Development Initiatives & Resources • GB Item; May 20, 2015, #20 YourCaLL Project and Year Two Planning for 21st Century Network • Documents: <ul style="list-style-type: none"> • 4c's rubrics (assessments) Link to Sample • 21st Century Collaborative Network Link to Webpage • YourCaLL Projects Link to Webpage 	<ul style="list-style-type: none"> • Nov. 18, 2015, Item G.2: HS Course Curriculum Guide • Sept. 16, 2015, Item A.1: CIP-Goal A • Aug. 19, 2015, Item H.1: Graduation Supports • Aug. 5, 2015, Item G.4: Pilot Agile Minds • Oct. 21, 2015, Item H.2: ECAPS & Career Fair • Aug. 19, 2015, Item H.1: PD Update 21st Century Network • Jan. 20, 2016, Item G.2: Updates on Teacher Eval & Program Evals • Feb. 17, 2016, Item G.2: Information on Grants • April 4, 2016, Item G.2: Strategic Initiative Planning • April 20, 2016, Item G.1: Advanced Coursework project • May 18, 2016, Item G.1: 21st Century Network Update • June 1, 2016, Item H.1: Innovation Academy Update • June 1, 2016, Item H.3, Academic services Update • June 15, 2016 Board Item Report H.4, Program Evaluations, High School Exams & Multiple Measures 	<ul style="list-style-type: none"> • August 10, 2016, F.10: Approval of Supplemental Resources • September 28, 2016, A.1: CIP Report Goal A • November 9, 2016, H.4: Course Guide • August 24, 2016, Item A.1: Collaborative Goal Planning • August 24, 2016, Item G.2: Strategic Plan Revision Process • September 28, 2016, Item D.1: iSchool Transition • September 28, 2016, Item H.1: Program Evaluation and Teacher Evaluation • October 12, 2016, Item D.2: Innovation Academy • October 26, 2016, Item H.1: 3R Summit • November 9, 2016, Item H.2: Update on Personalized Learning & Expanded Opportunities • December 14, 2016, Item H.1: Revision to Profile of a Graduate • Naviance roll out in 16-17 • Improved options for credit recovery and extension with iSchool transformation • Continued work to expand internships/mentorships • K-8 online interventions • Added online CTE and AP offerings • Recruitment and Retention of HQ Teachers <ul style="list-style-type: none"> • Hard to fill stipends, Dysart Univ and YourCALL, etc. • Continuing work on curriculum and assessment plus strategies to personalize education • Obtained a grant to evaluate assessment plan to ensure effective, equitable and streamlined
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				<ul style="list-style-type: none"> Continue refining professional development including options for critical content and delivery <ul style="list-style-type: none"> Dysart Univ and YourCALL, Menu Mondays, Unwrapping Standards, etc. January 25, 2017, H.3: Information on Dysart U May 24, 2017, Item G.1: Academic Services Goals A, B, and D
GOAL A - MEASURES OF SUCCESS				
		14-15	15-16	16-17
<ul style="list-style-type: none"> All Dysart schools will demonstrate academic improvement as measured by state goals: <ul style="list-style-type: none"> Increase the percentage of third graders meeting state standards in reading to 94% by 2020. Increase the percentage of eighth graders meeting state standards in reading and math to 85% by 2020. Raise the high school graduation rate to at least 93% in 2020. All students demonstrate the competencies needed for full-time career and technical programs, military and/or college or university entrance as measured by credentialing exams. 	<p>These measures were dependent on the state of Arizona selecting and implementing a state test that can produce comparable results to the AIMS results reflected in these measures. AZMERIT was implemented with no ability to compare scores from AIMS to AZMerit.</p> <ul style="list-style-type: none"> No reports by ADE that provided comparability for AIMS and AZMerit scores. During semester 2 of the 2015-16 school year, a Dysart Task Force researched a multiple measures approach to measuring academic growth and success with baseline data gathered <p>Reference Data Reporting Document</p>	<p>These measures are dependent on the state of Arizona utilizing AZMERIT to replace AIMS and producing reports that allow some type of valid comparability. These measure were revisited in November, 2015 after more information was released on AzMerit 2014-15 results.</p> <ul style="list-style-type: none"> Arizona has not yet released information on the state's CCR Index that will be part of the new AZ accountability formula. Dysart staff has begun researching and developing a multiple measure system. <p>Reference Data Reporting Document</p>	<ul style="list-style-type: none"> Measures adjusted to reflect state changes in testing and accountability <p>Reference Data Reporting Document</p>	

