

Compass for Excellence PAGE UNIFIED SCHOOL DISTRICT

	PUSD A	Action Planı	ning				
PRIORITY 1- High Student	Performance G	1 P1					
Vision: "Providing	Arizona's greatest educ	cation by working togethe	er to impr	ove student	achieveme	nt."	
The mission of the Page Unified Scho	ool District is to provid	de each student with a	challengir	ng academ	ic educatio	n in a carir	ng and saf
		environment.					
DISTRICT GOAL:		Communicate high	expectat	ions for a	I students) .	
GOAL MEASURES:		Percentage of studen					
		Number of CTE stude			r graduatio	n	
		Number of students v					
		Number of students in					
DISTRICT HR DEVELOPMENT:		School to Work Align	ment curr	riculum/exp	pectations/	communica	ation/caree
		planning					
<u> </u>		(AVID)					
KEY WORK PROCESS:	Strategies to communicate high expectations to students/parents are				nts and		
		provide students the	support n	eeded to b	e successi	ul.	
INFORMATION SYSTEMS		Student Surveys					
		CTE career report					
A 11 O1		AZCIS	1		— · ··		
Action Steps	Leadership	Human Resource Development			Timelin	е	
Develop an academic, career-focused	DO Administrators	Career Pathway	2007	2008	2009	2010	2011
climate (Educate staff / training students on career pathways /develop 4 yr. plans & connection & alignment between CTE, College & career planning)	Principals Counselors	Training	2008	2009	2010	2011	2012
	Administration	N/A	2007	2008	2009	2010	2011
Establish a continuum of services in the CCBG strands K-12 (competency based counseling / federal counseling grant for K-6 curriculum / establish a middle career facilitator)	Counseling team SS/HS Task Force	pe					2012
Revise & communicate Title 1 Parent Compact	Principals with Admin Team	N/A 2007 2008 2009 2010 2011					

	PUSD /	Action Plani	ning					
PRIORITY 1- High Student								
	g Arizona's greatest educ	cation by working togeth de each student with a					g and safe	
DISTRICT GOAL:		environment.	-4	al lotomicou	4:	· for of	ما ماد	
DISTRICT GOAL:		Provide support systudents.	stems an	ia interven	tion progi	ams for at	-risk	
GOAL MEASURES:		Number of students v Number of students s Number of students s	scoring pr	oficient in		ırams after	graduation	
DISTRICT HUMAN RESOURCE DE	VELOPMENT:							
KEY WORK PROCESS:		Processes for identify develop academic in						
INFORMATION SYSTEMS		Graduation Report 4 Sight/DIBELS Navajo Youth survey/ AZ At-Risk Survey School Attendance Reports Galileo Intervention PLAN Test Report Aims						
Action Steps	Leadership	Human Resource Development			Timelin	е		
Put system in place to use current screening tools to identify academically at risk students.	Principals & Counselors	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012	
Implement RTI district-wide Develop a three tier intervention model "Whatever it Takes" MODEL	Intervention providers DO Administration Principals	RTI training & Best Practice Intervention Models					2011 2012	
Refining the SST process for all schools including strategies and procedures	DO Administration Principals	Training Strategies Procedures	2007 2008 2009 2010 2011 2012 2013 2015 2016 2017 2017 2017 2017 2017 2017 2017 2017					
Maintain attendance monitoring & collaborative intervention with NN and City of Page	Principals Drop Out Prevention Coordinator	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012	

PUSD Action Planning PRIORITY 1- High Student Performance G3 P1 Vision: "Providing Arizona's greatest education by working together to improve student achievement." The mission of the Page Unified School District is to provide each student with a challenging academic education in a caring and safe environment. DISTRICT GOAL: Expand opportunities for academic and extracurricular student involvement. **GOAL MEASURES:** Number of academic and extracurricular opportunities available Number participating in academic & extracurricular opportunities Number participating in co-curricular activities **DISTRICT HUMAN RESOURCE DEVELOPMENT: KEY WORK PROCESS:** Support for schools to develop advanced classes (college, foreign lang., etc.); extra-curricular activities at all levels and expand tutoring programs **INFORMATION SYSTEMS** Power School Course Description Handbook Power Schools & 21st Century data Co-Curricular Participant Report Athletic office data **Action Steps Human Resource** Timeline Leadership **Development** Expand Pre-AP (honors) & AP course Assistant Supt. College Board Training 2007 2008 2009 2010 2011 offerings into all core academic areas Principals 2008 2009 2010 2011 2012 District Coordinator Develop alignment documents (Honors Assistant Supt Principals College Board Training 2007 2008 2009 2010 2011 through AP in core areas) 2009 2010 2012 **Dept Chairs** 2008 2011 Expand participation in dual & concurrent Principals HS Counselors N/A 2007 2010 2011 2008 2009 CTE Director 2009 2012 credit course 2008 2010 2011 Gifted Coordinator Develop co-curricular activities aligned to Principals 2008 2010 2011 N/A 2007 2009 2012 student interest (survey students / Activity Dir 2008 2009 2010 2011 21century Coordinator enrollment numbers/ etc.

