

# Dysart Unified School District Strategic Plan



## LETTER FROM THE SUPERINTENDENT

In January of 2008, Dysart Unified School District set as its mission the establishment of a district strategic plan that would provide a road map for excellence. I am proud to present to you the Dysart Unified School District Strategic Plan, which was approved by the Dysart Governing Board in December 2008. This document represents hundreds of hours of labor by staff members and community volunteers and represents the combined expertise, experiences, and hard work of our great Dysart community. The District utilized the services of consultants from Progress Education to insure the most valid and reliable outcome to the strategic planning process. This Strategic Plan is a living document that will evolve as we continually track, measure and celebrate the successes outlined in this document. Excellence is not a final destination, but a continual journey that Dysart is committed to through the strategic planning process. The strategic plan process permitted Dysart to define our district's direction and plot our future course over the next three years. It will guide the work of the district and allow Dysart to make decisions on allocating valuable resources to pursue critical goals. The plan deals with key questions, such as:

- What are the most critical elements needed to assure excellence in education for all students?
- Who must be involved and who is responsible?
- When and how do we measure our progress?

The district used a collaborative process that involved all Dysart stakeholder groups to define the elements that are essential to provide excellence in education in all Dysart schools for all students. Our community worked to establish what needs to be done to successfully achieve those expectations. That work included identifying goals and objectives, timelines, and measures of success.

Updates on the work completed on the Strategic Plan goals and objectives will be provided to our community in various formats. One source of information will be the Dysart website where a Strategic Plan link will be established to keep our community informed about the plan and our outcomes. This site will also contain information on how members of our community can continue to be involved in our journey of excellence and the work we must accomplish to address our goals. Thank you for your interest, support and your dedication to the students of the Dysart Unified School District. Together we can build a bright future for our students and our communities. WE ARE DYSART and we prepare students for success today and into the future.

Gail Pletnick, Ed. D.

## LETTER FROM THE GOVERNING BOARD PRESIDENT

The Dysart Unified School District is excited to begin the implementation of our strategic plan. The strategic plan is a true reflection of community partnership and the goals and objectives represent the direction expressed by the community throughout the process. We will all work together, with eager anticipation, for the next three years to see the strategic plan's initiatives brought to life and accomplished. I thank each member of the community for their support through the strategic plan process and invite all to monitor the goal and objective accomplishments through the Dysart website.

Christine A.K. Pritchard



April Allen



William Lipscomb



Christine A.K.  
Pritchard



Bonnie Schroader



Jennifer Tanner

## MEET THE GOVERNING BOARD

## EXCEEDING STANDARDS, FUTURE READY

### **GOAL: Optimize resources to drive student achievement**

#### **OBJECTIVES**

- Assess adequate class size and student / teacher ratio target utilizing a Superintendent's Work Team. (January 2009)
- Evaluate current field trip policy and practices as a support resource to enhance academic achievement. (June 2009)
- Evaluate the effectiveness of the implementation of policy and practices in assuring consistency in field trip procedures. (Annually June 2010)
- Design and implement an Intervention Model for differentiated instruction which includes "If - Then" statements that will provide clear entry and exit criteria and options at each level and content area. (December 2010)
- Evaluate the Intervention model for impact on student achievement. (December 2011)
- Evaluate grade book, parent viewers' adequacy for providing information in support of student progress. (June 2009)
- Evaluate the recruitment, retention and training of guest teachers. (June 2009)
- Assessing the implementation of permanent guest teacher position at each school. (February 2010)
- Evaluate guest teacher lists quarterly to insure accuracy of contact information. (Quarterly beginning January 2009)
- Design program evaluation for counseling program. (April 2009)
- Evaluate the current counseling services for career and academics. (February 2010)
- Plan development of informational sessions for parents and students on careers and academics opportunities. (Annually beginning January 2009)
- Evaluate district guidelines for K - 8 special areas including art, physical education, music, and library media to determine adequacy of offerings, staffing and minimum per year instructional minutes. (March 2009)
- Evaluate the implementation of guidelines for K - 8 schedules for special area classes including art, physical education, music, and library media to assure adequacy and consistency across schools. (August 2009)

### **GOAL: Evaluate annually the effective implementation of the District Technology Plan in the areas of integration, student access and student achievement.**

#### **OBJECTIVES**

- Design assessment tools to evaluate and report on the achievement of the district technology plan. (2009-2010 school year)

### **GOAL: All Dysart graduates will succeed in college, work and life by mastering the New Century Learner Skills (problem solving, collaboration, leadership and communication technology) and meeting or exceeding the academic standards required by the state by spring 2013.**

#### **OBJECTIVES**

- Implement plans resulting in students meeting or exceeding on measurements of state standards. (Spring 2013)
- Implement plans resulting in students displaying mastery of New Century Learner Skills. (Spring 2013)
- Implement plans resulting in students completing a K - 8 portfolio which includes a STEM project. (Spring 2012)
- Implement plans resulting in students completing a high school exit portfolio with an internship / job shadowing. (Spring 2012)
- Implement plans resulting in increasing numbers of students enrolled in Advanced Placement, Dual Enrollment, Honors, CTE, on-line and hybrid courses. (Spring 2010)
- Implement plans resulting in students achieving 1650+ on the SAT or 26+ on ACT. (Spring 2013)
- Implement plans resulting in increasing numbers of students taking fine arts courses. (August 2011)
- Implement plans resulting in all schools achieving an Excelling label by fall 2013. (Fall 2013)
- Implement a plan resulting in 100% of HS students taking PSAT, SAT and / or ACT. (Spring 2012)
- Design and implement District or high school College and Career Centers. (Fall 2010)
- Implement a plan resulting in students completing an ECAP plan. (Spring 2010)