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GOAL B: Implement the “We are Dysart” culture defined by common beliefs, high expectations, collaboration and shared leadership resulting in improved student success as defined by the strategic plan academic goals.				
Objectives		14-15 Governing Board Reports	15-16 Governing Board Reports	16-17 Governing Board Reports
1	Develop and implement a customer service philosophy with continuous learning components that focus on building shared ownership and support for the work of the district.	<ul style="list-style-type: none"> • GB Item; June 17, 2015, Research on Customer Service Opportunities • GB Item; April 1, 2015, #13 Report on Employee Recruitment/Retention Plan • GB Items; March 4, 2015, #13 Report on Community Leadership Meeting Regarding Sustaining Educational Excellence in Dysart Unified School District • Community Summit; May 1, 2015, 3E Summit 	<ul style="list-style-type: none"> • Sept. 16, 2015, Item H.1: Customer Service Research and Plan Development • Oct. 7, 2015, Item A.1: CIP Report-Goal B • Sept. 16, 2015, Item: I.1 Meet & Confer • March 2, 2016, Item G.2: Culture • March 9, 2016, Item F.1: Meet & Confer Recommendations • April 20, 2016, Items G.3 and H.1: IBA Non-budget Items and Approval of MOU • June 15, 2016, H.1: Customer Service Research 	<ul style="list-style-type: none"> • August 10, 2016, Item C.1: Why I Drive Spotlight • September 7, 2016, Item G.1: Celebrations, Recognitions & Customer Service Initiatives • September 28, 2016, Item: I. 1: Meet & Confer • October 12, 2016, Item A.1: CIP Presentation on Goal B • January 11, 2017, Item G.12: Recognition Parent Support Organizations • May 24, 2017, Item G.1: Academic Services Goals A, B, and D
2	Create opportunities and set expectations for stakeholder groups to work collaboratively to promote continuous learning and shared leadership.	<ul style="list-style-type: none"> • Governing Board (GB) Item; Nov. 5, 2014, Workshop, CIP Workshop: 21st Century Collaborative • Governing Board (GB) Workshops on CIPs; Sept. 17, 2014, November 5, Nov. 19, Dec. 3 & Jan. 21 	<ul style="list-style-type: none"> • Aug. 19, 2015, Item H.1: PD Update on 21st Century Network • Sept. 2, 2015, Item I.2: Dysart Connections & Communications • Sept. 16, 2015, Item A.1: CIP Report on Goal A • Oct. 7, 2015, Item A.1: CIP Report on Goal B • Oct. 21, 2015, Item A.1: CIP Report on Goal C • Nov. 5, 2015, Item A.1: CIP Report on Goal D • May 18, 2016, Item G.1: 21st Century Network Update 	<ul style="list-style-type: none"> • August 24, 2016, Item G.1: Academic Services Report (including 21st Century Network) • August 24, 2016, Item G.2: Strategic Plan Revision Process • September 7, 2016, item G.1: Celebrations, Recognitions & Customer Service Initiatives • September 28, 2016, A.1: CIP Report on Goal A • October 12, 2016, Item A.1: CIP Presentation on Goal B • October 12, 2016, Item I.1: Parent Support Organizations

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				<ul style="list-style-type: none"> • October 26, 2016, Item A.1: CIP Report on Goal C • October 26, 2016, Item H.1: 3R Summit • November 9, 2016, Item A.1: CIP Report on Goal D • December 14, 2016, Item H.1: Revisions To Profile of a Graduate • Feb. 22, 2017, Item G.2: Culture and Leadership: Focus Groups Report • February 8, 2017, Items H.5 and G.2: Propose 2017-2020 Strategic Plan and Approve 2017-2020 Strategic Plan
3	Plan opportunities to recognize and share achievement of established common goals and expectations.	<ul style="list-style-type: none"> • Governing Board (GB) Item; Aug. 20, 2014, #16 Rachel's challenge Celebration of Achievements Initiative • GB Items: November, 2014 through April, 2015 Board Meetings, Summary of Events- Rachel Challenge Heartbeats • GB Item; May 20, 2015, #21 Communication Plan Report 	<ul style="list-style-type: none"> • Sept. 16, 2015, Item H.2: Recognition Initiatives • Aug., 2015-Jan., 2016, Item: Recognitions and Celebrations with Teacher Highlights beginning Nov. 2015 • Sept. 16, Oct. 7, Oct. 21, & Nov. 5, 2015, Items A.1: CIP Reports • May 18, 2016, Item G.1: 21st Century Network Update • 2015-16 School Year, Items in C: Recognitions and Celebrations Social Media Releases on Recognitions and Celebrations 	<ul style="list-style-type: none"> • August, 2016-January, 2017, Item: Recognitions and Celebrations • September 7, 2016, Item G.1: Celebrations, Recognitions & Customer Service Initiatives • September 28, October 12, October 26, & November 9, 2016, Items A.1: CIP Reports • May 10, 2017, Item D.2: Retiree Recognition • Recognitions and Celebrations per agendas July, 2016 to June 2017
4	Create a communication plan that focuses on the timely, accurate and relevant exchange of information.	<ul style="list-style-type: none"> • Governing Board (GB) Item; Nov. 19, 2014, #13, Communication Plan Initiatives • GB Item; May 20, 2015, #21 Communication Plan Report. 	<ul style="list-style-type: none"> • Sept. 2, 2015, Item I.2: Dysart Connections & Communications • Oct. 21, 2015, Item H.1: Update on Communicating Policies and Procedures • Dec. 16, 2015, Item H.1: Communication Plan 	<ul style="list-style-type: none"> • September 7, 2016, Item G.1: Celebrations, Recognitions and Customer Service • October 12, 2016, Item A.1: CIP Goal B • June 28, 2017, Item H.3, Communication Plan Review

