



***Compass for Excellence***

***PAGE UNIFIED SCHOOL DISTRICT***

Vision: "Providing Arizona's Greatest Education by Working Together to Improve Student Achievement."

**PRIORITY 1- High Student Performance**

<b>Goal:</b>	<ul style="list-style-type: none"> <li>• Create a culture and climate of high expectations for all students.</li> <li>• Provide support systems and intervention programs for at-risk students.</li> <li>• Expand opportunities for academic and extracurricular student involvement.</li> <li>• Provide an appropriate, rigorous, aligned curriculum that meets and/or exceeds the Arizona College and Career Readiness Standards.</li> </ul>					
<b>Key Processes:</b>	<ul style="list-style-type: none"> <li>• District Data Plan</li> <li>• Response to Intervention (RTI)</li> <li>• <b>Positive Behavior Intervention Supports (PBIS)</b></li> <li>• <b>Page Curriculum (Beyond Textbooks) Curriculum &amp; Assessments</b></li> <li>• Continuous Improvement Planning Process (CIP)</li> <li>• Student Study Team (SST) Process</li> <li>• District Attendance Plan</li> <li>• English Language Learner Plan (ELL)</li> <li>• Move On When Reading Plan (MOWR)</li> <li>• Building Goal Plans</li> <li>• School Data Meetings</li> <li>• Coach for Success Coaching Plan</li> <li>• Lesson Planning Expectation</li> <li>• Career and Technical Education</li> <li>• <b>Professional Learning Communities</b></li> </ul>	<ul style="list-style-type: none"> <li>• K-12 Gifted Plan</li> <li>• Special Education (SPED)</li> <li>• Pre-School</li> <li>• Student Support Services</li> <li>• Technology Integration</li> <li>• ASCA Model for School Counseling</li> <li>• Foundations</li> <li>• K-12 Writing Process</li> <li>• Tier II and Tier III Interventions</li> <li>• AVID</li> <li>• Peer Coaching Plan</li> <li>• Transition Plans</li> <li>• District Professional Development Plan</li> <li>• Activity Programs</li> </ul>				
<b>Action Items:</b>	<b>Leadership:</b>	<b>Action Completion Rate:</b>				
Response to Intervention & Student Study Team process defined and implemented	Principals/Ed Services Director/Superintendent	20%	40%	60%	80%	100%
School wide AVID strategies implemented	Assistant Superintendent Principals	20%	40%	60%	80%	100%
PBIS Plan implemented	Superintendent/Principal	20%	40%	60%	80%	100%

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CIP Planning Process facilitated	Assistant Superintendent	20%	40%	60%	80%	100%
District Data Plan implemented	Data Coordinator/Principals	20%	40%	60%	80%	100%
School Coaching Plan implemented	Principals	20%	40%	60%	80%	100%
Peer Coaching Plan implementation	Principals	20%	40%	60%	80%	100%
RTI structures developed (Academic/Behavior)	Principals	20%	40%	60%	80%	100%
Foundations implemented K-3	Elementary Principals	20%	40%	60%	80%	100%
Page Curriculum (Beyond Textbooks) implemented with fidelity	Assistant Superintendent Principals	20%	40%	60%	80%	100%
Professional Learning Communities developed	Principals	20%	40%	60%	80%	100%
MOWR Plan revised and implemented	Assistant Superintendent Elementary Principals	20%	40%	60%	80%	100%
<b>Professional Development:</b>	Foundations training					
	Admin leadership training					
	CIP Planning Days					
	Page Curriculum (BT) training					
	District Professional Development Plan PD opportunities					
	Larry Martinez C4S Coaching					
	AVID Summer Conference					
	PHS PD on teaching to a 90 minute period					
	Teacher leader training					
	PLC district training/meetings					
	PBIS district training/meetings					
MTE district training/meetings						

Measure	Information System
Percent of students identified for special education services	PS Data
Percent of students who are actively engaged in instruction	School Walk Thru Data
Percent of CTE students in a career after graduation	CTE Career Report
Percent of students with 4 year plans	AZCIS
Percent of ELL students who are re-classified	PS and State Data Reports
PHS graduation rate	PHS Graduation Report

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Student growth in bottom 25%	Galileo and State Assessment Reports
Percent of students scoring proficient in all levels	School and District State Assessment Data
Percent of students who are CTE program completers	CTE Program Completer Report
Number of students enrolling in post-academics after graduation	Counselors Report/AVID Report
Percent of students participating in academic & extracurricular opportunities	Power Schools & 21 <sup>st</sup> Century Reports
Percent of students participating in co-curricular activities	Athletic Participation Report
Student suspension, expulsion and referral rates	SWIS Reports

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**PRIORITY 2- Safe and Respectful Environment**