PRIORITY 1- High Student Performance G4 P1

Vision: "Providing Arizona's greatest education by working together to improve student achievement."

The mission of the Page Unified School District is to provide each student with a challenging academic education in a caring and safe

_	·	environment.	0 0						
DISTRICT GOAL:		Provide an appropriand/or exceeds Ariz				m that me	ets		
GOAL MEASURES:		Number of students	scoring prof	icient in all	areas:				
		AP participants	0.						
		Honors participants							
		CTE Completers							
		Number of Students	Completing	4 years of	a Fine Art				
DISTRICT HUMAN RESOURCE DEV	ELOPMENT:								
KEY WORK PROCESS:		Curriculum assessm	ent, alignme	ent & refine	ment: Late	start structu	ure to		
		develop curriculum v							
INFORMATION SYSTEMS		AIMS							
		Galileo							
		4 Sight/DIEBELS							
		Galileo							
Action Steps	Leadership	Human Resource	Timeline						
•	•	Development							
Design a comprehensive system for teachers	Assistant Supt	Late Starts, August	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012		
to use data in collaboration to evaluate and	Principals	Data Days Curriculum							
refine curriculum Develop a district-wide process for	DO Administration	Revision sessions N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012		
standards based reporting	Principals								
Develop district guidelines for grading and homework	Assistant Supt Principals	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012		
Select and implement curriculum warehouse	Assistant Supt. Principals	Curriculum warehouse training	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012		
Design a system for using data to refine curriculum and a process for ongoing updating of the warehouse	Assistant Supt Principals	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012		
Conduct a curriculum audit to validate and	Assistant Supt	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012		
improve curriculum	·								
Evaluate quality of Common Assessment Items	Assistant Supt	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012		
Develop a process to engage teachers in evaluating vertical and horizontal alignment of curriculum	Assistant Supt	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012		

PRIORITY 1- High Student Performance G4 P2

Vision: "Providing Arizona's greatest education by working together to improve student achievement."

The mission of the Page Unified School District is to provide each student with a challenging academic education in a caring and safe

		environment.								
DISTRICT GOAL:		Provide an appropriand/or exceeds Ariz	iate, rigo	rous, aligr	ned curricu	ulum that r	neets			
GOAL MEASURES:			Percentage of students scoring proficient on all areas; Percentage of							
GUAL WEASURES.										
DISTRICT HUMAN RESOURCE DE	VELODMENT.		students scoring at the exceeds level Provide teachers training in use of effective strategies to engage all students in							
DISTRICT HUMAN RESOURCE DE	VELOPINEN I :	learning.	ig in use o	i enective si	rategies to	engage all s	ludents in			
KEY WORK PROCESS:		Instruction processes	<u> </u>							
INFORMATION SYSTEMS		AIMS)							
INI ORMATION 3131 LW3		Walk thru Evaluation	10							
		Evaluations	15							
Action Steps	Leadership	Human Resource								
Action Steps	LeaderSinp	Development			ı iiiieiiii	i c				
Fully implement differentiated instruction in classrooms	Assistant Supt Principals	DI Training	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012			
Assistant Superintendent provides varied pd opportunities for implementation of curriculum and instructional strategies.	Assistant Superintendent	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012			
Provide information on best practices of strategies for active student engagement	Assistant Supt Principal	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012			
Ensure teachers promote rigor, relevance & relationships in instructional practices	Assistant Supt Principal	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012			
Develop a process for educating parents on accessing the system that provides student grades & attendance information	Principals Community Liaison	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012			
Refine the process of providing teachers with meaningful feedback on the quality of instruction	Principals Coaches Instructional Facilitators	N/A	2007 2008 2009 2010 2010 2010 2010 2011 201							
Identify, evaluate utilization, and improve instructional priority areas (SIOP, DI, Technology)	Assistant Supt Principals	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012			