GOAL B - MEASURES OF SUCCESS

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	14-15	15-16	16-17
<ul style="list-style-type: none"> • The results of surveys and focus groups will indicate common beliefs, high expectations, collaboration and shared leadership. • Artifacts that reflect a culture defined by common beliefs, high expectations, collaboration and shared leadership will include: <ul style="list-style-type: none"> ○ Site and department annual goals that are developed through a shared leadership process and publically shared with all stakeholders ○ Leadership pathways for employees to recognize contributions and leadership initiative ○ Opportunities for celebrating accomplishments ○ Effective communication plan 	Reference Data Reporting Document	Reference Data Reporting Document	Reference Data Reporting Document

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GOAL C: Through consistent processes students and staff will be safe and secure.				
Objectives		14-15 Governing Board Reports	15-16 Governing Board Reports	16-17 Governing Board Reports
1	Implement a safety communication plan to assure parents and community members of safety protocols	<ul style="list-style-type: none"> • GB Item; May 20, 2015, #22 Safety Audit & Parent Survey • GB Item; May 20, 2015, #28, Recommendations to Approve the Discipline Procedures for the 2015-16 School Year • GB Workshop; June 3, 2015, Use of BoardDocs for Policy and Procedure Electronic Format 	<ul style="list-style-type: none"> • Sept. 2, 2015, Item I.1:Threat Assessment • Oct. 21, 2015, Item A.1:CIP Report on Goal C • Oct. 21, 2015, Item H.1: Update on Communicating Practices & Procedures • Nov. 4, 2015, Item H.2:Crisis Protocols • Dec. 16, 2015, Item H.2: Safety • Feb. 3, 2016, Item G.1: Emergency Response Notification System • May 4, 2016, Item H.2: Revision of Parent Student Handbook and Discipline Matrix • June 1, 2016, H.2: Safety Survey, Results . . .Audits • June 15, 2016 H.1: Customer Service Research – Dysart Safe • Completed revision of SOP (MRD) July 27, 2015 	<ul style="list-style-type: none"> • September 28, 2016, Item H.2: Review of Safety Initiatives, Processes & Procedures Including Handbook • October 26, 2016, Item A.1: CIP Report on Goal C • May 10, 2017, Item I.4: Information Regarding 2017-18 Parent and Student Handbook
2	Evaluate safety procedures to meet all stakeholder needs including the safety of students before and after school	<ul style="list-style-type: none"> • Governing Board (GB) Item; Sept. 17, 2014, #10 Safety Plan Overview • Governing Board (GB) Item; Dec. 17, 2014, #12 Goal C: Safety Survey, Sample Exercises and Training 	<ul style="list-style-type: none"> • Oct. 21, 2015, Item H.1: Update on Communicating Practices & Procedures • Oct. 21, 2015, Item H.3: Safety Survey • May 4, 2016, Item H.2: Student and Parent Handbook • June 1, 2016, H.2: Safety Survey, Results, Audits • Completed revision of SOP (MRD) July 27, 2015 • May 20, 2015, Item 28: Revision of Parent Student Handbook and Discipline Matrix. • Recommendations for revisions of policy and procedures as part of Policy Monitoring 	<ul style="list-style-type: none"> • September 28, 2016, Item H.2: Review of Safety Initiatives, Processes & Procedures Including Handbook • October 26, 2016, Item A.1: CIP Report on Goal C • May 10, 2017, Item H.1: Safety Update

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			cycle scheduled during 2015-16 Board Meetings	
GOAL C - MEASURES OF SUCCESS				
	14-15	15-16	16-17	
Safety and security throughout the district will be measured by: <ul style="list-style-type: none"> ● Evaluation of table top scenario exercises ● Survey results ● Insurance, police and fire audits ● Random site inspection ● Continuous review and evaluation of safety/security incidences 	Reference Data Reporting Document	Reference Data Reporting Document	Reference Data Reporting Document	