<b>Goal:</b>	<ul style="list-style-type: none"> <li>Promote health and wellness among students and staff.</li> <li>Provide a safe and positive traveling experience for students and staff.</li> <li>Provide a safe environment with well-maintained facilities and equipment.</li> <li>Foster decision-making that promotes positive behavior choices and social and emotional well-being.</li> <li>Promote Staff Job Satisfaction.</li> <li>Provide a safe environment through District Emergency Plan.</li> </ul>							
<b>Key Processes:</b>	<ul style="list-style-type: none"> <li><b>Positive Behavior Intervention and Supports (PBIS)</b></li> <li>Staff Health &amp; Wellness Program</li> <li>K-12 Prevention Program (Positive Action, pregnancy, substance abuse, tobacco, refusal skills, skin cancer, sex. ed, character ed.)</li> <li>PHS Life Skills Curriculum</li> <li>District Emergency Plan</li> <li>Watch Teams</li> </ul>	<ul style="list-style-type: none"> <li>District Capital Expenditure Plan</li> <li>Parent Engagement Plan</li> <li>Facilities Capital Plan</li> <li>Facilities Preventative Maintenance Plan</li> <li>Professional Learning Communities</li> <li>Employee Recognition Program</li> <li>Climate &amp; Culture Plans</li> <li>Bully Reporting Software</li> </ul>						
<b>Action Items:</b>		<b>Leadership:</b>		<b>Action Completion Rate:</b>				
PBIS implementation		Superintendent/Principal		20%	40%	60%	80%	100%
Implement School Culture Plans		Assistant Superintendent		20%	40%	60%	80%	100%
Develop and implement Parent Engagement Plan		Superintendent		20%	40%	60%	80%	100%
Further develop District Wellness Program		HR Director		20%	40%	60%	80%	100%
Grow District Employee Recognition Plan		HR Director		20%	40%	60%	80%	100%
Development of K-12 Prevention Plan		Student Support Director		20%	40%	60%	80%	100%
Implement bullying reporting procedures		Principals		20%	40%	60%	80%	100%
Revise Life Skills Curriculum		PHS Principal		20%	40%	60%	80%	100%
Develop Professional Learning Communities		Asst. Superintendent		20%	40%	60%	80%	100%
Facilities Department Plan		Facilities Director		20%	40%	60%	80%	100%
Revision and facilitation of District Emergency Plan		Superintendent		20%	40%	60%	80%	100%
<b>Professional</b>	PBIS meetings/trainings							

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<b>Development:</b>	Parent Engagement training for IEC
	Parent Engagement training for families
	PLC meetings/training
	Teacher leader training
	Emergency planning training

<b>Measure</b>	<b>Information System</b>
Percent of students indicating positive travel experience	Safe School Survey
Percent of staff who report satisfied or somewhat satisfied	Staff Satisfaction Survey
Number of parents who participate in sponsored activities	Parent Participation Numbers
Number of deficiencies on emergency drills	Verbal feedback from partner agencies
Number of student referrals	SWIS Data
Number of identified facility deficiencies	TRUST Facilities Assessment
Percent indicating positive perception of facilities	Safe School Survey, Advanced Ed Report
Percent of students who indicate incidences of bullying	Safe School Survey
Number of students who are suspended for substance abuse	Power Schools Report

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**PRIORITY 3- Maximize Resources Effectively**

<b>Goal:</b>	<ul style="list-style-type: none"> <li>Align financial and personnel resources to maximize educational achievement.</li> <li>Develop and maintain facilities through effective planning of resources.</li> <li>Support competitive salary schedules and benefits for employees</li> </ul>					
<b>Key Processes:</b>	<ul style="list-style-type: none"> <li>Annual Budget Review Process</li> <li>Work Orders Monitored through School Dude</li> <li>Preventive Maintenance Plan</li> <li>Competitive Salary Schedules</li> <li>Budget Analysis Identified to Priorities</li> <li>District Stepless Salary Schedule</li> <li>Erate Participation</li> </ul>	<ul style="list-style-type: none"> <li>Recruiting Plan</li> <li>Energy Management Plan</li> <li>District Capital Plan</li> <li>Securing Additional Funding Sources</li> <li>District Budget Reduction Plan</li> <li>SFB Grant Applications</li> <li>Medicaid Reimbursement</li> </ul>				
<b>Action Items:</b>	<b>Leadership:</b>	<b>Action Completion Rate:</b>				
Facilitate annual budget review process	Business Manager	20%	40%	60%	80%	100%
Implement Preventative Maintenance Plan	Facilities Director	20%	40%	60%	80%	100%
Implement District Energy Mgt. Plan	Facilities Director	20%	40%	60%	80%	100%
Increase Medicaid reimbursement	Ed Services Director	20%	40%	60%	80%	100%
District Capital Plan	Business Manager Superintendent	20%	40%	60%	80%	100%
Implement District Budget Reduction Plan	Business Manager Superintendent	20%	40%	60%	80%	100%
Apply for SFB Facility Grants	Facilities Director	20%	40%	60%	80%	100%
Review district Dollars Spent in Classroom	Superintendent Business Manager	20%	40%	60%	80%	100%
Maximize use of E-rate	Tech Director	20%	40%	60%	80%	100%