PUSD Action Planning PRIORITY 2- Safe and Respectful Environment G1 P1 **Vision:** "Providing Arizona's greatest education by working together to improve student achievement." The mission of the Page Unified School District is to provide each student with a challenging academic education in a caring and safe environment. DISTRICT GOAL: Promote health and wellness among students and staff. **GOAL MEASURES:** Decrease in number of hs & ms obesity cases Decrease in number of insurance related claims due to staff injury & illness **DISTRICT HUMAN RESOURCE DEVELOPMENT: KEY WORK PROCESS:** Opportunities related to health and wellness Coconino County Teen Health Maze INFORMATION SYSTEMS Compare of PUSD students and compare last year students Workmen Comp Reports Claims Analysis Report/ AEI Claims Analysis Report Body Fat Scale **Insurance Claim Reports Action Steps** Leadership **Human Resource** Timeline Development Improve access to high school weight room Human Resource Dir. N/A 2008 2009 2010 2011 2007 2012 2008 and swim facilities 2009 2010 2011 Develop a process to emphasize hygiene N/A 2010 2011 Principals 2007 2008 2009 within all classrooms (i.e. hand washing, County Health Dept. 2008 2009 2010 2011 2012

PRIORITY 2- Safe and Respectful Environment G2 P1

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The mission of the Page Unified S		ucation by working together	•				ring and			
The inicolor of the Fage Climea C	oneer Bietriet ie te pi	safe environment.	a orianoris	girig doddol	mo oddod		ining and			
DISTRICT GOAL:		Provide a safe and p	ositive t	raveling ex	perience	for stude	nts and			
		staff.								
GOAL MEASURES:		Responses on survey			travel					
		Decrease in number o	of bus refe	errals						
DISTRICT HUMAN RESOURCE DE	VELOPMENT:									
KEY WORK PROCESS:										
INFORMATION SYSTEMS		Student/Parent Surveys								
		Bus Surveys								
A 11 O1		School Discipline Rep	orts		— ·					
Action Steps	Leadership	Human Resource Development	Timeline							
Improve communication about bus riding expectations to all students & parents.	Transportation Dir Principals	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012			
Study assigning bus monitors for long bus rides	Transportation Dir Supt	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012			
Provide all busses operational cameras	Transportation Dir	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012			
Monitor bus referrals	Dean of Students	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012			
Develop a brochure to provide parents information on common transportation issues and questions	Transportation Dir. Community Liaison	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012			
Provide information in parent handbooks expectations for parents/students/and the school in transportation students	Principals Transportation Dir.	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012			
Provide tracking systems on all buses for route management	Transportation Dir.	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012			

PUSD Action Planning PRIORITY 2- Safe and Respectful Environment G3 P1 **Vision:** "Providing Arizona's greatest education by working together to improve student achievement." The mission of the Page Unified School District is to provide each student with a challenging academic education in a caring and safe environment. Provide a safe environment with well-maintained facilities and DISTRICT GOAL: equipment. **GOAL MEASURES:** Number schools scoring "at standard" on facilities assessment Percentage of surveyed people who indicate positive perception of district facilities Percent of work orders completed within 10 day period DISTRICT HUMAN RESOURCE DEVELOPMENT: **KEY WORK PROCESS:** Improving and monitoring facilities & equipment processes **INFORMATION SYSTEMS** Facilities assessment Facilities satisfaction survey Parent/Staff survey **Human Resource** Timeline **Action Steps** Leadership Development 2010 2011 Develop, communicate and implement Superintendent 2007 2008 2009 Grounds Foreman 2008 2009 2011 2012 capital projects schedule 2010 Maintenance Dir N/A Hold mandatory monthly meetings with 2007 2008 2009 2010 2011 Maintenance Director; Grounds Foreman **Grounds Foreman** 2008 2009 2011 2012 2010 and Principals & conduct monthly Principals walkthroughs upon request Develop an effective work order system. Maintenance Dir N/A 2007 2008 2009 2010 2011 Superintendent 2008 2009 2010 2011 2012 Develop a quarterly/monthly grounds & Maintenance Dir N/A 2007 2008 2009 2010 2011 facility check list Grounds Foreman 2008 2009 2010 2011 2012 Principals Develop Maintenance, Grounds, Facilities Supt N/A 2007 2008 2009 2010 2011 and Custodial organizational charts Human Resources Dir 2008 2009 2010 2011 2012 Maintenance Dir

PRIORITY 2- Safe and Respectful Environment G4 P1

Vision: "Providing Arizona's greatest education by working together to improve student achievement."

