



# Camp Verde Unified School District, No. 28

410 Camp Lincoln Road  
Camp Verde, Arizona, 86322

## **STRATEGIC PLAN**

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## **Our Vision and Mission**

Vision: Providing students a safe and caring environment in which knowledge, skills, and attitudes enable learners to become productive citizens: Respect, Integrity, Positive Relationships, and Accountability.

Mission:

Our District will:

- Foster confidence, excellence, integrity, and a sense of belonging.
- Ensure each learner studies a challenging, academic and relevant curriculum, which enhances social, emotional, physical and ethical development.
- Work in partnership with all families and the community as an organization of engaged, motivated lifelong learners.

## Strategic Plan Welcome

Our Strategic Plan is a living document, ever evolving, growing and under constant review. We are excited about the programs we are bringing to our students and staff and will do our best to make sure we can support them. Our first step was to redefine our district Mission and Vision statements that direct our pathways to the future.

We now have the end product in mind with the Mission and Vision statements in place (above). To that end, we need to start putting the tools in the toolbox, so to speak, that aligns with the Student Toolbox approved by the board. (Included)

## Highlights

The Camp Verde Unified School District Strategic Plan (“Plan”) is a staff-created, living document that outlines the District’s intentions for its direction and goals. The Plan is divided into five focus areas: Academic Learning, Affective Learning, Student Wellness, Community Outreach, Logistics, and Employee Care. A sixth section, Training Needed, is included as a sort of appendix to the five areas that lists the types of interactive programs and workshops that will be needed in order to successfully implement the rest of the Plan.

As the Plan is a living document, the next step is for campuses to prioritize goals and design a timeline for the goals to be reached. Since education is constantly changing and shifting, future committees may identify items on the Plan that are no longer needed, or areas that were not addressed but should be. It is the hope of the Planning Committee that the Plan will help us serve our students to the best of our abilities while keeping true to the District’s Vision and Mission.

## Deliverable 1

### The Student Toolbox

We will measure our success by our ability to equip the students in our District with:

1. **Leadership**- Students should be given opportunities to discover their own leadership abilities and styles. When students leave the school they should know and recognize personal success in leadership of some kind.
2. **Problem solver**- Students need the ability to recognize when there is a problem, analyze information available, and figure out ways to solve it successfully.
3. **Effective communicator**- Students need to be able to have others understand what they are trying to say through effective written and verbal communications.
4. **Functional literacy**- Students need to be able to read and use math skills well enough to effectively function in daily activities.
5. **Computer literacy**- Students should be able to access essential technology information and skillfully use electronic devices to enhance their work and everyday environment
6. **Experience personal success**- every student should be able to leave school knowing that they have done something that was uniquely their own and that it was successfully completed. When asked, they should be able to specifically identify the success they achieved.
7. **American citizenship**- Students in our schools should understand what it means to be a citizen of this country. They should understand our governmental structure well enough to participate if they choose to do so.
8. **Teamwork**- Students need to know what steps should be taken to have an effective functional team and learn to participate effectively within the group in such a way that the group or team is identified as successful.
9. **Lifelong learner**- Students should understand that education does not stop with graduation from high school; they should know how to explore and access alternative educational opportunities for themselves.
10. **Global Citizen**- Students should recognize that they through electronic media, work relationships, travel, and living experiences that they are part of the global community; they will need to foster respect for other's cultures, belief systems, nationalities, and physical differences as they learn to interact with others.

## Deliverable 2

We will measure our success by our ability to enable the student graduates in our District to choose their post high school career track:

- 2 year college
- 4 year University
- Military
- Vo-tech
- Workforce

## Road Map



How will we get there?

