

## Tempe Union High School District Strategic Plan for 2007-2012

Strategic Plan Stakeholders Committee came together in the Fall of 2007 to update the strategic plan for Tempe Union High School District. This committee was made up of all stakeholder groups: parents, teachers and staff, board members, administrators, and community members. The committee was divided into three sub-groups to work separately on the 3 goals of the plan and then bring their work back to this committee for possible revision and final approval by the entire committee. This plan was presented and adopted the governing board on 12/19/07.

The following information is an overview of this plan.

This strategic plan is a **living document** that is only effective with **input and involvement of stakeholders** and the **approval of board members**. It is recommended the Strategic Plan be **reviewed and refined on an annual basis**.

### 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.*
- *In promoting tolerance, diversity, personal liberty, openness and reason.*

### VISION STATEMENT

*Through our goals and objectives, we will transform the structure of our schools to meet the needs of the ever-changing world.*

## GOALS AND OBJECTIVES

### **GOAL #1 – WE WILL INCREASE STUDENT ACHIEVEMENT.**

#### **OBJECTIVES:**

- A. We will annually increase the percent of total students and each subpopulation of students who meet or exceed standards required by NCLB as measured by AYP.*
- B. We will annually assess specific curriculum and instructional strategies designed so that all students are appropriately challenged in all curricular areas.*

### **GOAL #2 – WE WILL OPTIMIZE THE USE OF ALL RESOURCES TO ACCOMPLISH DISTRICT GOALS.**

#### **OBJECTIVES:**

- A. We will pass the M&O and Capital Overrides to go into effect during the 2009-2010 school year.*
- B. We will identify new resources and revenue streams.*
- C. We will develop and recommend at least three cost-saving measures.*
- D. We will focus resources to gather, analyze and manage data for decision-making process.*
- E. We will offer compensation packages that are competitive with surrounding districts.*

### **GOAL #3 – WE WILL RECRUIT AND RETAIN HIGHLY QUALIFIED, DIVERSE STAFF.**

#### **OBJECTIVES:**

- A. We will improve employee engagement through an annual process of assessment and action.*
- B. We will identify and address compensation issues and policies affecting recruitment and retention efforts.*
- C. We will enhance technological capabilities to optimize effectiveness and efficiency.*
- D. We will develop and provide training and mentoring opportunities to all employee groups.*