

2017-2019 Strategic Plan Highlights



BUCKEYE

ELEMENTARY SCHOOL DISTRICT #33

A community passionate about student success

A community passionate about student success...

This presentation represents the highlights of the many achievements during the 17-18 and 18-19 school years that were driven in part by the commitment to the Buckeye Elementary School District Strategic Plan.

This iteration of the 17-19 BESD Strategic Plan, with drafting initiated in the Fall of 2016, included extensive analysis of a district-wide curriculum audit and needs assessment.

The district embarked on 6 core components for strategic planning and improvement including Governance, District Leadership, Communication, Facilities and Maintenance, Teaching and Learning, and Finance Planning and Management.

From those beginnings, we have been able to actualize much of what we aspired to achieve and over the past two years we have strengthened a solid foundation for our growing district.



Strategic Plan Summary 2017-2018

6 Components of Strategic Action Map

Governance

District Leadership

Communication

Facilities and Maintenance

Teaching and Learning

Finance Planning and Management

Governance 2017-2018

2017-18

100% Complete

- Establish and communicate clear vision for the district.
- Develop 3-5 Year Strategic Plan involving broad based input from a variety of stakeholders.
- Advocate for city, business and residential partnerships with the school district.

- Establish and communicate clear vision for the district

2017-2018

Actions

Status

Target 1: Reviewed core values, mission, vision, belief statements

- Board approved [updated statements](#)

COMPLETE

Target 2: Communicate core values, mission, vision, belief statements throughout district

- All statements updated throughout schools and district office
- Communication shared with parents, staff and stakeholders

COMPLETE

COMPLETE



- Develop 3-5 Year Strategic Plan involving broad based input from a variety of stakeholders

2017-2018	Actions	Status
Target 1: Conduct needs assessment including curriculum audit	<ul style="list-style-type: none"> ● Board approves strategic plan and establishes actions for three year plan 	COMPLETE
Target 2: Establish focus areas from sequence map to focus on for year 1 (2017-2018)	<ul style="list-style-type: none"> ● 16 areas mapped for year 1 	COMPLETE
Target 3: Identify composition of stakeholders in the development of the plan	<ul style="list-style-type: none"> ● District Strategic Planning Team is established and given direction on goals 	COMPLETE
Target 4: Regularly communicate progress	<ul style="list-style-type: none"> ● Monthly reports to the Board regarding the target areas for 2017-2018 school year 	COMPLETE



- Advocate for city, business and residential partnerships with the school district

2017-2018

Actions

Status

Target 1: Engage stakeholders in the development of the plan

- Create an ad hoc group comprised of Governing Board members, city, Maricopa County, county legislators, realtors, and business owners.
- Develop strategies to encourage appropriate development within the school district to balance the tax base, and maintain and preserve programming for children.
- Establish roles and responsibilities.

COMPLETE

COMPLETE

COMPLETE



District Leadership 2017-2018

2017-18

100%

Complete

Review district administrative rules and procedures to support Governing Board Policy.

Support talent management for recruitment and retention of quality leaders.

- **Review district administrative rules to support Governing Board Policy**

2017-2018

Actions

Status

Target 1: Clarify language regarding employment contracts

- Review and revise contract language to be more comprehensible

COMPLETE

Target 2: Revise and update Parent Student Handbook to serve as a resource to students, parents and staff of the district

- Create stakeholder committee to update and revise [Parent Student Handbook](#)

COMPLETE

- Establish District Emergency Response Team

COMPLETE

Target 3: Systematically improve Emergency Response Planning and Preparedness in the district

- Create District and Site [Emergency Response Template](#)

COMPLETE

- **Review and update district administrative rules to support Governing Board Policy**

2017-2018

Actions

Status

Develop school calendar for 2019-2020, 2020-2021, 2021-2022 for Governing Board approval

- Review and develop calendar parameters
- Create stakeholder committee to develop [calendars](#) for approval

COMPLETE

- Support talent management for recruitment and retention of quality leaders.

