



PEORIA UNIFIED SCHOOL DISTRICT STRATEGIC RESET PLAN

VIRTUAL PARENT ENGAGEMENT FORUM
SEPTEMBER 27, 2021

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OUTLINE

- Strategic Reset Plan – Vision, Goals, and Process
- Stakeholder Input and Engagement
- Strategic Reset Framework – Mission Priorities, Transformation Drivers
- Strategies
- Funding Alignment with the Federal ESSER III Grant
- Feedback Session (in Cafeteria)

TO ALL ADMINISTRATORS, FEBRUARY 26, 2021 ...

“It’s time to reclaim our seat at the head of the table of leadership in PK-12 education!”

Dr. Jason Reynolds



OUR VISION FOR MEETING THAT CHALLENGE...

- We will make student-centered, data-driven, and shared decisions.
- We will be a highly effective professional learning community.
- We will ensure that every student and employee is known, valued, cared for, and challenged.
- We will be a highly trained and modern workforce.
- We will communicate effectively.
- We will be recognized as a community, state, and national leader in PK-12 education through greatly increasing levels of student achievement.

STRATEGIC PERSPECTIVES – THE FOUNDATION FOR PLANNING

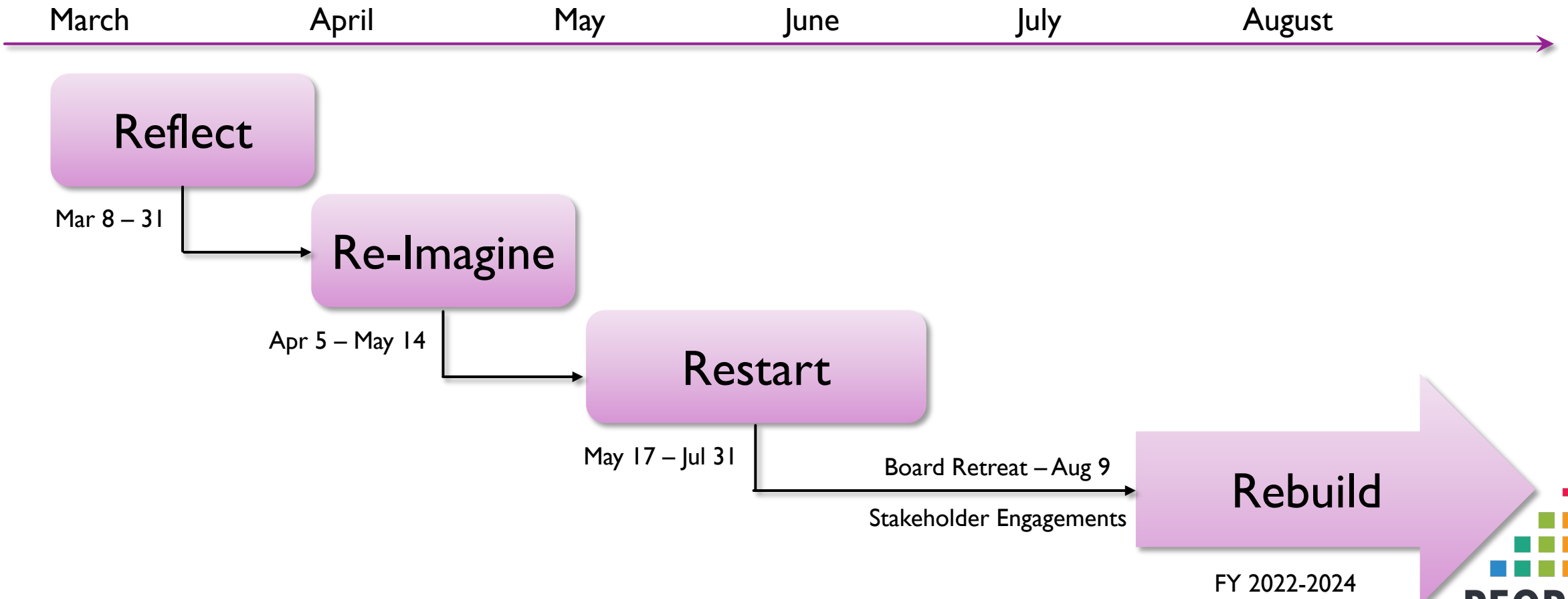


New Plan – Same Strategic Perspectives!

