



PVSchools™

Strategic Plan



Superintendent **MESSAGE**



Thank you for taking the time to review the strategic plan for the Paradise Valley Unified School District (PVSchools).

Our strategic plan, designed with input from students, staff, and stakeholders, outlines our priorities and renewed commitments to student success. We've taken great care to incorporate a variety of ideas and opinions and are excited to see the outcomes of these redefined areas of focus.

Working together with students, families, and staff has always been an important aspect of our organization. These relationships are at the foundation of our journey of excellence. They are highlighted in the many achievements, large and small, made by each of our talented students

and dedicated staff members. This plan reflects our continued commitment to student achievement.

Furthermore, our strategic plan identifies new goal areas, including student and staff experience, educational environments, community strength, optimizing resources, and diversity, equity, and inclusion. Together, providing a path to success for each of our schools.

Thank you for your continued support of students in PVSchools. Working together, we will continue to provide our students with an excellent education that prepares them for college, careers, and community.

To see this plan in action, visit www.PVSchools.net.

Sincerely,

Troy J. Bales, Ed.D

Superintendent



DISTRICT OVERVIEW

PVSchools engages, inspires, and nurtures students through high-quality instruction, meaningful educational opportunities, and dynamic learning experiences.

Located within approximately 100 square miles of northeast Phoenix and north Scottsdale, bounded by 7th Avenue and Pima Road, and Northern Avenue and Jomax Road, PVSchools is conveniently situated near major freeways, shopping, and residential areas. PVSchools has 29 elementary schools; one K-8 school; seven middle schools for 7th and 8th grades; five high schools for grades 9-12, two alternative schools; two online-based school options; one dedicated preschool; and 25 additional school-based preschool locations.

In PVSchools, students are inspired and nurtured through high-quality instruction, meaningful educational opportunities, and dynamic learning experiences. These experiences make up the roadmap for each learner's journey of excellence.

The district serves approximately 28,000 students, about one-third of whom come from outside the district boundaries or their home school boundaries through open enrollment.

PVSchools provides advanced academic programs that include innovative STEAM experiences, Gifted services, International Baccalaureate, Career & Technical Education, Spanish and Mandarin immersion, the Center for Research, Engineering, Science, and Technology (CREST), the North Valley Arts Academies, nationally recognized theater & vocal, Suzuki Strings, and more.

From preschool to graduation, in PVSchools, every learner is empowered for a lifetime of success!



The Governing Board approved the District's Vision, Mission, Values Statements, and Actions in April 2022.



VISION
Every learner empowered for a lifetime of success.

MISSION
We engage, inspire, and nurture students through high-quality instruction, meaningful educational opportunities, and dynamic learning experiences.

VALUES & ACTIONS

STUDENT FOCUS

We approach each decision and interaction with every student's success and well-being as a priority.

We demonstrate this value by

- ▶ Caring about, believing in, and holding ourselves and students accountable for high academic achievement.
- ▶ Creating a safe, inclusive, and trusting environment.
- ▶ Valuing individual student's strengths and identifying opportunities for growth and excellence.
- ▶ Implementing multiple pathways for learning and expressions of creativity.
- ▶ Providing opportunities for students to grow through extra-curricular offerings.
- ▶ Prioritizing resources to have the greatest impact on student success.

COLLABORATION

We cultivate respectful and meaningful relationships to support high expectations and a culture of growth.

We demonstrate this value by

- ▶ Respecting and engaging diverse voices from all stakeholder groups.
- ▶ Acting in a trusting and trustworthy manner to ensure a safe exchange of ideas.
- ▶ Holding one another accountable to create solutions.
- ▶ Being active participants in the collaborative process.

GROWTH

We foster continuous progress, development, and learning.

We demonstrate this value by

- ▶ Encouraging and celebrating academic, extracurricular, and personal achievements.
- ▶ Embracing challenges that develop perseverance and critical thinking, which inspire creative solutions.
- ▶ Creating innovative and forward-thinking opportunities.
- ▶ Encouraging diverse thinking.
- ▶ Providing engaging instruction.

INNOVATION

We nurture creativity, curiosity, and strategic thinking through dynamic learning experiences.

We demonstrate this value by

- ▶ Creating flexible learning opportunities through a variety of engaging activities.
- ▶ Offering unique, enriching, and challenging real-world educational experiences.
- ▶ Solving problems collaboratively in dynamic team experiences.
- ▶ Designing stimulating activities that challenge students to innovate.
- ▶ Teaching critical thinking and higher-order problem-solving skills to instill courage and academic confidence.