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GOAL D: Provide resources to support the Strategic Plan.				
Objectives		14-15 Governing Board Reports	15-16 Governing Board Reports	16-17 Governing Board Reports
1	Using input from district stakeholders identify, prioritize, allocate and monitor budget resources to support the strategic plan.	<ul style="list-style-type: none"> • Governing Board (GB) Workshops on CIPs; Sept. 17, 2014, November 5, Nov. 19, Dec. 3 & Jan. 21 • Governing Board (GB) Item; Sept. 17, 2014, #11 Schedule of Program Evaluations for 2014-15 School Year • GB Item; June 17, 2015, #15, 2014-15 Program Evaluations Update • Governing Board (GB) Item; Oct. 1, 2014, #15 Program Evaluation Model & Teacher Evaluation Program • Governing Board (GB) Items; July 14, 2014, #1, Budget Adoption; • Governing Board (GB) Items; Dec 3, 2014 #16, Budget Revision 1 Adoption; • Governing Board (GB) Items; Oct 1, 2014 #17, Annual Financial Report Approved and Submitted • GB Item; April 1, 2015, #12 Auditor General Report & Budget Overview • GB Item; May 6, 2015, #28 Recommendation to Approve 2014-2015 Revised Expenditure Budget • FY 2013-14 Annual Financial Report approved and submitted October 1, 2014 • FY 2013-14 Independent Auditor’s Report completed November 20, 2014 	<ul style="list-style-type: none"> • Sept, 16, 2015, Item A.1: CIP Report on Goal A • Oct. 7, 2015, Item A.1: CIP Report on Goal B • Oct. 21, 2015, Item A.1: CIP Report on Goal C • Nov. 5, 2015, Item A.1: CIP Report on Goal D • Sept. 2, 2015, Item I.3: Schedule of program evaluations • July 1, 2015, Item #20: Adopt Proposed Budget • Sept., 20, 2015, Public Meeting: Dysart 101: Factual Budget & Override Information • Oct. 7, 2015, Item H.1 and I.1: Annual Expenditure Analysis and Annual Budget report • May 4, 2016, Item H.1: Budget Revision • June 1, 2016: Item H.4: Budget and Prop 123 Update • FY15 Audit Completed: December 15, 2015 • Financial Reports submitted Monthly per Statute and Policy. All processes implemented in a timely manner. • Board report provided: • Sept. 2, 2015, Item I.3: Schedule of Program Evaluations • Jan. 20, 2016, Item G.2: Teacher evaluation and Program Evaluations • June 15, 2016 Board Item Report H.4, Program Evaluations, High School Exams & Multiple Measures • Oct. 7, 2016, Item 7: Annual Expenditure Analysis of M & O Override 	<ul style="list-style-type: none"> • July 20, 2016, Item G.2: SFB Building Renewal Grant • August 24, 2016, Item G.2: Strategic Plan Revision • September 28, 2016, Item D.2: Recognition of Good Health Keeping • September 28, 2016, Item H.1: Program Evaluation • October 12, 2016, Item I.2: Annual Financial Report • October 26, 201, Item H.2: Annual Expenditure Analysis • October 26, 2016, Item D.1: Leadership in Greener Purchasing Award • November 9, 2016, Item A.1: CIP on Goal D • November 9, 2016, Item H.3, Update on 2016-17 Program Evaluations • April 12, 2017, Item G.1: Auditor General District Spending Report • May 24, 2017, Item G.1: Academic Services Goals A, B, and D

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			<ul style="list-style-type: none"> • Nov. 4, 2015, Item H.1: Update on Nov. 3, 2016 Override Election Outcome Related to ... and Proposed State Funding Plan • Nov. 18, 2015, Item G.1: Recommendations Related to the Passage of the Dysart Override 2015 • Feb. 17, 2016, Item G.3: Audit Report • Feb. 17, 2016, Item G.1: Information on Staffing and Related Override Spending • Feb. 17, 2016, Item G.2: Information on Grants • April 6, 2016, Item G.1: Auditor General Report on District Spending • April 6, 2016. Item H.1: Refunding Bonds, Series 2016 • Monthly reports to Board: Student Activity; Tax Credit; Gifts and Donations, etc. 	
GOAL D - MEASURES OF SUCCESS				
		14-15	15-16	16-17
Budgeted expenditures are allocated to support the strategic plan as measured by: <ul style="list-style-type: none"> • Budget reports • Program evaluation • Board financial reports 	Reference Data Reporting Document		All processes implemented in a timely manner. Reference Data Reporting Document	Reference Data Reporting Document