STRATEGIC PLAN RESET - GOALS

- Develop and obtain approval for a three-year plan that will achieve the following:
 - Recover from COVID-19 academic and operational disruption;
 - Transform Peoria Unified to a new, “re-imagined” state that will position us to “reclaim our seat at the head of the table of leadership within K-12 education”.
- Develop and implement ongoing processes for:
 - Progress monitoring and oversight to ensure successful execution of the plan;
 - Annual updates and adjustments to the plan.

STRATEGIC RESET PROCESS – TIMELINE



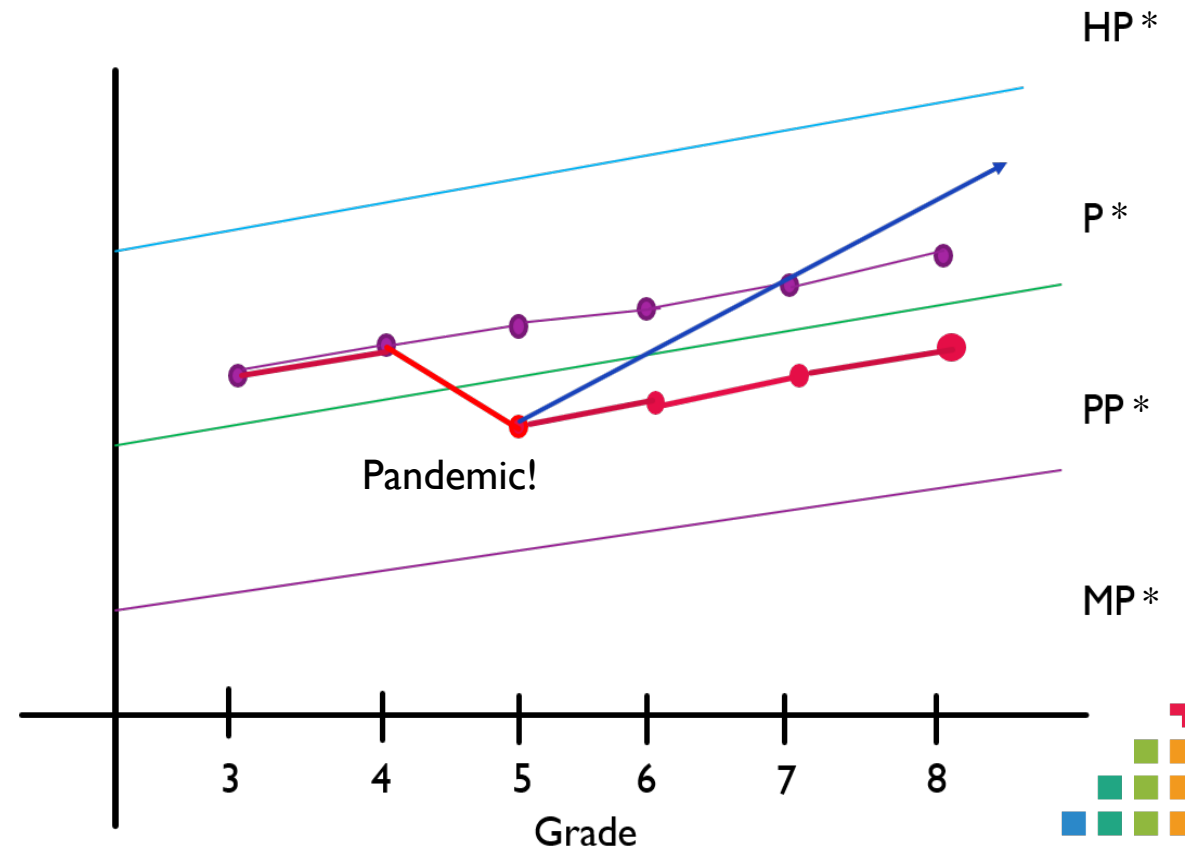
STAKEHOLDER INPUT & ENGAGEMENT

- ✓ Plan Development – Over 50 staff – administrators, teachers, classified
- ✓ Governing Board – May, August
- ✓ Peoria Education Foundation – June
- ✓ Parent Focus Group – June
- ✓ All Administrators – July
- ✓ Community Questionnaire – August
- ✓ Standing Groups – August:
 - ✓ Superintendent Student Advisory Council
 - ✓ Superintendent Stakeholder Advisory Council
 - ✓ Peoria Unified Faith Council
- Parent Engagement Forums (2) – September
- Site Councils – September, October

TRANSFORMATION TO PUT PEORIA UNIFIED ON A NEW TRAJECTORY!