2017-2018	Actions	Status
Target 1: Create a competitive salary structure	Study and offer competitive salary packages in light of HB 2663, prop 206, insurance costs	<p>COMPLETE</p> <p>Summary: Contracts issued in February 2018 with a competitive salary package. Addendums issued Summer 2018. Retention of teachers improvement-- up 11% from 75% in 2017-2018 to 86% as of March 2, 2018 for 2018-2019.</p>
Target 2: Review and enhance Professional Development Day	Create multiple pathways for employee learning. Empower employee choice in PD	COMPLETE



- Support talent management for recruitment and retention of quality leaders.

2017-2018	Actions	Status
Target 3: Competitive preschool tuition for staff	Study and develop plan to provide preschool discounts to BESD staff	COMPLETE
Target 4: Ensure BESD has access to best teaching and staff candidates	Review and revise contract and hiring timeline to enable hiring as soon as possible	COMPLETE
Target 5: Clearly articulate district organization	Review, Revise, and Update District Organizational Chart Leadership and Learning Academic Programs Business Operations Human Resources	COMPLETE

Communication 2017-2018

2017-18

100 % Complete

- Engage community for substantive input and feedback to sustain positive relationships.
- Train district leaders on media and public relations.
- Update district website to serve as communication tool to public.
- Create regular email newsletter for district residents.
- Create a booklet documenting the history of the Buckeye Elementary School District.

- Engage community for substantive input and feedback to sustain positive relationships.

2017-2018

ACTIONS

Status/Timeline

Target 1: Increase participation in Parent Superintendent Council

Publicized, agenda driven stakeholder input sessions

COMPLETE

Target 2: Engage legislative and community leaders in our school district

Fall Community Tour
Legislator for a Day

COMPLETE

Target 3: Develop parent survey to provide input regarding indicators of highly effective schools

Revise and distribute [parent survey](#)

COMPLETE



- Update district website to serve as communication tool to public.

2017-2018

ACTIONS

Status/Timeline

Target: Update district website

- Create website development team
- Design and pilot website
- Publish [district website](#)

COMPLETE

- Train district leaders on media and public relations.

2017-2018

Actions

Status

Target 1:

Provide Training to District Office

COMPLETE

- Create regular email newsletter for district residents.

2017-2018

Actions

Status

Target: 1 Develop database of community email addresses

Develop an e-mail master list starting with parents and community contacts

COMPLETE

Target 2: Create an electronic community newsletter (quarterly)

Develop articles and [publish](#)

COMPLETE

- Create a booklet documenting the history of the Buckeye Elementary School District.

2017-18

Actions

Status

Target 1: Contact and invite the Buckeye Historical Museum to participate and coordinate this endeavor

Develop resources and contacts to support project

COMPLETE

Target 2: Gather all artifacts from district history, Develop history by decades

Target 3: Provide copies at school and community events and distribute as part of every school employee orientation



Facilities and Maintenance 2017-2018

2017-18

100% Complete

- Develop a comprehensive facilities plan that addresses continued growth in the district.

- Develop a comprehensive facilities plan that addresses continued growth in the district.

2017-2018	Actions	Status
Target 1: Complete comprehensive demographic study	Demographic study completed, reported to board Jan/Feb, 2018	COMPLETE
Target 2: Plan bond projects, School Facilities Board projects	Gather district stakeholder input, demographic study analysis through community stakeholder committee meetings. Community Survey	COMPLETE
Target 3: Update Preventative Maintenance List	Complete comprehensive needs assessment with site administration	COMPLETE

Teaching and Learning 2017-2018

2017-18

100% Complete

- Develop a District Technology Integration Plan to guide the use and implementation of technology as a teaching and learning tool.
- Develop and implement a comprehensive curriculum management plan that directs the design, delivery, and monitoring of an aligned curriculum.
- Develop and implement curriculum instruction tools that encompass the design, delivery, and monitoring of an aligned curriculum.
- Develop a comprehensive plan for student assessment.
- Develop a comprehensive system-wide Professional Development Plan.

