

Framework for Success

Strategic Plan

2012-2017

INTRODUCTION

I am proud to provide you a copy of the Tempe Union High School District updated Strategic Plan. Six years ago a group of dedicated stakeholders developed a Strategic Plan to guide our schools and professional learning community into the future. The updated five-year plan that follows builds on this group's work and reinforces our Mission, Vision and Core Values. It sets four goals which focus on ensuring success for all students.



The Tempe Union leadership team reviewed data and talked with parents, staff, students, business partners and community members as well as stakeholders from our two elementary feeder districts. We came together determined that student achievement would be the underlying focus of our work. As responsible financial stewards of the community's tax dollars, we recognize the importance of wisely allocating District resources to accomplish our goals while we recruit and retain a highly-effective and diverse staff. We will also continue to nurture positive relationships with stakeholders, enhancing a culture that promotes success for all students.

Tempe Union's Strategic Plan is a blueprint designed to keep us focused on achieving our goals. Individual goal committees will review and monitor the success of the strategies that we implement which help to guide our work. Annual reviews and updates will guarantee the Plan remains a practical tool throughout its five-year period.

The Tempe Union High School District is committed to graduating all students with the knowledge, understanding and skills necessary for success in college, career and life. I invite you to join us as we continue on our mission of *Excellence in Teaching and Learning*.

Kenneth R. Baca, Ed.D.

Superintendent

ACKNOWLEDGEMENTS

Our sincere thanks go to all Strategic Planning Stakeholders:

- Cortney Antonson-Milanovich, Teacher THS
- Dr. Kenneth Baca, Superintendent
- Maria Bahr, Parent THS
- Dr. Anna Battle, Principal DV
- Matt Bennett, Teacher DV
- Julie Bisby, Administrative Assistant DO
- Jake Busby, Student CDS
- Chris Busch, Superintendent TD3
- Susan Carlson, Executive Director ABEC
- Rick Carr, Parent CDS
- Kay Cosner, Teacher MDN
- Veronica Flores, Administrative Assistant DO
- Jerry Gula, Parent MTP
- Michelle Helm, Board Member
- Kim Hilgers, Assistant Superintendent
- Derek Hoffland, Principal MHS
- Zita Johnson, Board Member
- Dr. Linda Littell, Executive Director
- Teresa Makinen, Facilitator
- Sean McDonald, Principal
- Kim McElwain, Teacher (TSEA)
- Kat McIntosh, Director
- Dr. Kevin Mendivil, Assistant Superintendent
- Diane Meulemans, Assistant Superintendent
- David Schapira, Board Member
- Alison Smith, SRP
- Karen Stark, ASU
- Dr. Greg Wyman, Associate Superintendent
- Mark Yslas, Principal

MISSION

Excellence in Teaching and Learning

CORE VALUES

We believe:

- Student learning and success is a life-long pursuit.
- Preparing students for their future challenges will require critical and creative thinking skills and the ability to adapt to change.
- Public education, open to all, must equalize opportunity in improving the quality of life.
- Through a partnership of family, community and school, we are responsible for the conditions of student success.
- In providing appropriately resourced programs and safe learning environments.
- All people are of worth and deserve to be treated with dignity and respect.
- In responsibility, compassion, respect, integrity, trustworthiness, cooperation, citizenship, fairness and service for all.

VISION STATEMENT

All students will graduate with the knowledge, understanding and ability to apply skills necessary for success in college, career and life.

STRATEGIC GOAL 1

We will increase student achievement.

OBJECTIVE A

Provide equitable and challenging learning experiences that ensure all students have sufficient opportunities to develop learning, thinking, and life skills that lead to success at the next level.

OBJECTIVE B

Monitor and adjust curriculum and instruction in response to data from multiple assessments of student learning and an examination of professional practice.

OBJECTIVE C

Provide and coordinate learning support services to meet the unique learning needs of all students.

OBJECTIVE D

Ensure all students will be college and/or career ready.

STRATEGIC GOAL 2

We will optimize the use of all resources to accomplish District goals.

OBJECTIVE A

Provide sufficient resources to meet the educational, physical, social and emotional needs of the District's students.

OBJECTIVE B

Ensure staffing resources for qualified administrative, certified and classified staff to successfully fulfill their roles and responsibilities.

OBJECTIVE C

Provide a safe, clean and healthy educational environment for all students and staff.

OBJECTIVE D

Ensure that technology infrastructure supports the District's mission of Excellence in Teaching and Learning.

OBJECTIVE E

Utilize data to maximize the use of financial resources and maintain responsible financial stewardship to support the accomplishment of our District's Vision, Mission and Goals.

STRATEGIC GOAL 3

We will recruit and retain highly-effective, diverse staff.

OBJECTIVE A

Improve employee satisfaction through an annual process of assessment and action.

OBJECTIVE B

Identify and address compensation, policies, and practices affecting recruitment and retention efforts.

OBJECTIVE C

Enhance technological systems and user capabilities to optimize effectiveness and efficiency in all aspects of our operations.

OBJECTIVE D

Develop and provide training and mentoring opportunities to all employee groups.

STRATEGIC GOAL 4

We will nurture positive relationships with our communities to support and advocate for District goals.

OBJECTIVE A

Expand communication strategies and avenues for dissemination to all stakeholders that demonstrate the District's mission of "Excellence in Teaching and Learning."

OBJECTIVE B

Expand partnerships and collaborate with key stakeholders to promote the District's "best practices" and to increase educational opportunities and resources in meeting the needs of all students.

OBJECTIVE C

Increase community awareness of the District's commitment to mutual understanding and respect for all students and staff.