

Tempe★Union

HIGH SCHOOL DISTRICT

Tempe • McClintock • Marcos de Niza • Corona del Sol

Mountain Pointe • Desert Vista • Compadre

Strategic Plan 2018 – 2023

MISSION

Excellence in Teaching and Learning

VISION STATEMENT

All students will graduate with the skills necessary for success in college, career and life.

CORE VALUES & BELIEFS

Students First

- We put students' academic and social/emotional needs at the forefront of everything we do.
- We believe that all students can learn, and we accept responsibility for their learning.
- We eliminate barriers to student learning.
- We believe that all students learn best in a safe and well-maintained learning environment.
- We believe a variety of extracurricular opportunities enriches the learning experiences of our students.

Employees Matter

- We hire and develop a diverse and culturally competent workforce.
- We hold all employees to high expectations.
- We provide a healthy, happy, safe and supportive work environment.
- We believe in providing opportunities for all staff to collaborate and continually improve their craft.

Family, Community and Business Partnerships

- We pursue a strong and active relationship with families and the community to meet the social/emotional and academic needs of our students.
- We believe strong relationships provide students the tools and strategies needed to learn and succeed as responsible and contributing members of society.
- We believe in fostering meaningful and collaborative business relationships to ensure an innovative and future-focused workforce.

Diversity and Inclusion

- We believe that all people bring value to our organization.
- We believe that all people deserve respect and dignity.
- We value the richness that comes from our diverse cultures.
- We benefit and learn from the voice of our diverse community.

Integrity

- We behave with integrity in everything that we do and say.
- We act with civility; our words and actions matter.
- We value truthfulness and trustworthiness.
- We learn from our individual vulnerability and, through our relationships, develop a culture of safe risk taking and personal growth.
- We take responsibility for our actions.

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STRATEGIC GOAL 1

We will work collaboratively to ensure all students learn at high levels.

- Objective A:** We will provide equitable and challenging learning experiences that ensure all students develop skills that lead to success beyond high school.
- Objective B:** We will use data to guide instruction and professional practice.
- Objective C:** We will provide support services that reduce obstacles to learning and meet the academic and social/emotional needs of all students.

STRATEGIC GOAL 2

We will ensure resources meet the current and future needs of our students.

- Objective A:** We will provide resources to meet the educational, physical, social and emotional needs of our students.
- Objective B:** We will provide resources for all staff to successfully fulfill their roles and responsibilities.
- Objective C:** We will provide a safe, healthy and well-maintained environment for all.
- Objective D:** We will provide technological and innovative resources to support our mission of Excellence in Teaching and Learning.
- Objective E:** We will provide responsible financial stewardship to accomplish our Vision, Mission and Goals.

STRATEGIC GOAL 3

We will recruit and retain a highly effective and diverse staff.

- Objective A:** We will continue to identify, address and remain competitive with compensation and policies affecting recruitment and retention efforts.
- Objective B:** We will enhance technological capabilities to optimize effectiveness and efficiency in all aspects of the human resources operations.
- Objective C:** We will develop and provide professional development and mentoring opportunities for all employee groups.
- Objective D:** We will ensure a professional and respectful work climate that supports TUHSD's Mission, Vision and Core Values & Beliefs.

STRATEGIC GOAL 4

We will create and nurture partnerships with the community to support students and staff.

- Objective A:** We will expand communication strategies to inform stakeholders, promote involvement and celebrate successes.
- Objective B:** We will collaborate with the community to identify opportunities and resources to meet the educational and social/emotional needs of students and staff.
- Objective C:** We will increase community awareness of the District's commitment to diversity and inclusion.