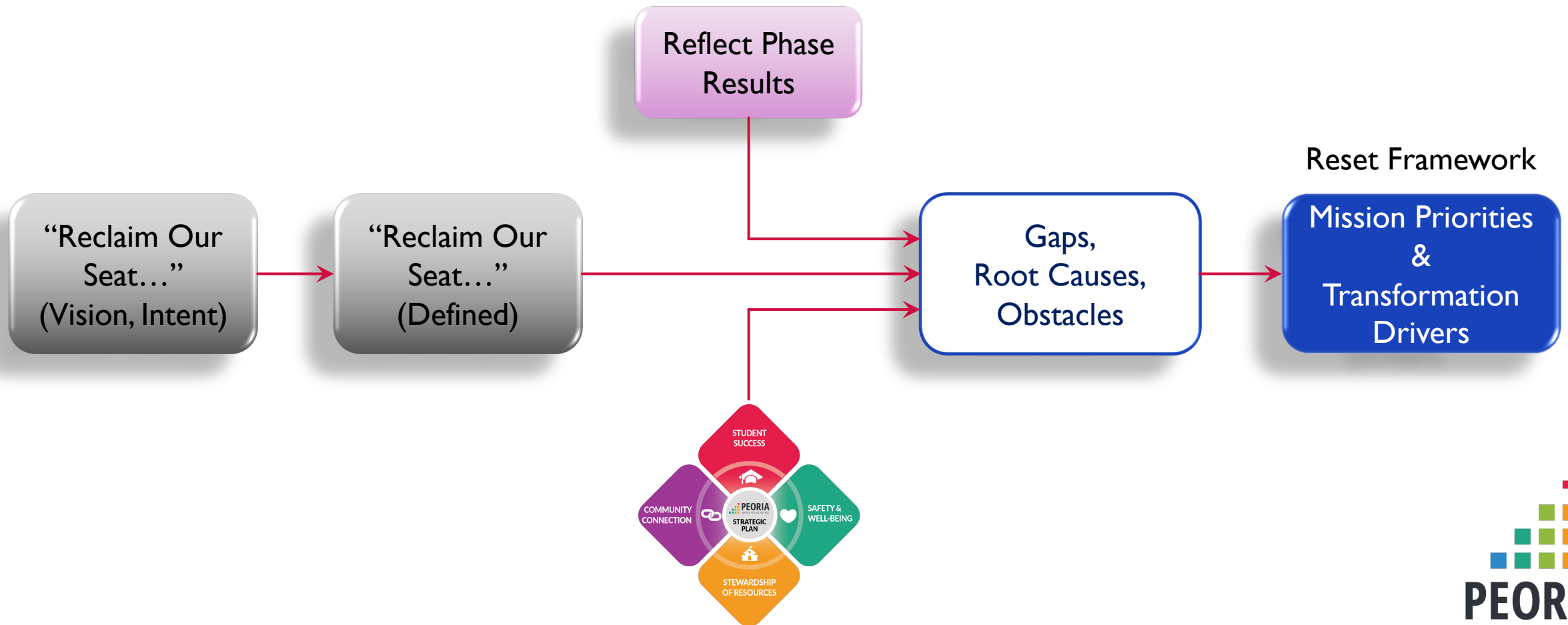
- Peoria Unified has been average, or slightly above, within the state on AzMERIT, AZM2 proficiency and student growth percentage for the past several years.
- Our performance is on the “flat part of the curve” and showing some signs of decreasing, *regardless of our increasing efforts*.
- This all suggests that unless we make substantial changes, our students may not recover fully from pandemic-induced learning disruption.
- Our goal must be growth that is well beyond recovery:

We must get on a new and better curve!

