

STRATEGIES BY GOAL TOPICS

Reading Achievement/Math Achievement

SBR Intervention programs

- Additional instructional time
- Summer school/Intersession
- Paraprofessionals
- Technology to deliver instruction
- Response to Intervention process
- Instruments to track student progress and drive intervention decisions
- Preschool

Class size reduction

Reorganization of instructional time

- Block scheduling
- Extended school day/year
- Reconfiguration of staff – adding reading or math specialists

Highly Qualified Teachers

Integration of HQ status into hiring process

- Clearly defined LEA process that supports hiring and placement of highly qualified teachers and paraprofessionals
- Verification process for determining highly qualified status of teachers and paraprofessionals prior to hire (attestations and individual teacher plans, if applicable)

Reduce emergency teaching certificates

- Participation in alternative pathways (Intern certificates)
- Clearly defined LEA procedures for hiring out-of-state teachers
- Develop “grow your own” teacher programs
- Active recruitment of HQ teachers
- Stipends for “hard to fill” positions
- Partnerships with institutions of higher education

Recruitment/Retention of HQ teachers

- Marketing
- Signing bonus
- Stipends
- Induction
- Mentoring
- Academic coaches
- Training for principals and lead teachers
- Pay for performance/bonuses/ contract Addenda
- Exit interviews

Aligned, coherent professional development for all staff

- Job-embedded model tied to desired outcomes
- NSDC standards-based
- Aligned with the LEA curriculum
- Based on multiple sources of student and educator data
- Aligned to school and LEA plans
- Systematically evaluated (Five Critical Areas of P D Evaluation-Guskey)
- Coordinated funding sources

English Proficiency for ELLs

SEI/ELD

- 4 hour model
- Other approved models

Bilingual programs – waivers based on ARS 15-751

Safe, Drug- Free Schools with Environments Conducive to Learning

Safety and security evaluations/threat assessment

- Safety/emergency plans
- Prevention programs – Violence, Tobacco, Alcohol, and other drugs
- Recovery plans

Discipline and behavior and classroom management

- Character education

STRATEGIES BY GOAL TOPICS

- Cultural competency
- Anti-bullying programs / conflict resolution
- Resiliency programs
- RTI using behavior interventions/ discipline standards
- School uniforms
- Peer counseling

Student engagement

- Attendance improvement programs
- Classroom engagement / differentiated instruction
- Alternative education / ISS
- Service learning
- Career assessment for middle schoolers

School and district culture

- Common mission and vision

High School Graduation

ECAPS

- Transition programs – to HS; to post-HS

- Alignment with post-secondary career and technical programs

- Dual enrollment courses

- Early graduation

- Credit recovery

- Alignment with CTE programs

Parent Involvement

- Comprehensive family literacy

- Adult education

- Early childhood education

- Parenting education

- Parent involvement in SI efforts

- Parent education

 - Parenting skills

 - Learning at home, especially in reading and mathematics

- Communicating to parents

 - On progress of school improvement

- Opportunities to participate in:

 - Decision-making at the school and LEA

 - Volunteering opportunities

 - Creating connections to the community

- Optional Goal** - To address leadership, LEA-wide programs, SRLI concerns

- Comprehensive curriculum

 - K-12 and 12-K alignment

- Arts integration

- Align curriculum, instruction, and assessments to AZ Academic standards

- Data analysis that leads to data-driven decisions

- Technology for teachers

- Inclusion of SPED students

- Alignment of IEPs to NCLB assessment requirements

- Timely identification of students for services

- Benchmark assessments; Progress monitoring

- Use of strategic planning process to develop or refine mission, vision, etc

- Transitions – early childhood, MS to HS

- SI specialists

- Instructional strategies:

 - To meet diverse student needs

 - PD for implementation

 - Evaluation of effectiveness

 - On-line course delivery