The mission of the Page Unified School District is to provide each student with a challenging academic education in a carring and

DISTRICT GOAL:		Foster decision-making t	hat prom	otes pos	itive bel	navior cl	hoices			
		and social and emotional								
GOAL MEASURES:		Percentage decrease in teen pregnancy, gang activities, discipline								
		referrals	J., p. 09.10	, 90	9 000.710.0	o, a.oo.p.	0			
		Percentage of students gra	duating							
		Percentage of students wh	_	ŧ						
DISTRICT HUMAN RESOURCE DE	NEI ODMENT:	1 creentage of students with	o drop od							
KEY WORK PROCESS:	VELOFIVILIVI.	Student service opportuniti	00							
INFORMATION SYSTEMS										
	1 1 1 - !	Surveys/								
Action Steps	Leadership	Human Resource		Timeline						
		Development								
Study introducing (Healthy Start) Program	Principals	N/A	2007	2008	2009	2010	2011			
to parents at all levels			2008	2009	2010	2011	2012			
Obtain presenters for parent meetings that	Assistant Supt.	N/A	2007	2008	2009	2010	2011			
focus on "Education and the Navajo Child"	Principals	14/7	2008	2009	2010	2011	2012			
Continue Drop Out Prevention & Recovery	Drop Out Prevention	N/A	2007	2008	2009	2010	2011			
efforts	Coordinator		2008	2009	2010	2011	2012			
	Principals									
Implement Positive Action Program at all	SS/HS Grant Director	NA	2007	2008	2009	2010	2011			
schools	Principals		2008	2008 2009 2010 2011 20						
Provide Getim Task Force presentation at	Principals	N/A	2007							
ms and hs			2008	2008 2009 2010 2011						

PUSD Action Planning PRIORITY 3- Maximize Resources Effectively G1 P1 **Vision:** "Providing Arizona's greatest education by working together to improve student achievement." The mission of the Page Unified School District is to provide each student with a challenging academic education in a caring and safe environment. DISTRICT GOAL: Align financial and personnel resources to maximize educational achievement. **GOAL MEASURES:** Percentage of budget spent on personnel Percentage of budget spent in all areas Percentage of budget spent in all areas compared to peer group & statewide **DISTRICT HUMAN RESOURCE DEVELOPMENT: KEY WORK PROCESS:** Improving and monitoring financial and personnel resources **INFORMATION SYSTEMS** FTE Spreadsheet Annual Expenditure Budget AASBO Data Collections Report **Action Steps** Leadership **Human Resource** Timeline **Development** Identify key positions for the district & Superintendent N/A 2010 2008 2009 2011 2011 2009 staffing needs by December of each year **Business Manager** 2010 2011 2012 2012 Analyze current district budget with strategic **Business Manager** N/A 2007 2008 2009 2010 2011 plan priorities to see which areas are not Priority Champion 2008 2009 2010 2011 2012 aligned.

N/A

N/A

N/A

N/A

Business Manager

Grants Coordinator

Superintendent

Principals

Assist Supt Business manager

Supt

Business Manager

Program Evaluator

Program Evaluator

2007

2008

2007

2008

2007

2008

2007

2008

2008

2009

2008

2009

2008

2009

2008

2009

Study current data base to develop a

grants/entitlements/personnel with district

Breakdown budgets at meeting to identify

List, review & evaluate programs per site

proposed programs, services and resources.

allocations to determine individual site

Develop procedures to justify future

template to determine alignment of

needs/priorities/goals

budaets

2010

2011

2010

2011

2010

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	PUSD	Action Plani	ning					
PRIORITY 3- Maximize Res	sources Effectiv	ely G2 P1						
l ·	-	cation by working togeth	•					
The mission of the Page Unified Sch	ool District is to provi	de each student with a environment.	challengir	ng academ	ic educatio	n in a carir	ng and safe	
DISTRICT GOAL:		Develop and mainta	in facilit	ies throug	h effective	e planning	of	
		resources.						
GOAL MEASURES:		Number of schools so	coring "at	standard"	on facilities	s assessme	ent	
	Decrease in equipment failures							
DISTRICT HUMAN RESOURCE DE								
KEY WOR PROCESS:		Allocation of resource	es (funds,	personne	I, professio	nal develo	pment,	
		materials, etc.) to ensure facilities & grounds maintenance						
INFORMATION SYSTEMS		Facility Inspection (To be developed)						
		School Dude						
		School Surveys						
Action Steps	Leadership	Human Resource			Timelin	е		
		Development						
Develop a long term capital improvement	Superintendent	N/A	2007 2008 2009 2010 2011					
plan	Maintenance Dir Business Manager		2008 2009 2010 2011 2012					
Communicate & implement preventive maintenance schedule	Maintenance Dir	N/A	2007 2008 2009 2010 2011 2008 2009 2010 2011 2012					