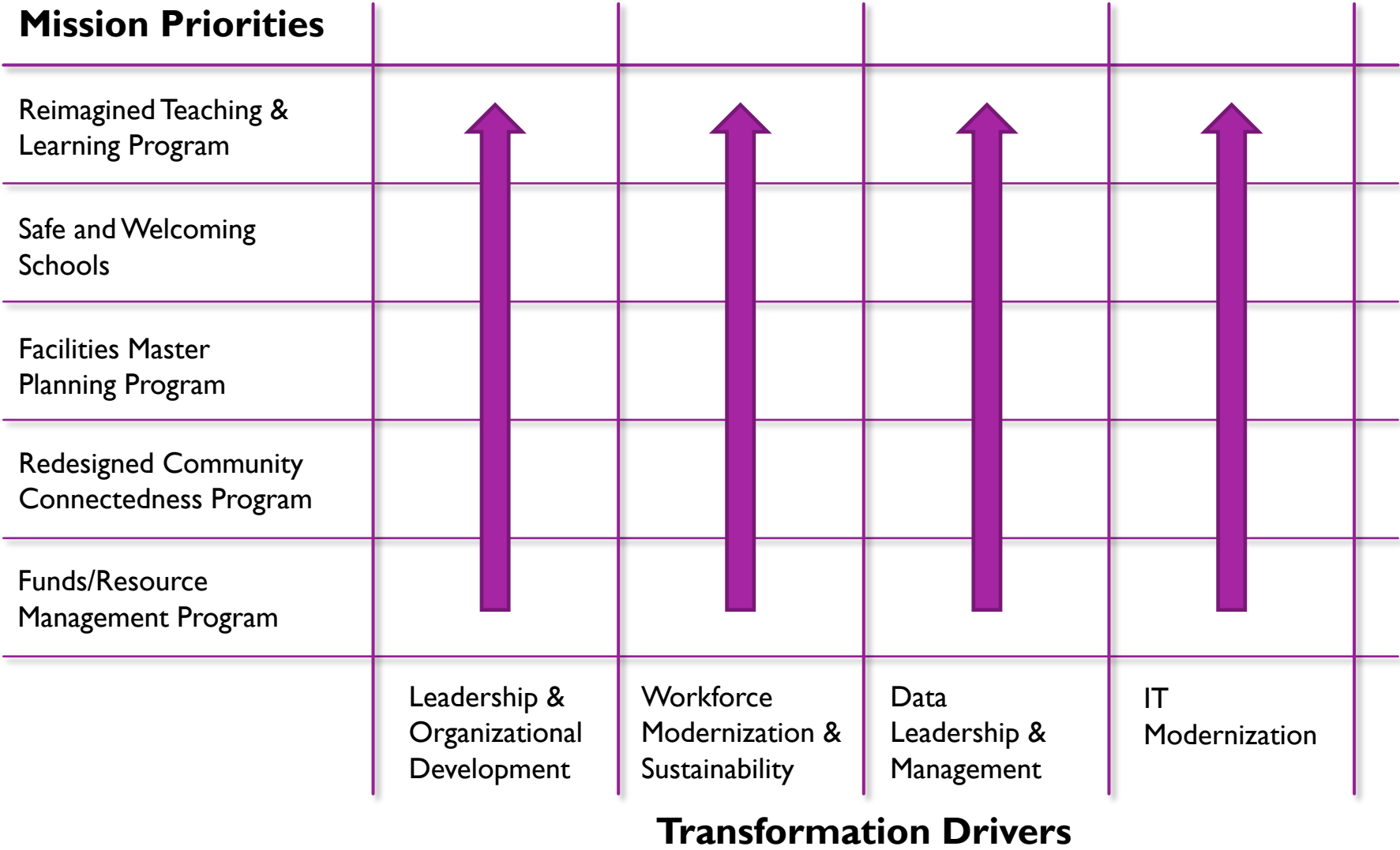


* HP = Highly Proficient; P = Proficient; PP = Partially Proficient; MP = Marginally Proficient

RE-IMAGINE PHASE – DEVELOPMENT OF THE RESET FRAMEWORK



Strategic Reset Framework



RE-IMAGINED TEACHING & LEARNING PROGRAM – STRATEGY ONE

Re-imagine teaching and learning by establishing expectations and implementing best practices for blended in-person and virtual learning, K-12:

- Virtual school for school choice for students in grades K-12 beginning the 2021- 2022 school year.
- Classroom expectations and responsibilities for grade level bands and professional development in the integration of district-adopted resources, including technology tools and strategies.
- Site Support Task Force implementation.
- High-Performing Teacher Incentive Program to address learning disruption in struggling schools.
- Continued robust, expanded summer programming to address specific learning disruption.
- Mutual accountability for effective implementation of Professional Learning Communities (PLCs) and a Multi-Tiered System of Support (MTSS) to increase student achievement and support student behavior.

RE-IMAGINED TEACHING & LEARNING PROGRAM – STRATEGY TWO

Research, design, and implement curriculum, academic programs and school facility modifications to increase student engagement and rigor and to modernize the student experience:

- Increased rigor at the High School level by increasing participation in Advanced Placement (AP) courses and AP test proficiency.
- Best-practice research for core and elective programming for grades 6-8 to modernize student experiences, expand choices, and consider middle school models and facilities for the future.
- Acquisition and adoption of research-based curricular resources in core content areas.
- Utilization of national standards (Cognia™) to assess needs and identify areas for district-wide growth by participating in the district accreditation process.

