



2024-25 GOALS

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Superintendent

GOAL 1A | IMPROVE STUDENT ACADEMIC OUTCOMES

IMPROVE ACADEMIC OUTCOMES FOR ALL LEARNERS THROUGH MULTIPLE MEASURABLE INDICATORS.

- Demonstrate improvement in various academic achievement and growth indicators.
- Anticipated Board Review Timeline: Jan 2025, June 2025

TABLE 1 | ACADEMIC PERFORMANCE CATEGORIES

Twelve (12) categories of academic performance on district and state assessments are presented below. Each indicator has a range of points from zero to two (0-2) based upon the relative increase in proficiency or growth scores measured from end of 2023-2024 school year data to the end of 2024-2025 school year.

Elementary	2024 Score	2025 Score	0 points	1 point	2 points
K-2 ELA Proficiency**	67.8**		<67.8	67.8-68.8	>69.8
K-2 ELA Growth**	52**		<52	52-53	>54
K-2 Math Proficiency**	47.9**		<47.9	47.9-48.9	>49.9
K-2 Math Growth**	52**		<52	52-53	>54
3-8 ELA AASA Proficiency	44.1		<44.1	44.1-45.1	>46.1
3-8 ELA AASA Growth	52		<52	52-53	>54
3-8 Math AASA Proficiency	39.4		<39.4	39.4-40.4	>41.4
3-8 Math AASA Growth	52		<52	52-53	>54
High School	2024 Score	2025 Score	0 points	1 point	2 points
9-12 ELA ACT Proficiency	43.3		<43.3	43.3-44.3	>45.3
9-12 Math ACT Proficiency	36.7		<36.7	36.7-37.7	>38.7
9-12 AZ Science Proficiency	24.5		<24.5	24.5-25.5	>26.5
9-12 College and Career Index*	19.7		<19.7	19.7	19.9

*9-12 College and Career Index (Points listed are out of 20 as measured on state level reports)

** K-2 ELA and Math Proficiency (Baseline results will be updated based on Beginning of Year data points as we transition into new assessment platform [Renaissance – STAR] for 2024-2025)

GOAL 1B | IMPROVE DISTRICT CULTURE & CLIMATE OUTCOMES

ENHANCE DISTRICT CULTURE AND CLIMATE TO FOSTER A SAFE, SECURE, AND WELCOMING ENVIRONMENT.

- Promote campuses where all students, employees, and families feel safe and welcome.
- Anticipated Board Review Timeline: Spring 2025

TABLE 2 | DISTRICT-WIDE CLIMATE AND CULTURE DATA

Six indicators of climate and culture data are presented below. Each indicator has a range of points from zero to two (0-2) based upon the relative increase positive response rates as measured by parent, student, and staff survey data at the end of 2024-2025 school year.

	Question	2024 Reponses	2025 Responses	0 points	1 point	2 points
Parents	My child's school provides students a variety of academic support beyond the classroom (i.e. tutoring).	56		<56	56-57	>58
Parents	I am satisfied with the services provided by my child's guidance counselor.	41		<41	41-42	>44
Students	I am satisfied with the quality of my school.	51		<51	51-52	>53
Students	My teachers and counselors provide me with career and college planning and guidance.	42		<42	42-43	>44
Staff	Staff development opportunities at my school district are very relevant to my work.	49		<49	49-50	>51
Staff	My school district is headed in the right direction in terms of improving student achievement.	59		<59	59-60	>61

GOAL 2 | STRENGTHEN SCHOOL SAFETY AND STUDENT BEHAVIOR AND DISCIPLINE SUPPORTS

PRIORITIZE SCHOOL SAFETY AND EFFECTIVE STUDENT BEHAVIORAL EXPECTATIONS AND SUPPORTS.

- Prioritize site-based projects based on recommendations and available funding.
- Train and implement new systems and technologies for emergency response/notifications.
- Standardize student discipline processes and practices.
- Anticipated Board Review Timeline: Sep 2024, Jan 2025, Late Spring 2025

GOAL 3 | ENHANCE EMPLOYEE ENGAGEMENT, WELLNESS, RECRUITMENT & RETENTION

ENHANCE THE OVERALL EMPLOYEE EXPERIENCE THROUGH ENGAGEMENT, RECRUITMENT AND RETENTION STRATEGIES.

- Establish effective employee feedback systems and channels for good two-way communication.
- Review and expand comprehensive employee wellness and efforts.
- Assess existing compensation protocols and conduct market analysis to update salary schedules.
- Anticipated Board Review Timeline: Nov-Dec 2024, Winter 2025, Spring 2025

GOAL 4 | DEEPEN HIGH-QUALITY INSTRUCTION AND HIGHLY EFFECTIVE LEADERSHIP

DEVELOP A COMPREHENSIVE APPROACH TO CREATING CONDITIONS FOR HIGH-QUALITY INSTRUCTION AND LEADERSHIP.

- Address and ensure all foundational elements of instructional infrastructure.
- Provide meaningful and relevant staff development supports and opportunities.
- Develop and deploy effective leadership development, support, and accountability tools and training.
- Anticipated Board Review Timeline: Jan 2025, June 2025

GOAL 5 | PROMOTE STAKEHOLDER ENGAGEMENT AND STRONG COMMUNITY PARTNERSHIPS

PROMOTE ROBUST STAKEHOLDER ENGAGEMENT OPPORTUNITIES AND LEVERAGE COMMUNITY PARTNERSHIPS TO IMPROVE STUDENT OUTCOMES AND OPPORTUNITIES.

- Review and enhance parental involvement and engagement strategies.
- Strengthen business and community-based partnerships impacting student success.
- Anticipated Board Review Timeline: Ongoing with updates as needed.

GOAL 6 | PRACTICE FISCAL STEWARDSHIP AND LONG-RANGE FACILITY PLANNING

OPTIMIZE DISTRICT RESOURCES AND FACILITY UTILIZATION THROUGH EFFECTIVE FISCAL STEWARDSHIP AND PLANNING.

- Conduct a comprehensive review of current district financial conditions to identify opportunities for cost savings and resource optimization.
- Develop recommendations to enhance the efficiency and effectiveness of district facilities management, including long-term facility planning.
- Anticipated Board Review Timeline: Fall 2024, Winter 2025, Spring 2025

GOAL 7 | REVIEW AND RENEW DISTRICT STRATEGIC PLAN

ENSURE THE STRATEGIC PLAN REMAINS UPDATED AND RELEVANT TO CURRENT CHALLENGES AND OPPORTUNITIES.

- Identify strategies and a process to revise, develop, and implement a renewed Strategic Plan.
- Analyze the existing plan, research planning partners, and develop a cadence for ongoing review.
- Focus on deep stakeholder connections throughout the process.
- Anticipated Board Review Timeline: Winter/Spring 2025

GOAL 8 | EVALUATE AND ENSURE EFFECTIVE BOARD POLICIES AND DEVELOPMENT

EVALUATE AND ENHANCE BOARD POLICIES TO ENSURE EFFECTIVE GOVERNANCE AND ALIGNMENT WITH STRATEGIC OBJECTIVES.

- Address the process for ongoing policy review and completing a Board self-assessment.
- Timeline: Winter/Spring/Summer 2025

FUTURE GOAL ATTAINMENT (TABLE)

Goal	1A	1B	2	3	4	5	6	7	8	TOTAL
Total Points Earned	()	()	()	()	()	()	()	()	()	
Total Points Possible	24	12	12	12	8	8	8	8	8	100