PUSD Action Planning PRIORITY 4- Promote Unity Through Multi-Cultural Understanding G1 P1 **Vision:** "Providing Arizona's greatest education by working together to improve student achievement." The mission of the Page Unified School District is to provide each student with a challenging academic education in a caring and safe environment. DISTRICT GOAL: Enhance curriculum experiences that promote an understanding and appreciation of every individual's heritage. (Ethnic, socioeconomic, religious, geographic and special interests, etc...) **GOAL MEASURES:** Percent of positive perceptions about respect **DISTRICT HUMAN RESOURCE DEVELOPMENT: KEY WORK PROCESS:** Multicultural awareness INFORMATION SYSTEMS Parent/student Survey **Action Steps** Human Resource Timeline Leadership Development Continue professional development Assist Supt N/A 2008 2009 2010 2007 2011 Community Liaison 2010 opportunities focused on enhanced 2008 2009 2011 2012 multicultural awareness. Assist Supt 2007 2008 2009 Provide teachers time to develop multi-N/A 2010 2011 cultural perspectives in all curriculum 2010 Principals 2008 2009 2011 2012 Review Ruby Payne's research on District Administration NA 2008 2009 2010 2011 2007 2010 2011 2012 students living in poverty Principals 2008 2009 Teachers

PRIORITY 4- Promote Unity Through Multi-Cultural Understanding G2 P1

Vision: "Providing Arizona's greatest education by working together to improve student achievement."

The mission of the Page Unified So		ovide each student with a safe environment.	challengi	ng academ	ic educatio	n in a cari	ng and		
DISTRICT GOAL:		Promote unity by proschool and communication		nulti-cultu	ral experie	ences in t	he		
GOAL MEASURES:		Percent of extracurric		vement of s	students				
		Percent involvement of personnel in multicultural activities							
DISTRICT HUMAN RESOURCE DE	VELOPMENT:								
KEY WORK PROCESS:		Student extra and co	-curricular	services					
INFORMATION SYSTEMS	RMATION SYSTEMS		21st Century Report Radio Station Newspaper Teacher Survey						
Action Steps	Leadership	Human Resource Development	Timeline						
Evaluate & communicate current school & community multi-cultural co-curricular activities	Grants manager	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012		
Distribute list of what is available	Grants manager	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012		
Promote November as Native American Heritage Month	IEC Director Principals	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012		
Coordinate student/staff presentations at local chapter houses	Community Liaison IEC Director Principals	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012		
Communicate district efforts & successes in providing multi-cultural experiences to all educational stakeholders	Supt Community Liaison IEC Director	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012		
Develop a calendar to coordinate school and community multicultural opportunities	Superintendent Community Liaison ELL Coordinator	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012		

PUSD Action Planning PRIORITY 5- Highly Performing Personnel G1 P1 **Vision:** "Providing Arizona's greatest education by working together to improve student achievement." The mission of the Page Unified School District is to provide each student with a challenging academic education in a caring and safe environment. **DISTRICT GOAL:** Recruit highly qualified staff from a diverse pool of applicants. **GOAL MEASURES:** Percentage of new staff holding appropriate certifications Number of recruiting locations with diverse pool of applications **DISTRICT HUMAN RESOURCE DEVELOPMENT: KEY WORK PROCESS:** Recruiting NCLB HQ report **INFORMATION SYSTEMS** HR recruiting plan PUSD Employee Demographic Report **Human Resource Action Steps** Leadership Timeline **Development** Identify the sources of staff hired in last 3 HR Director N/A 2007 2008 2009 2010 2011 years and revise recruiting plan Superintendent 2008 2009 2010 2011 2012 Explore recruiting opportunities to provide HR Director N/A 2007 2008 2009 2010 2011 more exposure to Native American 2008 2009 2010 2011 2012 candidates Evaluate and enhance Native American HR Director N/A 2007 2008 2009 2010 2011 Recruitment Day 2008 2009 2010 2011 2012 Study and investigate possibility of Assistant Supt. N/A 2007 2008 2009 2010 2011 increased student teaching partnerships 2008 2009 2010 2011 2012 Evaluate current recruiting strategies and Superintendent 2007 2008 2010 2011 2009 explore opportunities to improve recruiting 2009 2011 2012 HR Director 2008 2010 success

PRIORITY 5- Highly Performing Personnel G2 P1

Vision: "Providing Arizona's greatest education by working together to improve student achievement."