- Develop a District Technology Integration Plan to guide the use and implementation of technology as a teaching and learning tool

2017-2018	Actions	Status/Timeline
Target 1: Technology Integration Plan	Utilize stakeholder group to expand current technology plan	COMPLETE
Target 2: Cloud Migration	Pilot and implement migration of internet services from district servers to cloud	COMPLETE
Target 3: Expand online instructional tools	Pilot use of Google as collaborative tool; Create accounts for all staff	COMPLETE
Target 4: Improve access to online instructional tools	Develop single sign on access to district online tools	COMPLETE

- Develop and implement a comprehensive curriculum management plan that directs the design, delivery, and monitoring of an aligned curriculum

2017-2018

Actions

Status

Target 1: Math Curriculum Alignment

- Work with stakeholders to create [curriculum maps](#) for mathematics and language arts that are designed for

COMPLETE

Target 2: ELA Curriculum Alignment

- [iterative improvement with collective input](#)

COMPLETE

Target 3: Redevelop and Redesign Gifted Curriculum and Programming

- Redesign and publish a Gifted and [Talented Scope and Sequence](#)

COMPLETE

Target 4: Individualized Education

- Develop an Individualized Learning Platform (Summit Learning) at two sites in 18-19

COMPLETE

Target 5: College and Career Readiness Support Programs

- Develop AVID, STEM Programs in 18-19

COMPLETE



- Develop a comprehensive Professional Development Plan

2017-2018

Actions

Status

Targets 1: Assess current status of needs

- Collect [appropriate input](#) data from staff
- Internal evaluation of services

● COMPLETE

Target 2: Make necessary adjustments for improvement of 2017-2018 model

- Supplement and adjust current planning

● COMPLETE

Target 3: Provide individualized development opportunities

- Establish [ASCD tools](#) for individualized learning
- Invite stakeholder groups to join Task Force

● COMPLETE

Target 4: Form permanent professional development task force for future planning

● COMPLETE



Finance Management and Planning 2017-2018

2017-18

100 % Complete

- Define the process for making budget decisions using performance based budgeting principles.

- Define the process for making budget decisions using performance based budgeting principles

2017-2018	Actions	Status
Target: Identification of areas to distribute resources on performance, allocation, or needs based budgeting processes	<ul style="list-style-type: none">● Program needs analysis and identified need for new programs (AVID, Gifted, Behavior) Link to Presentation● Regular staffing analysis to distribute resources based on need and allocation methods to keep class size equitable● Facility needs analysis by site and prioritization based on performance and need● Evaluate School and Department allocations based on need and equity	COMPLETE

Moving Forward

The Foundation of Our Work:

- Providing the best education possible for each and every Buckeye student.
- Providing a positive, professional working environment for Buckeye Teachers and Staff.
- Focused Governing Board and District Goals.
- A relevant, innovative, and progressive strategic plan.

Looking Ahead...

Engaging Stakeholders: District Admin, Principals, Board Members

18-19 Summer Board Retreat

- Review 17-18 Achievement
- Identify needs
- Review and Revise 18-19 Strategic Plan Targets

18-19 Monthly Strategic Plan Updates



2018-2019 Strategic Plan Highlights



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6 Components of Strategic Action Map

Governance

District Leadership

Communication

Facilities and Maintenance

Teaching and Learning

Finance Planning and Management

Governance 2018-2019

2018-19

100%

Complete

- *Review and revise 3-5 Year Strategic Plan involving broad based input from a variety of stakeholders.*
- *Advocate for city, business and residential partnerships with the school district.*
- *Establish and communicate clear vision for the district.*



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District Leadership 2018-2019