Our goals are:

- S Specific
- M Measurable
- A Achievable
- R Relevant
- T Time lines
  
- P Plan of Action
- L Logistical/Support Needs
- U Utilities Review/Cost
- S Success Review

## **Target Goal Descriptions**

**Academic Learning** aims to address the academic needs of all students on all campuses K-12. One goal is to align curriculum to create a set progression of skills from K-12. In addition to strengthening the rigor of the core content areas such as language arts and math, there is a focus on increased and broadened curriculum and opportunities for science, social studies, fine arts, and technology. Our students are part of a statewide group that is experiencing a major shift from No Child Left Behind to Common Core and beyond. In many instances, particularly with our older students, one academic class group experienced a significantly different curriculum from the next year's group, and it is to be expected that there are gaps in learning that will need to be filled even between individuals within the same academic class groupings. Barring any more national or statewide shifts, later classes may not have those gaps.

**Affective Learning** focuses on support programs to enrich the lives and academic careers of our students. In this section, items include expanding counseling services, increased focus on college readiness, and incentives for attendance and achievement. It is hoped that this section of the Plan will increase intrinsic motivation in our students and show them that being from Camp Verde is an asset to their careers, rather than an obstacle.

**Student Wellness** is intended to improve nutrition, fitness, and health education.

**Community Outreach** is designed to enrich and increase community and District partnerships in order to benefit our students. Community Outreach is also focused on strengthening parental involvement and providing resources to help parents meet the needs of their children.

**Logistics** area addresses the needs of technology requirements, coordinating bus times, and campus security to keep the District running as efficiently as possible.

**Employee Care** area seeks to retain existing staff and attract new teachers by providing a variety of supports and incentives to continue to maintain the strongest staff in the Verde Valley.



# THE ACADEMIC LEARNING PLAN

## **SMART Goal: Academic Learning**

- A. Progression of skills K-12 for all content areas
- B. English Language Arts:
  - i. common annotation techniques
  - ii. evaluate curriculums for reading and writing
- C. Math
  - i. consider AimsWeb K-8 to support curriculum
  - ii. GoMath K-5 and consider program for 6-8 grades
- D. Science
  - i. applied and academic course offerings
  - ii. increased STEM/STEAM opportunities
- E. Social Studies
  - i. cross-curricular with ELA
  - ii. increase use of local historic sites
- F. Technology
  - i. increased course offerings for academic and career readiness
  - ii. prepare students for computer based testing
  - iii. address skill gaps, especially those due to lack of access
- G. 21st Century Learning
  - i. distance learning and dual enrollment between HS and colleges
  - ii. explore a hybrid model of teaching
- H. Arts - expand music, fine art, and drama at all campuses
- I. JROTC program
- J. Languages
  - i. develop Native American language classes
  - ii. increase options
- K. Preschool
  - i. expand preschool program
  - ii. continue use of Child Find program
- L. Special Education
  - i. differentiate instruction
  - ii. grow gifted programs
  - iii. create parent / community group
- M. Career Technical Education - more focused
  - i. cosmetology
  - ii. entrepreneurial
  - iii. technology



**Plan of Action for Academic Learning:**

**Logistics - who & how:**

**Utilities Review-Cost:**

**Success Review:** 2016-2017 Accomplishments

- Academic Learning- we have added a Technology Teacher at the Elementary School.
- Student Learning - we have added a band/music teacher.

**Smart Goal: Academic Learning**



**Time Frame:**

Program

Implementation Detail and Year

# THE AFFECTIVE LEARNING PLAN

## **SMART GOAL: Affective Learning**

- A. Capturing Kids Hearts K-12
- B. Teen Leadership
- C. Awards for:
  - i. first-generation college
  - ii. perfect attendance
  - iii. academic achievement
  - iv. SAT/ACT scores
- D. Expand counseling services
  - i. career/academic
  - ii. guidance and support
- E. Partner with local resources for teen wellness
- F. Expanded Fifth Day Programs



## **Plan of Action - Affective Learning**

**Logistics - who & how:**

**Utilities Review-Cost:**

**Success Review:**

**2016-2017:**

- Affective Learning – we have trained staff in Capturing Kid’s Hearts district-wide;
- Affective Learning - there is much, much to come on this topic....