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District Recruiting Plan	HR Director	20%	40%	60%	80%	100%
Develop Stepless Salary Schedule	Superintendent	20%	40%	60%	80%	100%
<b>Professional Development:</b>	Business Manager attendance at ASSBO and state budget trainings					
	Stepless Salary Schedule training					
	Medicaid Reimbursement training					
	Technology Committee Training					
	Impact Aid training					
	E-rate training					
Research trainings on SFB Grants						

Measure	Information System
Expenditure of district funds	Auditor General Report
Salary schedule comparison to peer districts	ASBA Salary Report
Amount of SFB Grants	SFB Grant Report
Number of work orders completed in a timely manner	School Dude Work Order Report
Percent of highly qualified teachers hired	Human Resource and HQ Reports
Percent of effective and highly effective teachers retained	Human Resource Report
Percent of budget spent on utilities	District Budget Report
Amount of annual Medicaid reimbursement	Medicaid Reimbursement Report

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**PRIORITY 4- Promote Unity Through Multi-Cultural Understanding**

<b>Goal:</b>	<ul style="list-style-type: none"> <li>Enhance curriculum experiences that promote an understanding and appreciation of every individual's heritage</li> <li>Promote unity by providing multi-cultural experiences in the school and community.</li> </ul>					
<b>Key Processes:</b>	<ul style="list-style-type: none"> <li>Indian Education Department Plan</li> <li>Heritage Month</li> <li>Navajo Language/Culture/Government Courses</li> <li>School Chapter Presentations</li> <li>Native American Recruitment Day</li> <li>Annual Chapter Informational Forum</li> </ul>	<ul style="list-style-type: none"> <li>New Teacher Cultural Immersion Day</li> <li>Mediation Agreement</li> <li>Cultural awareness activities (yearlong)</li> <li>Board Meet and Greets at Chapters</li> <li>Student Clubs</li> </ul>				
<b>Action Items:</b>		<b>Leadership:</b>		<b>Action Completion Rate:</b>		
Facilitate Heritage Month activities	IEC Director	20%	40%	60%	80%	100%
Indian Education Department Plan	IEC Director	20%	40%	60%	80%	100%
Plan and facilitate New Teacher Cultural Immersion Day	Assistant Superintendent	20%	40%	60%	80%	100%
Schedule Native American Teacher Recruitment opportunities	HR Director	20%	40%	60%	80%	100%
Schedule Board Meet and Greets	Superintendent	20%	40%	60%	80%	100%
Conduct Annual Chapter Informational Forum	Superintendent	20%	40%	60%	80%	100%
Plan for Native American Teacher Recruitment Day	Superintendent Human Resources	20%	40%	60%	80%	100%
Increase participation in Navajo Language and Culture Classes and Clubs	Principals	20%	40%	60%	80%	100%
<b>Professional</b>	New Teacher Cultural Immersion					

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<b>Development:</b>	UNITY Club Conferences
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<b>Measure</b>	<b>Information System</b>
Percent of certified Native American teachers	HR Report
Navajo Language Class enrollment	School student enrollment numbers
School Cultural Club participation	21 <sup>st</sup> Century Participation Report

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## PRIORITY 5- Highly Performing Personnel

<b>Goal:</b>	<ul style="list-style-type: none"> <li>Recruit and hire highly qualified staff from a diverse pool of applicants.</li> <li>Retain highly performing personnel.</li> <li>Facilitate processes that identify and develop highly performing personnel.</li> <li>Foster a culture that expects and recognizes excellent staff performance.</li> </ul>					
<b>Key Processes:</b>	<ul style="list-style-type: none"> <li>District Professional Development Plan</li> <li> <b>Page Curriculum (Beyond Textbooks)</b></li> <li> <b>Professional Learning Communities</b></li> <li>Teacher Evaluation (MTE)</li> <li>Administrator Evaluation (MPE)</li> <li>Board Evaluation</li> <li>Superintendent Evaluation</li> <li>Staff Recognition Plan</li> <li>Peer Observation Plans</li> <li>Professional Learning Communities</li> <li>Norms and Protocols</li> </ul>	<ul style="list-style-type: none"> <li>Recruiting Plan</li> <li>District New Teacher Induction Plan</li> <li>Counseling/Evaluation Tool</li> <li>Classified PD Plan</li> <li>Interviewing &amp; Hiring Processes</li> <li>Department Plans</li> <li>Staff Job Satisfaction Survey</li> <li>Page Curriculum (Beyond Textbooks)</li> <li>District mission/vision/motto/belief statements</li> </ul>				
<b>Action Items:</b>	<b>Leadership:</b>	<b>Action Completion Rate:</b>				
Refine teacher recruitment process	HR Director	20%	40%	60%	80%	100%
Implement Beyond Textbooks training for staff	Asst. Superintendent	20%	40%	60%	80%	100%
District Professional Development Plan	PD Coordinator	20%	40%	60%	80%	100%
Board Evaluation Plan	Superintendent	20%	40%	60%	80%	100%
Develop and monitor department plans	Department Director Superintendent	20%	40%	60%	80%	100%
Implement staff recognition activities	HR Director/Admin Board	20%	40%	60%	80%	100%
Administer and respond to Staff Satisfaction	Superintendent	20%	40%	60%	80%	100%