SAFE AND WELCOMING SCHOOLS

- Develop and implement a formal, ongoing Safety and Emergency Response program.
- Develop and implement a “Quality Customer Service” program by which school staff – especially administrators and front office staff – develop skills that make our families and other school visitors feel welcome and their needs addressed.
- Devise and implement a “Campus Appeal” program that defines standards for school appearance and makes appropriate improvements to create and sustain a physical sense of welcome at each school.
- Replace/upgrade the current security, fire, energy management, and video surveillance systems with integrated, all digital systems.

FACILITIES MASTER PLANNING PROGRAM

- Develop a long-term Teaching and Learning Facilities Master Plan in alignment with Re-Imagined Teaching and Learning.
 - Continuation of the FY 2021 Facilities Master Planning Committee project – next steps.
- Design and implement an ongoing Facilities Master Planning Program.
- Explore partnerships with external entities for the purpose of considering development of shared facilities.
- Acquire and implement data reporting and analytics capabilities to fully support the Facilities Master Planning Program.

REDESIGNED COMMUNITY CONNECTEDNESS PROGRAM

- Improve internal and external communication through modern systems and tools.
 - Develop an Internal Communications Plan.
 - Evaluate and consider implementation of Parent Communication Tools.
 - Implement a digital Customer Relationship Management (CRM) System.
- Expand connections with key stakeholder groups.
 - Develop an Annual District Communication Plan to respond to the changing expectations of our community specific to the 70 percent of stakeholders without school-age children.
 - Develop and launch a Business Advisory Council to enhance the district's connection with the business community.
 - Develop a formal business partnership and advertising program.
- Implement a system to effectively market schools and programs.
 - Develop a district-wide Strategic Marketing & Communications Plan.

COMPREHENSIVE FUNDS/RESOURCE MANAGEMENT PROGRAM

- Develop and implement a long-range funding plan and process for Teaching and Learning, Safe and Welcoming Schools, and Facilities Master Planning.
- Design and implement a formal Program Management and Evaluation process to enable and support a new results-driven budget development process.
- Acquire/implement modern data analytics and budget management tools to fully support district-level budget and finance needs, as well as the budget management needs of department and site administration.
- Develop and implement strategies for funding and financially sustaining a modernized and competitive workforce compensation model.

TRANSFORMATION DRIVERS

- Leadership and Organizational Development
 - Improve leader development and accountability.
 - Train and organize for organizational flexibility and nimbleness.
 - Create new opportunities for employee development and growth.
- Workforce Modernization and Sustainability
 - Building on the compensation study, develop and implement a clear, consistent, and modernized organization, classification, and competitive compensation structure.
 - Modernize the district's recruiting, hiring, and retention practices.
 - Continue developing flexible workspace and remote work opportunities.

TRANSFORMATION DRIVERS CONTINUED

■ Data Leadership and Management

- Develop and enable district-wide practices of effective data leadership and usage.
- Acquire modern data analytics capabilities to support Mission Priorities.
- Implement modern data lifecycle management practices.
- Implement organizational supports and governance for district-wide data usage.

■ IT Modernization

- Implement an integrated digital teaching and learning system in support of Re-Imagined Teaching and Learning.
- Implement the integrated safety, security, and energy management system.
- Devise and implement an integrated parent information portal.
- Explore potential architecture and designs for IT infrastructure modernization.

ELEMENTARY AND SECONDARY SCHOOL EMERGENCY RELIEF FUND – ESSER III ALIGNMENT WITH STRATEGIC PLAN

- ESSER GRANTS - The federal government has made one time grant funding available to public schools in response to the COVID-19 pandemic. The funding is part of the Elementary and Secondary School Emergency Relief Fund, which is also referred to as ESSER.
- ESSER III is the third grant the District has received from the Elementary and Secondary School Emergency Relief Fund.
 - The Peoria Unified School District allocation is \$39.4 million.
 - Funds are available through September of 2024.

ESSER III spending eligibility requirements are broad and are designed to help address local recovery efforts related to COVID-19 and to support students and staff.

- At least 20% of the total must address learning loss and social and emotional needs of students.
- ESSER III Plan Requirements:
 - District plan was published on our website on August 24th, 2021, per Federal ESSER III requirements.
 - Comprehensive budget must be submitted to Arizona Department of Education prior to expending ESSER III funds.
- Alignment with the Peoria Unified Strategic Plan.
- Requirement for stakeholder input and feedback.

CONCLUSION

Parent Input and Feedback Session