### **GOAL: Use data to drive the instructional decision-making process to support data-informed decision making at the school site level and district level.**

#### **OBJECTIVES**

- Design and implement school-wide data team structures to analyze data to inform instruction at the student level. (Spring 2009)
- Assess the technology, time and training needed to support data teams. (Summer 2009)
- Design and implement a plan to support adequate technology, time and training to support data team work. (Fall 2009)

## **GOAL: Evaluate Dysart's Staff Development Plan, processes and data to support student achievement.**

### **OBJECTIVES**

- Implement the two-year District Staff Development Plan. (Summer 2009)
- Design differentiated school staff development plans based on data aligned to student and staff needs. (Fall 2009)

## **MODELING SUCCESS**

### **GOAL: Assess and adopt a "Policy Governance" model that supports the Governing Board operating in a trustful environment.**

#### **OBJECTIVES**

- Assess governance models for Board governance. (May 2009)
- Evaluate and revise policy to support adopted governance model, including Board Evaluation process. (June 2009)
- Implement training to support adopted governance policy. (December 2009)

### **GOAL: Design strategies to build trust among and between all stakeholders.**

#### **OBJECTIVES**

- Assess district operating procedures with respect to the following characteristics of trust: honesty, reliability, respect, integrity, trustworthiness, empathy, loyalty, accepting others point of view, tolerance, walking the talk, and committed to building relationships. (Annually beginning October 2009)
- Implement a feedback system for community members and staff utilizing comment cards. (August 2009)
- Design and implement a website location dedicated to distributing comprehensive information related to district action teams including, but not limited to, information on becoming involved in action teams, membership of action teams, and action team meeting schedules and minutes. (January 2009)
- Evaluate the use and effectiveness of the action team website. (Annually beginning November 2009)
- Design and implement an action team structure to involve students, parents, staff and community members in the decision-making process. (June 2009)
- Assess customer service at district sites and departments. (Annually beginning November 2009)
- Design and implement customer service training programs. (Annually beginning January 2010)
- Evaluate the effectiveness of the customer service. (Annually beginning November 2010)
- Assess Professional Learning Community model for shared leadership throughout school and department communities. (December 2010)

### **GOAL: Evaluate adequacy of Human Resources practices and service.**

#### **OBJECTIVES**

- Evaluate the Human Resources Department practices and service. (May 2009)
- Design and implement a Human Resources Continuous Improvement plan. (August 2009)
- Evaluate the Human Resources Department practices and service. (August 2010)

## **DYSART WORK CULTURE**

### **GOAL: Create a culture where staff have adequate time, empowerment, leadership, resources, and human development.**

#### **OBJECTIVES**

- Assess how staff use work time outside student instruction time. (May 2010)
- Design and implement a plan that provides adequate allocation of time that results in growth in student achievement. (August 2010)
- Evaluate the time allocation plan. (August 2011)
- Design a plan to implement the Seven Norms of Collaboration into the culture of the district and at each site. (May 2009)
- Design a working conditions survey based on the Arizona Teacher Working Conditions survey. (August 2009)
- Evaluate the working conditions of the district utilizing the Dysart Teacher Working Condition Survey. (Annually beginning January 2010)
- Design and implement an annual inventory of facilities and resources to evaluate acceptable access to facilities, equipment and materials. (July 2009)
- Design a program evaluation process to assess the impact of professional development on student achievement. (March 2009)
- Assess professional development options for staff that are relevant and specific to their respective job responsibilities. (July 2009)
- Assess the needs of staff for professional development to support acceptable job performance. (July 2009)
- Assess the availability staff have to professional development during the work day. (July 2009)

- Evaluate the district's communication plan. (Annually beginning March 2009)
- Evaluate the district's formal complaint policy. (June 2009)

## HEALTHY STUDENTS, SAFE SCHOOLS

### **GOAL: Design and implement a district-wide bullying education and prevention program.**

#### **OBJECTIVES**

- Assess and revise the current definition of bullying. (May 2009)
- Assess the current bullying program at each site. (May 2009)
- Design and implement a bullying prevention program. (Fall 2009)
- Design and implement strategies to market bullying prevention strategies. (Fall 2009)
- Design and implement consistent procedures for reporting bullying incidents. (Fall 2009)
- Evaluate adequacy of bullying prevention program in reducing bullying incidents. (Fall 2010)
- Evaluate the utilization of the Safe Schools Hotline. (January 2009)

### **GOAL: Implement the Parent and Student Nutrition Advisory Team that participates in district food service decisions.**

#### **OBJECTIVE**

- Implement and advisory team consisting of parents and students. (August 2009)

### **GOAL: Evaluate professional dress standards for Dysart staff and dress code for students.**

#### **OBJECTIVES**

- Assess, revise and consistently apply professional standards of dress for staff. (May 2009)
- Assess, revise and consistently apply dress code policy for students. (May 2009)

### **GOAL: Evaluate the discipline matrix and student handbook process as they relate to student behavior to ensure adequate standardization and enforcement.**

#### **OBJECTIVE**

- Implement a district-wide action team to meet annually to evaluate student behavioral expectations and recommend necessary changes. (August 2009)

### **GOAL: Evaluate health and wellness programs, including physical education programs.**

#### **OBJECTIVES**

- Assess current health and wellness program practices at each school and evaluate those practices against district policy and practices. (December 2009)
- Evaluate health and physical education standards as per curriculum review and revision cycle. (Summer 2009)
- Assess the correlation between effective physical education and health programs and increases in student achievement. (December 2009)



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