

Governing Board / District Goals
and
Action Steps 18-19

September 24, 2018
Tanque Verde USD Governing Board

Governing Board/District Goals 18-19

Student Achievement - Support students so they demonstrate quantifiable academic growth across content areas.

Fiscal Responsibility - Maintain financial effectiveness and transparency to ensure support of student learning.

High Quality Professionals - Retain and recruit high performing staff.

School Culture - Enhance school educational climate through continuous improvement on each school's safe, nurturing, and welcoming environment.

Community Engagement - Collaborate with parents and the community to gather input and to develop partnerships.

Student Achievement (Instructional Framework)

OBJECTIVE: *Professional Learning Communities*

17-18 Action Steps:

- Train Principals in Professional Learning Communities

18-19 Action Steps:

- Complete the initial implementation of Professional Learning Communities (PLC) at all schools
- Align 301 Goals to the PLC process

Student Achievement

OBJECTIVE: *Program Development*

17-18 Action Steps:

- STEAM
- Fine Arts
- Preschool

18-19 Action Steps:

- Continue year 2 of 17-18
- Year 1 - College and Career Readiness
- Gifted Education

Student Achievement

OBJECTIVE: *Improve Professional Learning*

17-18 Action Steps:

- Meeting with PD coordinators

18-19 Action Steps:

- Training for PD coordinators on PLCs

Fiscal Responsibility

OBJECTIVE: *Implementation of Allovue*

17-18 Action Steps:

- Principal training

18-19 Action Steps:

- Develop usage procedures for the Allovue system
- System assessment: Does the Allovue system help us achieve our state reporting requirements

Fiscal Responsibility

OBJECTIVE: *Department Evaluations*

17-18 Action Steps:

- Special Education Services

18-19 Action Steps:

- Assess Business Operations
- Develop a plan to Improve Business Operations

Fiscal Responsibility

OBJECTIVE: *Implement the Capital Masterplan*

17-18 Action Steps:

- Develop the capital masterplan

18-19 Action Steps:

- Develop a stakeholder committee to provide oversight
- Based on election results develop an implementation plan

High Quality Professionals

OBJECTIVE: *Change the Timeline and Hiring Process*

17-18 Action Steps:

- Changed policy for hiring and employee retention

18-19 Actions Steps:

- Follow process established in 17-18

High Quality Professionals

OBJECTIVE: *Improve Staff Retention*

17-18 Action Steps:

- Retention Bonus for Teachers

18-19 Action Steps:

- Develop a Total Compensation Form to show staff all compensation and benefits
- Develop Benchmark Metrics to use to compare TVUSD with other Pima County Districts

High Quality Professionals

OBJECTIVE: *Develop a System of Teacher Support*

17-18 Action Steps:

- Provide mentoring

18-19 Action Steps:

- Establish Elementary and Secondary mentors
- Develop processes for teacher support

School Culture

OBJECTIVE: *Ensure Safe and Secure Schools through Planning and Training*

17-18 Action Steps:

- Apply for FEMA grant

18-19 Action Steps:

- Adjust Emergency Plans Based on FEMA feedback
- Implement Behavior Matrix

School Culture

OBJECTIVE: *Increase Shared Leadership at all Sites*

17-18 Action Steps:

- Principal Training

18-19 Action Steps:

- Meet with teacher leaders on a monthly basis to develop a process of shared leadership

School Culture

OBJECTIVE: *Ensure Staff Recognition*

18-19 Action Steps:

- Develop ongoing ways to recognize and celebrate staff achievements

Community Engagement

OBJECTIVE: *Shared Decision Making*

17-18 Action Steps:

- Ensure process of using site councils surveys and stakeholder input before making decisions

18-19 Action Steps:

- Develop a model for shared decision making

Community Engagement

OBJECTIVE: *Community Partnerships*

17-18 Action Steps:

- Develop a Community Map

18-19 Action Steps:

- Continue faith-based district level meetings
- Establish site level faith-based collaborations
- Establish collaboration between district and small business owners
- Continue partnerships with community and public safety organizations

Community Engagement

OBJECTIVE: *Advocacy*

18-19 Action Steps:

- Continue to participate in Rotary, DM honorary Commander, Board of Education, SFB and other community-based organizations

Questions