INTEGRITY

We model character, equity, and ethical behavior in all we do.

We demonstrate this value by

- ▶ Being transparent in our communications and processes.
- ▶ Respecting and honoring individuals' strengths and differences.
- ▶ Implementing equitable practices and access to resources.
- ▶ Exemplifying honesty, fairness, and trustworthiness.
- ▶ Being accountable for our words and actions.

RESPECT

We model civility, dignity, and thoughtful consideration in our communication and actions.

We demonstrate this value by

- ▶ Recognizing the best intentions of all stakeholders.
- ▶ Encouraging acceptance of others and empathy in all interactions.
- ▶ Expecting that respect is reciprocal.
- ▶ Demonstrating integrity and trustworthiness.
- ▶ Engaging in interactions with kindness and consideration.
- ▶ Recognizing and responding to the diverse needs of our community.
- ▶ Valuing all input.

GOAL AREAS



GOAL 1 | STUDENT EXPERIENCE:

Provide students with learning environments that include rich academic and extracurricular experiences, supports, and programs to prepare them for a successful future.

- 1.1: Align curriculum, instruction, and assessment to maximize student learning.
- 1.2: Engage students in multidisciplinary STEAM (Science, Technology, Engineering, Arts, and Math) learning experiences.
- 1.3: Provide authentic learning experiences and personalized pathways to ensure all students have access to post-secondary education and career opportunities.
- 1.4: Implement multi-tiered systems of support with fidelity at each site to provide academic and behavioral supports for every student's success.
- 1.5: Build trust-based, culturally responsive environments that support collaboration and celebrate risk-taking.
- 1.6: Provide students with special areas, electives, and extracurricular activities to help them identify and pursue their passions.
- 1.7: Enhance students' readiness and resilience in a digital learning environment.
- 1.8: Provide comprehensive programs that meet the wellness needs of students.

GOAL 2 | STAFF EXPERIENCE:

Foster a supportive and collaborative work environment that makes PVSchools an exemplary place to thrive.

- 2.1: Create professional learning opportunities that support individual growth, career advancement, and organizational excellence.
- 2.2: Recruit, hire, retain, and celebrate a high-quality and diverse workforce.
- 2.3: Provide the staff with comprehensive wellness programs to support individual and organizational well-being.
- 2.4: Develop and implement mentorship programs for all staff.
- 2.5: Provide opportunities for staff to meaningfully collaborate with one another to serve the needs of every learner.

GOAL 3 | EDUCATIONAL ENVIRONMENT:

Support a district-wide culture that promotes a robust equitable educational experience; prioritizes relationships among students, staff, and families; and meets learners' unique needs to maximize their potential.

- 3.1: Integrate student and staff voice when developing meaningful and equitable educational experiences.
- 3.2: Cultivate trust, collegiality, and professionalism.
- 3.3: Promote gracious, open-minded listening that encourages a compassionate and courageous culture.
- 3.4: Build and maintain welcoming campuses and facilities district-wide that are safe and appealing.
- 3.5: Create a physically and emotionally safe environment that is inclusive and supports the diverse needs of all learners.

GOAL 4 | COMMUNITY STRENGTH:

Build meaningful relationships with new and existing partners to provide opportunities that enrich the lives of our diverse students, staff, families, and community.

- 4.1: Extend opportunities for students and families to participate in community activities through field trips, mentorships, externships, internships, CTE opportunities, athletics, fine arts, competitions, and more.
- 4.2: Offer relevant student experiences through community partnerships that foster school-based service learning activities.
- 4.3: Present a variety of experiences that grow positive community-based relationships and teach students that they are valuable members of the community.
- 4.4: Provide collaborative opportunities and diverse educational programs for families.

GOAL 5 | DIVERSITY, EQUITY, AND INCLUSION:

Develop, respect, and value diverse thinking and experiences that lead to safe, equitable, and inclusive environments for all.

- 5.1: Create an inclusive learning environment that supports the physical and mental health of students and staff.
- 5.2: Develop policies and practices that provide equitable opportunities.
- 5.3: Value diverse thinking and create opportunities to engage in respectful dialogue.
- 5.4: Recruit and retain a diverse workforce that is prepared to meet the unique needs of each student.
- 5.5: Ensure inclusive practices in the decision-making process by involving stakeholders, as appropriate.

