AGUILA ELEMENTARY SCHOOL
DISTRICT #63

"FOSTERING ACADEMIC EXCELLENCE, BUILDING CHARACTER"

2025 - 2030 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.

Andrew B. Wannemacher

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

VISION AND CORE BELIEFS:

Vision (A picture of what we can become)
    Aguila Elementary School District is building committed and flourishing citizens through academic excellence and character-focused education, and developing virtuous students who possess both knowledge and practical wisdom to positively impact their community and the world.

Core Beliefs:
- Community
- Commitment
- Character

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 five 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 and recruit high quality, motivated, caring and innovative teachers and staff
    2. Evaluate, develop and retain high quality, motivated, caring and innovative teachers and staff

- **Partnerships**
    1. Maintain well attended school-wide activities and events
    2. Enhance the communication between parents, community, and school
    3. Establish community and organization partnerships to foster a sense of community pride and investment in the success of our school
    4. Communicate to the community so they have an understanding of the challenges facing today's schools and can be engaged

- **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. Maintain focus on Character Education Program
   2. Continue and support Wellness Initiative for staff
   3. Continue with student-led quarterly Honor Assemblies
   4. Enhance the parent/community and or volunteer program

   Measurement:
   1. Student, Teacher, and Parent Surveys
   2. Promotion/Graduation Data
   3. Discipline Records
   4. Number award numbers and recognition

- **Learning**

   Action Steps:
   1. Connect to real world experiences/careers/community projects
   2. Implementation of Project Based Learning (PBL)
   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
   8. Add 1 – 2 educational evenings to include a science fair/"STEM Night and a Literacy Night."

Measurements:
1. State mandated test score (AZELLA, AASA, MSAA)
2. District Assessments (Galileo, DIBELS, STAR, Student Portfolios)
3. Classroom Core Assessments
4. Attendance Rates
5. Discipline Reports
6. Promotion Data/ Graduation Data (HS)
7. Continue with 7/8th access to grades through StudentVue
8. Student Self-Evaluations

- **Teaching**

    Actions Steps:
    1. Continue with focus on Character Education Program
    2. Move towards Standards-Based Assessment Reports
    3. Close Achievement Gaps
    4. Increased use of technology to enhance learning while preparing students for a digital environment
    5. Develop a more precise ELL curriculum plan

    Measurements:
    1. 50% or more of students are proficient on grade-level state assessments (AZELLA, AASA, MSAA)
    2. 90% of students demonstrate understanding of character with teacher scoring
    3. Lesson Plans show evidence of differentiation, standard alignment and character education notations
    4. Quarterly Data meetings at least once per quarter
    5. Teacher/Student/Parent Survey
    6. Textbook adoptions and implementation (Monitoring Rubric)
    7. School Report Card – B or better
    8. Student tracking of individual achievement
    9. Common Language goals
    10. Character Grades

- **Human Capital**

  Actions Steps:
  1. Continue to attract and recruit strong candidates
  2. Align professional development (PD) to needs
  3. Compensation/benefits/stipends review in comparison with other Districts
  4. Consider an audit of the evaluation and development process of classified staff

  Measurements:
  1. Secure qualified staff
  2. Align professional development to needs
  3. Perform a 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. Partner with organizations to support the education of the community (GED, Parenting Courses, ESL)

  Measurements:

  1. Staff surveys
  2. Parent surveys
  3. Attendance Rates at PTC/school events

- **Business/Operations**

  Action Steps:
  1. Maintain a strong Network Infrastructure (Including cybersecurity)
  2. Secure funding for Teacher laptops
  3. Review emergency preparedness annually

4. Continue to monitor/update Emergency Response Plan Manual
5. Lobby for increase in capital funding with state agencies
6. Yearly maintain/update a 3-5 year technology plan
7. Develop and implement an Artificial Intelligence (AI) policy and best practice guidelines

Measurements:

1. Percent of dollars spent in classroom remains competitive
2. Maintain strong annual/biannual audits
3. Stay current on new Uniform System of Financial Records (USFR)
4. Secure capital funds to meet district needs