






2023-24 District Goals and Strategic Plan



Vision: Equip graduates for mastery, founded upon excellence and integrity.

Mission: Provide an academic environment where respect, high expectations, collaboration, and continuous process improvement develop a civic-minded student capable of mastery of any challenge.

Values: *Integrity *Excellence and High Expectations *Student Centered *PLC-Professional Learning Community *Clear Communication *RAI- Respect, Affirmation, Inclusion

Governing Board Goals				
				
Student Achievement (SA)	Fiscal Responsibility (FR)	High-Quality Professionals (HQP)	School Culture (SC)	Community Engagement (CE)
Support every student so they demonstrate quantifiable growth that leads to mastery across content areas.	Maintain financial effectiveness and transparency to ensure support of student learning .	Retain and recruit staff that are student centered, demonstrate excellence and have high levels of integrity .	Enhance school educational climate through continuous improvement of safe and secure learning environments	Collaborate with parents and the community to increase and support civic minded actions .
Key Initiatives				
SA.1 Solidify professional learning communities as the framework to improve student learning.	FR.1 Demonstrate operational integrity and increase fiscal transparency.	HQP.1 Improve staff recruitment.	SC.1 Safe and secure learning environments	CE.1 Modeling civic mindedness .
Action Steps: During the 2023-2024 school year we will:				
SA.1.1 Implement assessment and goals process.	FR.1.1 Develop and implement a set of fiscal stress tests.	HQP.1.1 Continue the early hiring process.	SC.1.1 Implement plan for on-campus JPO and SROs.	CE.1.1 Develop opportunities for service, networking and community engagement for students.
SA.1.2 Communication of essential learning standards that are results oriented and student focused .	FR.1.2 Update systems for asset management.	HQP.1.2 Embed district values into the interview process.	SC.1.2 Develop district wide training plan for safety.	CE.1.2 Continue to participate in Rotary, Pima County Collaborative, State Board of Education, and other community-based organizations.
SA.1.3 Continue developing team leaders and guiding coalitions.	FR.1.3 Assess the effectiveness of recent staff intake and exit process.	HQP.1.3 Continue to develop and implement a new teacher induction program.	SC.1.3 Develop a safety capital plan.	
Key Initiatives				
SA.2 Assess and improve curriculum and instruction.	FR.2 Increase efficiencies of operations processes and procedures.	HQP.2 Improve staff retention.	SC.2 Implement district mission, vision and values .	CE.2 Develop community partnerships
Action Steps: During the 2023-2024 school year we will:				
SA.2.1 Continue ELA implementation and support with ongoing process improvement in grades K-6.	FA.2.1 Develop refresh cycle for Operations and IT.	HQP.2.1 Continue financial support for staff working on higher education degrees.	SC.2.1 Embed the district mission, vision and values into all aspects of district operations.	CE.2.1 Continue faith-based collaboration in district-level meetings.
SA.2.2 Continue math implementation and support with ongoing process improvement in grades 7-8.	FA.2.2 Assess outsourcing options in Operations.	HQP.2.2 Organize and communicate HR resources for staff.	SC.2.2 Assess district's policies and alignment to the mission, vision and values .	CE.2.2 Establish site-level community and family engagement collaborations .
SA.2.3 Develop and implement actions to improve K-12 science education.	FA.2.3 Establish an operational assessment process.	HQP.2.3 Assess and address issues of salary/wage compression.		CE.2.3 Apply for grants to support student learning opportunities.
Key Initiatives				
SA.3 Improve professional learning for all staff.	FR.3 Manage the master plan for capital projects and expenditures	HQP.3 Implement staff wellness opportunities.	SC.3. Respect, Affirmation and Inclusion .	CE. 3 Review district and site level communication plan.
Action Steps: During the 2023-2024 school year we will:				
SA.3.1 Release time for teams (1 day per quarter for each team).	FA.3.1 Develop a next steps master plan.	HQP. 3.1 Develop a wellness framework to support staff.	SC.3.1 Provide RAI training opportunities for students in clubs and athletics.	CE.3.1 Develop and implement problem solving matrix for staff and families.
SA.3.2 Expand professional learning opportunities.	FA.3.2 Develop new AZ school facilities division projects.	HQP.3.2 - Provide wellness opportunities based on the framework.	SC.3.2 Provide new staff with RAI training.	CE. 3.2 Develop and implement an open enrollment communication plan.

Visit tanqueverdeschools.org for additional information and updated building and district communications.

October 18, 2023