GOAL 6 | OPTIMIZED RESOURCES:

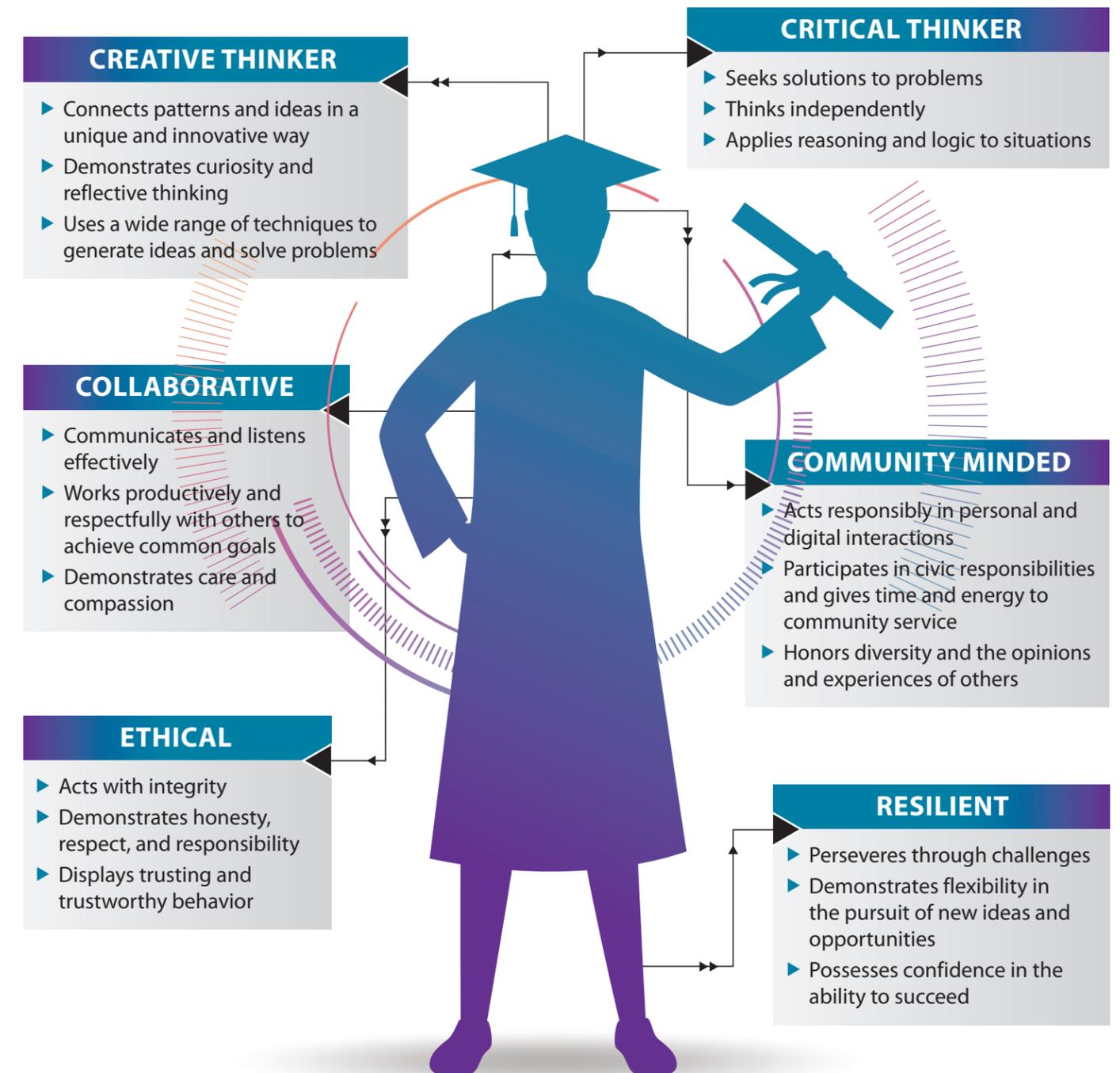
Acquire and prioritize resources to equitably advance PVSchools' vision, mission, values, and strategic goals.

- 6.1: Develop transparent and fiscally responsible district and site budgets.
- 6.2: Prioritize resources to support the strategic plan, provide safe learning environments, close learning gaps, and accelerate academic achievement for every student.
- 6.3: Seek community partnerships and funding opportunities.
- 6.4: Procure and optimize resources to support student development and ensure sustainability through public and private support.
- 6.5: Strengthen recruitment and retention efforts to minimize staff vacancies and reduce time to hire.



Portrait of a PVSchools GRADUATE

A PVSchools graduate is prepared for career, college, and community involvement and embodies the following characteristics:





15002 N. 32nd St.
Phoenix, AZ 85032
(602) 449-2000
www.PVSchools.net

{     } Follow/Like "PVSchools"