2018-19

100%

Complete

- *Review district administrative rules and procedures to support Governing Board Policy.*
- *Support talent management for recruitment and retention of quality leaders.*



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- **Review district administrative rules to support Governing Board Policy**

2018-2019

Actions

Status

Target: **Technology**
Policy, Rules, Procedures, Guidelines

Convene working group to review and update employee tech use policy and procedures

Completed
Employee Technology Device User [LINK](#)

Convene working group to review and update student tech use policy and procedures

Completed
Technology Device User Agreement [LINK](#)

Target: **Field Trips**
Policy, Rules, Procedures, Guidelines

Convene working group to review and update field trip forms and procedures.

Completed
Field Trip Permission Slip [LINK](#)



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- **Review and update district administrative policies, rules, and procedures to support Governing Board Policy**

2018-2019

Actions

Status

Target: **Interview Process**
Review/Revision

Convene working group to review and revise standard interview questions.

Completed
Interview [LINK](#)

Target: **Employee Evaluation**
Certified Teacher, Principal, District Leadership

Convene working groups to review and update the following evaluation areas: Certified Teacher, Principal, District Leadership.

Completed
Evaluation Presentation [LINK](#)

Target: **Certified Staff Absence**
Program designed to reduce certified absences from school.

Develop pilot stipend program with specific attendance and financial benchmarks.

Completed
Presentation [LINK](#)



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- Support talent management for recruitment and retention of quality leaders.

2018-2019

Actions

Status

Target: **Online Interview Process**

Train and implement SPARK Hire, an online interview management system

Completed
Spark Hire [LINK](#)

Target: **HR Website Update**

Evaluate and update current site content.

Completed May, 2019
Work at BESD [LINK](#)



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Communication 2018-2019

2018-19

100% Complete

- *Update professional standards for district communications.*
- *Utilize Social Media to further public relations.*



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- Engage community for substantive input and feedback to sustain positive relationships.

2018-2019	Actions	Status/Timeline
Target: Establish Translation/Interpretation services to improve communication with community.	Implement Language Line	Completed Language Line - Quick Reference Guide LINK
Target: Utilize ParentLink/Bb District for timely communication.	Provide ParentLink/ Bb District training to administrative staff.	Completed
Target: Review, revise and update staff, student, and parent surveys.	Staff: Fall/Spring 2019 Student: Spring 2019 Parent: Spring 2019	Completed



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- Update district website to serve as communication tool to public.

2018-2019

ACTIONS

Status/Timeline

Target: Update **School Websites**

Evaluate and update current sites

Completed



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- Update professional standards for district communications.

2018-2019

Target: Develop **professional standards**: brand, logo, professional meetings activities.

ACTIONS

Create ad hoc committee to update and recommend new district logo and style guidelines.

Status/Timeline

Completed
Logo/Style Guidelines [LINK](#)



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- Utilize social media to further public relations.

2018-2019

Actions

Status

Target: Increase Twitter, Facebook presence.

Training opportunities for teachers, staff on district use of Twitter and Facebook.

Completed
Facebook [LINK](#)
Twitter [LINK](#)



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Facilities and Maintenance 2018-2019

2018-19

100% Complete

- *Develop a Comprehensive Facilities Plan that addresses continued growth in the district.*
- *Update professional meeting space to accommodate needs of staff and community.*



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- Develop a comprehensive facilities plan that addresses continued growth in the district.

2018-2019

Actions

Status

Target: Create a **Master Plan** for the district for the purposes of:

Establish committee to discuss and create the master plan.

Completed

- long range planning
- educational uses of facilities
- maintenance and upkeep of facilities.

Individual School site “2030 meetings”

[LINK](#)

Present summarized school input of 2030 meetings at Citizens Committee meeting

[LINK](#)

Partner with city leaders to plan and coordinate the acquisition of land for facilities development



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- Update professional meeting space to accommodate needs of staff and community.