The mission of the Page Unified School District is to provide each student with a challenging academic education in a caring and safe environment.

		CHVII OHIHICHL.				
DISTRICT GOAL:		Retain highly perfo	rming personnel.			
GOAL MEASURES:		Percent of staff reter	ntion			
		Percent of employee	s leaving due to low job satisfaction			
DISTRICT HUMAN RESOURCE DE	VELOPMENT:					
KEY WORK PROCESS:		Personnel services				
INFORMATION SYSTEMS		HR Employee Satisfaction Survey				
		HR Exit Report				
		Schedule of Business/ HR meetings				
Action Steps	Leadership	Human Resource	Timeline			
_	<u> </u>					

Schedule of Business/ HR meetings							
Action Steps	Leadership	Human Resource Development			Timeline		
Implement (survey) to measure job satisfaction for all groups and use information to improve retention of current personnel	HR Director	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012
Identify characteristics of highly performing employees with 10 or more years in PUSD to include in recruitment expectations	HR Director Principal	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012
Evaluate mentoring program for certified staff	Assistant Supt	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012
Develop staff social networking opportunities	HR Director Principals	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012
Develop a plan for Business Office personnel to meet with staff to provide information and respond to questions	Business manager HR Director	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012
Evaluate the possibility of low cost housing for employees	Superintendent HR Director	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012
Investigate mentoring opportunities for employee groups not served currently	Superintendent HR Director	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012
Evaluate staff retention issues and explore opportunities to recognize and honor staff	HR Director	NA	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012

PRIORITY 5- Highly Performing Personnel G2 P2

Vision: "Providing Arizona's greatest education by working together to improve student achievement."

<u> </u>		rsonnel.							
<u> </u>		rsonnel.							
Percent of staff ret		Retain highly performing personnel.							
	Percent of staff retention								
Number of employ	ees leaving	due to low	job satisfac	tion					
	•		•						
	•								
Competitive salary	for all staff.								
ASDA Annual Sur	1 7								
Staff Survey Staff Exit Interview	Survey								
P Human Resource Development	•		Timeline)					
N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012				
N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012				
NA	2007	2008	2009	2010	2011 2012				
	Competitive salary ASDA Annual Sun Staff Survey Staff Exit Interview P Human Resource Development N/A N/A	Number of unfilled positions Competitive salary for all staff. ASDA Annual Survey Report Staff Survey Staff Exit Interviews P Human Resource Development N/A 2007 2008 N/A 2007 2008	Number of unfilled positions Competitive salary for all staff. ASDA Annual Survey Report Staff Survey Staff Exit Interviews P Human Resource Development N/A 2007 2008 2009 N/A 2008 2009 NA 2007 2008 2009	Number of unfilled positions	Competitive salary for all staff.				

	PUSD A	Action Plann	ing				
PRIORITY 5- Highly Perfor	ming Personnel	G3 P1					
Vision: "Providing	Arizona's greatest educ	ation by working together	r to impro	ve student a	achievemer	ıt."	
The mission of the Page Unified S	•		a challeng	jing acadei	mic educat	ion in a ca	ring and
	S	safe environment.					
DISTRICT GOAL:		Facilitate processe					
GOAL MEASURES:		Number of staff indic				PD opport	unities
		Number of staff repo	orting utili	zation of P	D content		
DISTRICT HUMAN RESOURCE DE	VELOPMENT:						
KEY WORK PROCESS:	-	Continually improve	professio	nal develo	pment acti	vities.	
INFORMATION SYSTEMS		PD Data Report					
		District PD Survey/ Needs Survey					
		District Classified PD) Plan	-			
Action Steps	Leadership	Human Resource		Timeline			
		Development					
Revise all PD evaluation forms to allow electronic data collection	Assist Supt	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012
Quantify personnel evaluation data to allow	Program Evaluator	N/A	2007	2008	2009	2010	2011
measurement of growth in skill areas			2008	2009	2010	2011	2012
Develop survey to facilitate analysis of	Assist Supt	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012
district PD plans							
Explore professional development plan for classified training	Superintendent Human Resource Dir	N/A	2007	2008 2009	2009	2010 2011	2011 2012
classified training	Assist Supt		2000	2009	2010	2011	2012
Study and evaluate position of PD	Superintendent	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012
Develop a process to align professional	Assistant Supt	N/A	2007	2008	2009	2010	2012
development activities to goals.			2008	2009	2010	2011	2012
Provide staff training on child development	Superintendent	N/A	2007	2008	2009	2010	2011
rom the Navajo perspective.	IEC Director Community Liaison		2008	2009	2010	2011	2012

PRIORITY 5- Highly Performing Personnel G4 P1

Vision: "Providing Arizona's greatest education by working together to improve student achievement."

