

**AGUILA ELEMENTARY SCHOOL
DISTRICT #63**

"TOGETHER WE MAKE A DIFFERENCE"



2018-2025 STRATEGIC PLAN

www.aguilaschool.org

Strategic Framework/Pursuing Excellence...

The continued improvement of students in Aguila Elementary School District #63 (Aguila ESD) is the focus of this strategic plan. Our belief that the pursuit of excellence is fundamental and unending serves to ensure that we continue to have a high-quality school system. Our pursuit of excellence, through constant analysis of programs at the district and current educational research, reflects our commitment to ensuring that every child will have a successful experience within Aguila ESD. We believe that it is a fundamental right of every child to be provided with a high-quality public education.

The strategic plan highlights programs and initiatives that are the foundation of the school system's ongoing improvement efforts. The strength of the plan is the continued alignment of school system operations. The entire school system revolves around our mission statement, requiring greater coordination among everyone involved – working together on the appropriate phases of implementation.

This strategic plan will be a dynamic, collaborative, living document that will serve as the foundation for our successful comprehensive improvement efforts. As a “living” document it can be changed on an annual basis to adjust to the current needs of the school district. The goals stay the same, but the action strategies may change based upon new information or changes in the environment.

It will be used to guide us in decision making and will help evaluate programs for effectiveness and contribution to our goals and mission. It is designed with specific objectives and identifiable ways to measure our progress.

This plan will serve to guide Aguila ESD in our quest to provide the high-quality education that our students, parents, and community expect and deserve. Let's continue to build on our legacy of excellence.

Andy Wannemacher

Andrew B. Wannemacher, Ed.S.
Superintendent/Principal

VISION, MISSION, AND CORE BELIEFS:

Vision (A picture of what we can become)

- The students of Aguila will be prepared to excel in all of the opportunities of the 21st Century.

Mission (Why we exist)

- The qualified staff of Aguila Elementary School is committed to improving and motivating the lives of all students through an excellent education while working in collaboration with the Aguila community.

Core Beliefs:

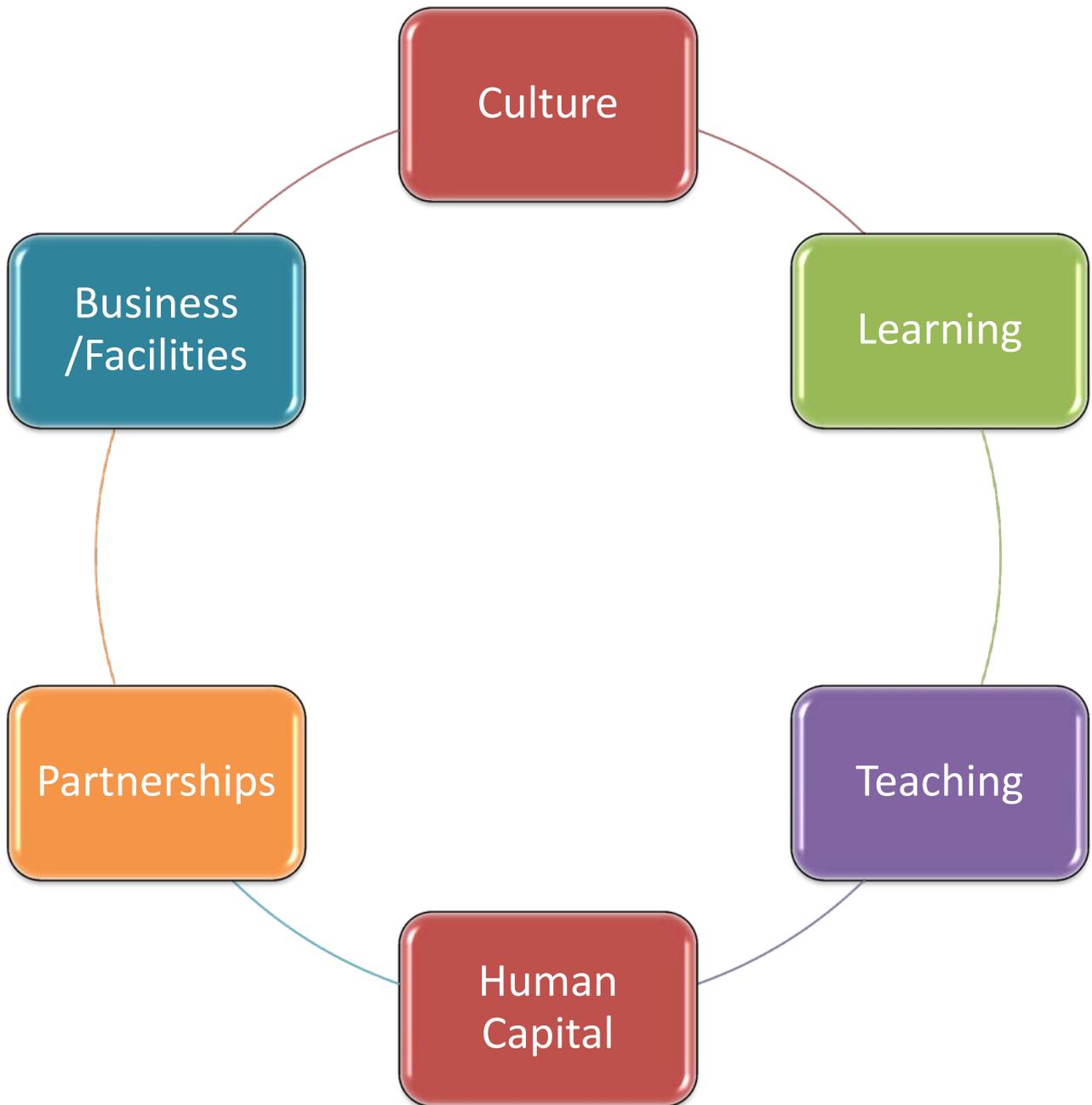
- Schools are for Children
- Schools Belong to the Community
- Schools are People Developers
- Self-Effort Educates

LOGO



GOALS FOR SUCCESS IMPLEMENTATION PROCESS:

The implementation process for the District’s Goals is based upon a continuous improvement cycle. This cycle allows the District to annually review data, make adjustments and move forward with any necessary modifications to the plan. The following diagram illustrates the described cycle which the District uses to ensure successful management of the strategic plan annual review process.



STRATEGIC GOALS:

These six strategic focus areas will assist us in shaping and focusing our work over the next seven years. Under the focus areas are the objectives which provide guidance for leadership, policy decisions, and development of initiatives, programs, and strategies to achieve our mission:

- **Culture**
 1. Promote a shared commitment to excellence and high expectations
 2. Foster an atmosphere of respect and effective communication
 3. Develop and maintain a caring, professional, and ethical school organization
 4. Maintain a safe and orderly teaching and learning environment
 5. Nurture and celebrate success

- **Learning**
 1. Develop and/or maintain focused and aligned curriculum
 2. Ensure that all students – through greater personalization – have access to a high-quality and rigorous educational environment that will prepare them for secondary education and to be college and/or career ready
 3. Close achievement gaps for all learners

- **Teaching**
 1. Differentiate instruction to meet the needs of all students
 2. Develop and/or maintain focused and aligned instruction
 3. Use multiple measures to make instructional decisions for the classroom and individual level
 4. Enhance the character/civil responsibility within the curriculum
 5. Explore talents and interests of the students; which may include alternative experiences such as field trips.