2018-2019

Target: Develop improvements to current public meeting space.

Actions

Identify challenges and needs of current space and develop plan.

Address needs as determined by plan.

Status

Completed



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Teaching and Learning 2018-2019

2018-19

100% Complete

- *Implement the District Technology Integration Plan to guide the use of technology as a teaching and learning tool.*
- *Implement the Comprehensive Curriculum Management Plan that directs the design, delivery, and monitoring of an aligned curriculum.*
- *Develop a comprehensive plan for student assessment.*
- *Implement the Comprehensive System-Wide Professional Development Plan.*



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- Implement the District Technology Integration Plan to guide the use and implementation of technology as a teaching and learning tool

2018-2019	Actions	Status/Timeline
Target: Improve access to online instructional tools	Develop single sign on access to district online tools	Completed
Target: Improve teacher access to technology resources system-wide	Provide all certified teacher staff laptop computers	Completed Testimonial LINK
Target: Improve student access to technology resources system-wide	Provide 1:1 laptop computer resources to grades 6-8.	Completed Presentation LINK



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- Implement the Comprehensive Curriculum Management Plan that directs the design, delivery, and monitoring of an aligned curriculum.

2018-2019

Actions

Status

Ensure classroom instruction is supported by well articulated, meaningful and relevant academic standards.

Utilize curriculum mapping teams to review, revise, and update curriculum maps

Completed

Develop and implement a process to review and make recommendations regarding the current ELA adoption.

Convene ad hoc ELA Adoption committee to complete process by Spring, 2019

Completed
[LINK](#)

Support school-based initiatives to support and enhance student learning.

Allocate resources to Summit, AVID, Safe and Civil Schools, STEM

Completed



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- Implement priorities identified in the comprehensive Professional Development Plan

2018-2019

Target: **Professional Development Priorities**

- Support High Intensity Instruction Intervention
- PD: Teacher Devices
- PD: Student Devices
- PD: Classroom management
- PD: Google/365
- PD: Literacy Best Practice
- School Support:
 - Summit
 - AVID
 - Safe and Civil Schools
 - STEM

Actions

Provide the following learning opportunities during the opening of school:

- Teacher Devices

Provide the following learning opportunities during professional development ½ days:

- Classroom management
- Google/365
- Literacy Best Practice

Status

Completed

Hill [LINK](#)

Teacher Devices [LINK](#)



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- Develop a comprehensive plan for student assessment.

2018-2019

Actions

Status

Target: Ensure assessment system is aligned to improve student outcomes

Evaluate current system for strengths and opportunities

Completed

Investigate options and adopt the best assessment management tool that:

Completed

- communicates assessment data to all stakeholders
- is clear and useful
- allows for immediate and strategic action.



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Finance Management and Planning 2018-2019

2018-19

100 % Complete

- *Define the process for making budget decisions using performance based budgeting principles.*



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- Define the process for making budget decisions using performance based budgeting principles

2018-2019	Actions	Status
Target: Systemically work with departments and directors to review budgets in the three areas of budgeting: performance, needs, and allocations.	Develop needs and performance-based attendance incentive for certified staff	Completed Presentation LINK
	Needs and performance-based implementation of Breakfast in the Classroom	Completed Launch Presentation LINK Award Letter LINK
	Needs based consultation with HR department to meet hard to fill teaching and retention challenges.	Completed Approval LINK
	Needs based budgeting of 1:1 6-8th grade Technology in Classroom	Completed LINK



Strategic Plan: *Moving Forward*

Proposed New Format

1. **Board Goals**
2. **Proposed Strategies that Support Growth**
 - *Empower School Communities*
 - *Communicate Effectively*
 - *Cultivate **Optimism***
 - *Innovate*
 - *Develop Buckeye **Leaders***

Proposed New Articulation

- **Why is each strategy important?**
- **How do we achieve our strategy?**