



ARIZONA DEPARTMENT OF EDUCATION

Five Year Strategic Plan: 2022-2026

Our Vision

Equity for all students to achieve their full potential.


Our Mission

The Arizona Department of Education advances equity and excellence for all students by serving school leaders, educators and staff, collaborating with communities, and leading with data-driven best practices.





Our Strategic Priorities


ADE's vision of equity for all students is threaded throughout the entire plan.



PRIORITY #1
Student Equity and Achievement



PRIORITY #2
Educator Recruitment and Retention




PRIORITY #3
Safe and Healthy Schools



PRIORITY #4
Strategic Funding



PRIORITY #5
Strategic Data Use





PRIORITY #1

Student Equity and Achievement



Goal

Increase proficiency for all students and close achievement gaps.

Description

Engaging and empowering Arizona students to reach their full potential and providing opportunities for equitable academic outcomes so all students have access to multiple pathways to achieve life-long success.



Strategies

- 1.1 Develop and foster community partnerships to support the success of all Arizona students, particularly our most vulnerable student populations.
- 1.2 Provide targeted support to schools for improving outcomes for special populations.
- 1.3 Support and promote implementation of effective teaching and learning frameworks that incorporate a comprehensive system of student supports, which include academic, social-emotional, and physical supports.
- 1.4 Align internal and external systems to support student postsecondary outcomes.
- 1.5 Support and promote implementation of effective models and frameworks for research-based language immersion.



Indicators of Progress

- % Passing AZELLA – English Proficiency
- % Passing 3rd Grade Reading
- % Passing 8th Grade Math
- % 4-Year Cohort Graduation Rate
- % Postsecondary Enrollment





PRIORITY #2

Educator Recruitment and Retention

Goal

Every student has access to qualified educators and leaders.

Description

Inadequate retention and recruitment of teachers and other professionals providing specialized student supports, such as school counselors has led to a staffing shortage in schools. Highly effective teachers in the classroom are the biggest predictor of student success. Arizona must foster a robust, statewide teaching profession where educators can grow and thrive professionally and personally.



Strategies

- 2.1 | Support and promote recruitment and retention of diverse educators and leaders.
- 2.2 | Expand beginning teacher and leader inductive and mentoring programs.
- 2.3 | Provide educator leadership development opportunities.
- 2.4 | Increase funding for recruitment and retention.
- 2.5 | Build collaborative partnerships to ensure education professionals have access to appropriate resources and preparation, which includes culturally responsive and social-emotional training.
- 2.6 | Identify and facilitate opportunities to leverage state resources to support the educator workforce (benefits, facilities, procurement).



Indicators of Progress

- | Average Years New Teachers Stay
- | Average Years of Experience
- | Critical Shortage Areas
- | Rate of Appropriately Certified
- | Alignment of Educator and Student Demographics





PRIORITY #3

Safe and Healthy Schools

Goal

All students will learn and grow in a safe and healthy environment.

Description

Integral to every child's education is their social-emotional wellbeing, of which mental and physical health and safety have a primary role. Schools need resources and information to sustain safe, healthy, supportive, and inclusive environments for students, families, and educators.



Strategies

- 3.1 | Support and promote access to nutritious meals and snacks through the USDA Child Nutrition Programs.
- 3.2 | Partner with public health agencies to support implementation of health standards in schools.
- 3.3 | Support and promote recruitment and retention of school counselors, school psychologists, and school social workers.
- 3.4 | Promote and support implementation of Social Emotional Learning competencies.
- 3.5 | Implement the recommendations of the School Safety Taskforce.



Indicators of Progress

- | # of Meals Served
- | School Discipline Data
- | Mental Health Personnel to Student Ratios





PRIORITY #4

Strategic Funding

Goal

Maximize effective use of funds in school districts and charter schools.

Description

The federal government has made historic investment in K-12 education in response to the COVID-19 pandemic. Arizona will oversee four billion dollars in relief and recovery funds for use through September 2024. ADE will provide schools with targeted assistance to maximize availability and use of grant funding to support communities recovering from COVID-19, position our state's educational system to support student success, and ensure Arizona has a 21st century ready workforce.



Strategies

- 4.1 Provide cross-functional internal leadership and staff development.
- 4.2 Create partnerships and provide guidance to LEAs to support strategic use of funding.
- 4.3 Continue to build agency-wide technical assistance and support systems.
- 4.4 Effectively utilize agency funding to support students, teachers, leaders, families, and communities.



Indicators of Progress

- % of LEA Grant Applications Submitted
- % of Grant Applications Approved
- # of Trainings Attended
- % Draw Down of Allocated Federal Funds Each Year





PRIORITY #5

Strategic Data Use

Goal

Increase access to timely, accurate and useful information to drive decision making.

Description

The data ADE collects have value beyond the purpose for which they are collected. Through data governance and capacity building, ADE can leverage data to improve outcomes. ADE will collect, create, use and share data strategically in compliance with federal and state law and with consideration of quality, privacy and equity.



Strategies

- 5.1 | Protect student privacy through implementation of best practices in data governance.
- 5.2 | Document the scope of data that is collected, stored and reported by ADE.
- 5.3 | Facilitate collection of valid and reliable data through data literacy training and technical assistance.
- 5.3 | Modernize technology systems for collecting and reporting data.
- 5.5 | Make data accessible and usable to staff and public.



Indicators of Progress

- | Timeliness of Response to Data and Public Records Requests
- | # of Data Sharing Agreements
- | # of Staff and Stakeholders Trained