The mission of the Page Unified School District is to provide each student with a challenging academic education in a caring and safe environment.

		environment.						
DISTRICT GOAL:	Foster a culture that expects and recognizes excellent performances. Percent of employees who indicate a positive perception on survey							
GOAL MEASURES:								
DISTRICT HUMAN RESOURCE	DEVELOPMENT:							
KEY WORK PROCESS:	Recognition of excellence(e.g. money, public recognition)							
INFORMATION SYSTEMS	HR Employment Hourly Report							
	Recognition Plan							
	Performance Rubric							
Action Steps	Leadership	Human Resource Timeline						
·	-	Development						
Develop and maintain performance	HR Director	N/A	2007	2008	2009	2010	2011	
rubrics/evaluation instruments for all	DO Administration		2008	2009	2010	2011	2012	
employee groups	Directors Principals							
	Ппорав							
Establish an Employee Recognition	HR Director	N/A	2007	2008	2009	2010	2011	
Program	Administrators		2008	2009	2010	2011	2012	
Establish 5-10-15 year service	HR Director	N/A	2007	2008	2009	2010	2011	
Recognitions	Superintendent		2008	2009	2010	2011	2012	

PUSD Action Planning PRIORITY 6- Effective Collaboration and Communication G1 P1 Vision: "Providing Arizona's greatest education by working together to improve student achievement." The mission of the Page Unified School District is to provide each student with a challenging academic education in a caring and safe environment. DISTRICT GOAL: Increase awareness and understanding of district priorities and goals. **GOAL MEASURES:** Percentage of stakeholders who can communicate district priorities and goals as identified in Strategic Plan **DISTRICT HUMAN RESOURCE DEVELOPMENT: KEY WORK PROCESS:** INFORMATION SYSTEMS Newsletters, School Messenger, Satisfaction Survey and Website **Human Resource Action Steps** Leadership Timeline **Development** Superintendent Create district newsletter for staff and N/A 2007 2008 2009 2010 2011 2010 community that communicates mission Community Liaison 2008 2009 2011 2012 and vision Develop a plan for communication to Principals N/A 2007 2008 2009 2010 2011 2009 2012 community district, school mission/ vision/ 2008 2010 2011 priorities and goals to stake holders Link newsletters to School's website. Superintendent N/A 2007 2008 2009 2010 2011 email to parents Principals 2008 2009 2010 2011 2012 School Secretary Provide PUSD bulletin board at Chapters Superintendent N/A 2007 2008 2009 2010 2011 2009 2010 2011 2012 Community Liaison 2008

- 1) Use School Messenger to send messages, surveys and have someone translate in Navajo.
- 2) Step by Step instructions, with graphics on website and printed at each school on how to access Power Schools for Parents.

PRIORITY 6- Effective Collaboration and Communication G2 P1

Vision: "Providing Arizona's greatest education by working together to improve student achievement." The mission of the Page Unified School District is to provide each student with a challenging academic education in a caring and

		safe environment.						
DISTRICT GOAL:		Enhance and sustain? Collaborative? relationships between local						
	and outlying communities and businesses.							
GOAL MEASURES:	Number of positive perception responses on surveys							
DISTRICT HUMAN RESOURCE DE	VELOPMENT:		-			•		
KEY WORK PROCESS:	Community and parent involvement in district decisions and programs Parent Participation Plan Community Survey							
INFORMATION SYSTEMS								
Action Steps	Leadership	Human Resource Development	Timeline					
Provide for PUSD to be represented at Chapter meetings.	Community Liaison Superintendent IEC Schools	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012	
Explore opportunities to network with district communities Chapters and community of Page	Superintendent Community Liaison	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012	
Develop a plan for implementing parent participation and recognizing participation	Superintendent Principals	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012	
Study and explore holding events physically closer to outlying communities	IEC Director Principals DO Administration	N/A	2007 2008	2008 2009	2009 2010	2010 2011	2011 2012	