- **Human Capital**
 1. Attract, recruit, develop, train, and retain high quality, motivated, caring and innovative teachers and staff

- **Partnerships**

1. Maintain well attended school-wide activities and events
2. Enhanced communication between parents, community, and school
3. Communicate to community so they have an understanding of the challenges facing today's schools

- **Business/Operations**

1. Maintain strong stewardship of the taxpayer's investment in the school district while maintaining transparency
2. Maintain safe and reliable transportation
3. Maintain a technology infrastructure which promotes high-quality learning/teaching
4. Maintain high-quality emergency preparedness
5. Continue to seek to secure additional capital funding
6. Continue with a safe and well-maintained facility

MEASURING OUR SUCCESS:

The following indicators in each focus area will help us measure our success:

- **Culture**

Action Steps:

1. Continue with Renewed focus on Character Counts
2. Implement Love and Logic Philosophy /by Fay and Funk
3. Continue and support Wellness Initiative for staff
4. Continue with student-led quarterly Honor Assemblies
5. Develop a parent/community and or volunteer program

Measurement:

1. Student, Teacher, and Parent Surveys
2. Promotion/Graduation Data
3. Discipline Records
4. Consider number of awards and recognition

- **Learning**

Action Steps:

1. Connecting to real world experiences/careers/community projects
2. Training and implementation of Project Based Learning
3. Expand STEM programming
4. Develop Discipline Matrix, K-3.
5. Promote maximum participation philosophy – Athletics, Clubs
6. Develop music and enrichment programs
7. Develop program for talented and gifted

Measurements:

1. State mandated test score (AZELLA, AIMS, AzMERIT, MSAA)
2. District Assessments (Galileo, DIBELS-Next, STAR, Portfolios)
3. Classroom Core Assessments
4. Attendance Rates
5. Discipline Reports
6. Promotion Data/ Graduation Data (HS)

7. Student Portfolios
8. Continue with 6/7/8th access to grades
9. Student Self-Evaluations

- **Teaching**

Actions Steps:

1. Continue with Renewed focus on Character Counts
2. Move towards Standards-Based Assessment Reports
3. Achievement Gaps Closed
4. Increased use of technology to enhance learning while preparing students for a digital environment
5. Continue with implementation of the Wonders (ELA) and Eureka (Math) curriculum packages
6. Professional Development in Project Based Learning
7. Develop a more precise Title/ELL curriculum plan

Measurements:

1. State mandated test score (AZELLA, AIMS, AzMERIT, MSAA)
2. Teacher/ Student/ Parent Survey
3. Textbook adoptions and implementation (Monitoring Rubric)
4. School Report Card – B or better
5. Student tracking of individual achievement
6. Common Language goals
7. Character Grades

- **Human Capital**

Actions Steps:

1. Continue to attract and recruit strong candidates
2. Align Professional Development to needs
3. Compensation/Benefits/Stipends review in comparison with other Districts

Measurements:

1. Secure Qualified Staff
2. Align Professional Development to needs
3. Compensation/Benefits/Stipends Comparison Study

- **Partnerships**

Actions Steps:

1. Maintain and Enhance Student Council & CSO Programs
2. Continue to enhance athletics through more competitive league
3. Strengthen partnerships: MCSO, AVFD, Maricopa County Library, Freeport McMoRan
4. Create 1-2 more parent evening meetings during school year
5. Community Education (GED, Parenting Courses)
6. Continued Social Media and Website Development/ Upgrades

Measurements:

1. Staff Surveys
2. Parent Surveys
3. Attendance Rates at PTC/School events
4. Follows/Likes on Social Media and Website Hits

- **Business/Operations**

Action Steps:

1. Enhance current school Wi-Fi
2. Continue towards 1:1 Initiative
3. Secure funding for E-Whiteboard Upgrades
4. Secure Funding to upgrade transportation
5. Review emergency preparedness annually, Maintain all entry/egress documents in rooms
6. Secure funding for campus security upgrades
7. Continue with required safety drills
8. Continue to monitor/update Emergency Response Plan Manual
9. Lobby for increase in capital funding

Measurements:

1. Percent of Dollars spent in Classroom remains competitive
2. Maintain Strong Biannual Audits
3. Stay current on new Uniform System of Financial Records (USFR)
4. Secure capital funds to meet district needs