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Survey feedback						
Implement District/School PLC Plans	Asst. Superintendent Principals	20%	40%	60%	80%	100%
Implement Teacher Peer Observation Plan	Principals	20%	40%	60%	80%	100%
Develop and implement Teacher Induction Plan	PD Coordinator	20%	40%	60%	80%	100%
Teacher Evaluation(MTE) Plan	Superintendent	20%	40%	60%	80%	100%
Classified Professional Development Plan	PD Coordinator	20%	40%	60%	80%	100%
Principal Evaluation Plan	Superintendent	20%	40%	60%	80%	100%
Superintendent Evaluation Plan	Board President	20%	40%	60%	80%	100%
<b>Professional Development:</b>	ADE MTE/MPE training and MTE Committee work					
	ADE District Leadership training					
	Teacher Leader training					
	Late start collaborative meetings					
	Admin evaluation training (district/Teach Scape/ADE Qualified Evaluator Training					
	PHS PD on teaching to the 90 minute period					
	PUSD Induction Program					
	Beyond Textbooks training					
	District Professional Development Classes					

Measure	Information System
Percent of HQ teachers	HR HQ Report
Teacher retention rates	HR Report
Staff positive perception of PD opportunities	Staff PD Survey
Staff feedback on Satisfaction Survey	Staff Satisfaction Survey
Classified and certified staff utilizing PD offerings	Staff PD Survey
Teacher and principal label distribution	MTE/MPE Data
Classrooms staffed with HQ teachers to start the year	HR Staffing Report

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**PRIORITY 6- Effective Collaboration and Communication**

<b>Goal:</b>	<ul style="list-style-type: none"> <li>• Increase awareness and understanding of district Mission, Vision, Motto and Belief Statements.</li> <li>• Enhance and sustain collaborative relationships between local and outlying communities and businesses.</li> <li>• Provide and promote clear, concise and timely communication between students, staff, parents and communities.</li> <li>• Engage staff in district decision making</li> <li>• Promote a positive climate and culture for students and staff.</li> </ul>					
<b>Key Processes:</b>	<ul style="list-style-type: none"> <li>• Principal Weekly Communication to Staff</li> <li>• Staff Recognition Program</li> <li>• District Website</li> <li>• Board Reports</li> <li>• Data Dashboards</li> <li>• Parent/Teacher Organizations</li> <li>• School Visits to Chapters</li> <li>• District Committees</li> </ul>	<ul style="list-style-type: none"> <li>• Board Meet &amp; Greets</li> <li>•  <b>Professional Learning Community Plans</b></li> <li>• Open Houses</li> <li>• District Parent Engagement Plan</li> <li>• Parent/Teacher Conferences</li> <li>• District and School Norms and Protocols</li> <li>• Chapter Informational Forums</li> </ul>				
<b>Action Items:</b>		<b>Leadership:</b>		<b>Action Completion Rate:</b>		
Implement school PLC Plans	Principals	20%	40%	60%	80%	100%
Enhance district website	Business Manager	20%	40%	60%	80%	100%
Implement District/School Culture & Climate Plans	Asst. Superintendent	20%	40%	60%	80%	100%
Continue Data Dashboards	Superintendent	20%	40%	60%	80%	100%
Develop District Parent Engagement Plan	Superintendent/IEC	20%	40%	60%	80%	100%
Facilitate use of established meeting norms	District Leadership	20%	40%	60%	80%	100%
<b>Professional Development:</b>	PLC Training					
	Culture and Climate Training					
	Parent Engagement Training					
	Teacher Leader Training					

<b>Measure</b>	<b>Information System</b>
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Number positive staff perception responses on learning communities	Staff Survey
Number of parents participating in engagement activities	Parent activity participation sheets

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