- 1) Parent Volunteer of the Month, put in District Newsletter and recognize at a Board Meeting.
- 2) Translator at Board Meetings
- 3) Enrollment updates and FAFSA training to Chapters Meetings
- 4) Counseling Referral System Communicated to parents (need to define the system)

PUSD Action Planning PRIORITY 6- Effective Collaboration and Communication G3 P1 Vision: "Providing Arizona's greatest education by working together to improve student achievement." The mission of the Page Unified School District is to provide each student with a challenging academic education in a caring and safe environment. DISTRICT GOAL: Provide and promote clear, concise and timely communication between students, staff, parents and communities. **GOAL MEASURES:** Percent of stakeholders who respond that they believe the district keeps them informed **DISTRICT HUMAN RESOURCE DEVELOPMENT: KEY WORK PROCESS:** Communication processes **INFORMATION SYSTEMS** Newspaper Radio Stakeholder Surveys **Action Steps Human Resource** Timeline Leadership Development Utilize all forms of media to inform the Community Liaison N/A 2009 2007 2008 2010 2011 public about PUSD matters (radio, District Administrators 2008 2009 2010 2011 2012 newsletter, website, Cable One, newspaper and school messenger) Provide computer access and training at Tech Director N/A 2007 2008 2009 2010 2011 chapters for Power Schools and FAFSA 2008 2009 2010 2011 2012 Community Liaison Implement district wide Principals N/A 2007 2008 2009 2010 2011 student/teacher/parent message system Technology 2008 2009 2010 2011 2012 Establish monthly School District Superintendent N/A 2007 2008 2009 2010 2011 2009 2010 2011 2012 newspaper column 2008 Create and disseminate public invitations Superintendent N/A 2007 2008 2009 2010 2011 for informational meetings to public Principals 2008 2009 2010 2011 2012 officials, community members & parents,

1) Navajo Times, Lake Powell Chronicle, website and Cableone

business

2) Grant for parent Communication and Community Awareness (IEC \$\$)

PUSD Action Planning PRIORITY 6- Effective Collaboration and Communication G4 P1 **Vision:** "Providing Arizona's greatest education by working together to improve student achievement." The mission of the Page Unified School District is to provide each student with a challenging academic education in a caring and safe environment. DISTRICT GOAL: Promote a positive climate and culture that encourages students and family involvement. Percent of students and families who provide a positive perception from **GOAL MEASURES:** survey and number of participation (Open House, P/T Conference) **DISTRICT HUMAN RESOURCE DEVELOPMENT: KEY WORK PROCESS:** Climate & culture development **INFORMATION SYSTEMS** Survey Human Resource Timeline **Action Steps** Leadership Development Develop a Parent center to accommodate Principals N/A 2007 2008 2009 2010 2011 2008 2009 2011 2012 parent needs (parenting classes, outreach, 2010 etc.) Computer access in schools Superintendent Revitalize the PTA or other parent N/A 2007 2008 2009 2010 2011 2009 2012 organization. Principals 2008 2010 2011 Parent Involvement Plan N/A 2007 2008 2011 **Principals** 2009 2010 2008 2009 2010 2011 2012

PUSD Action Planning PRIORITY 6- Effective Collaboration and Communication G5 P1 Vision: "Providing Arizona's greatest education by working together to improve student achievement." The mission of the Page Unified School District is to provide each student with a challenging academic education in a caring and safe environment. DISTRICT GOAL: Facilitate internal communication within the school community. **GOAL MEASURES:** Percent of employees who perceive a positive perception regarding communication **DISTRICT HUMAN RESOURCE DEVELOPMENT: KEY WORK PROCESS:** Communication processes between & among departments about relevant issues on a regular basis. INFORMATION SYSTEMS Survey Human Resource Timeline **Action Steps** Leadership Development Provide for Classified personnel to meet 2008 Superintendent N/A 2007 2009 2010 2011 2009 2010 2011 2012 regularly and provide input with 2008 Superintendent Provide opportunities for IEC, SPED, ELL, 2010 Superintendent N/A 2007 2008 2009 2011 etc., to collaborate about relevant issues 2008 2009 2010 2011 2012 Improve Systems for servicing ELL students N/A Superintendent 2007 2008 2009 2010 2011 2009 **ELL Coordinator** 2008 2010 2011 2012 Principals

- 1) Communicate SEI Certification issues to staff
- 2) Continue to send and communicate PD options to staff