**Smart Goal: Affective Learning**



**Time Frame:**

Program Implementation Detail and Year

Capturing Kids Hearts K-12

*Implemented: 2016-2017*

Teen Leadership

*Implemented Middle School: 2015-2016*

Awards for:

- i. first-generation college
- ii. perfect attendance
- iii. academic achievement
- iv. SAT/ACT scores

Expand counseling services

- i. career/academic :
- ii. guidance and support

Partner with local resources for teen wellness

Expanded Fifth Day Programs

# THE STUDENT WELLNESS PLAN

## **SMART GOAL: Student Wellness**

### A. Better breakfast/lunch program

- i. Baskets of fruit by the doors
- ii. Healthier choices for lunch—less fried, breaded, processed food and more freshly prepared meals.
- iii. Salad bar every day (elementary and M.U.C. sites)
- iv. Snacks for class
- v. Weekend Food Program – Yavapai Food Council

### B. Extensive PE program

- i. PE every day
- ii. Physical fitness challenges for students
- iii. Add swimming back to curriculum?
- iv. “Field day” for elementary

### C. Life Skills

- i. Physical
  - a. Hygiene
  - b. Comprehensive health/Sex Ed.
  - c. Nutrition
  - d. Substance abuse prevention

### D. Mental wellness

- a. Study Skills
- b. Life-long learning opportunities
- c. Stress reduction/relief education



**Plan of Action – Student Wellness:**

**Logistics - who & how:**

**Utilities Review-Cost:**

**Success Review: 2016-2017**

- Student Wellness- an open salad bar was provided daily to all students; focused reassessment of dietary menus for student’s healthier living
- Student Wellness-a one point drop off was established to ensure that all bused students can grab & go breakfasts; Student wellness- continued collaboration with our community health professionals by our student’s participation in Fit Kid’s Arizona.



**Smart Goal: Student Wellness**



**Time Frame:**

Program

Implementation Detail and Year

# THE COMMUNITY OUTREACH PLAN

## **Smart Goal: Community Outreach**

- A. Community communication
  - i. Website improvements
  - ii. Facebook
  - iii. Community Wi-Fi partnership
- B. Partnerships
  - i. Yavapai College
  - ii. community volunteer groups
  - iii. library network
  - iv. APS/STEAM grants for science materials
- C. Parents and Guardians
  - i. provide Love and Logic and similar workshops
  - ii. promote early literacy
  - iii. adult literacy



**Plan of Action: Community Outreach**

**Logistics - who & how:**

**Utilities Review-Cost:**

**Success Review:**

**Smart Goal: Community Outreach**



**Time Frame:**

Program

Implementation Detail and Year

## THE LOGISTICS PLAN

**Logistics** area addresses the needs of technology requirements, coordinating bus times, and campus security to keep the District running as efficiently as possible.

- A. School Start Times
- B. Transportation (one morning run)
- C. Campus Security
  - i. campus security gates
  - ii. resource officer
- D. South Verde Integration .
- E. Student Contact Days/ Calendar
- F. Technology
  - i. upgrade infrastructure
  - ii. one notebook per student and teacher



## **Plan of Action: Logistics**

### **Logistics - who & how:**

### **Utilities Review-Cost:**

### **Success Review: 2016-2017**

- Logistics- there is now one morning transportation run for all students, eliminating long wait times;
- Logistics- We have been working diligently to secure the campuses this year
- Logistics- We have a Student Resource Officer in place;

**Smart Goal: Logistics**



**Time Frame:**

Program

Implementation Detail and Year

## THE EMPLOYEE CARE PLAN

**Employee Care** area seeks to retain existing staff and attract new teachers by providing a variety of supports and incentives to continue to maintain the strongest staff in the Verde Valley.

- A. Teacher retention
  - i. dedicated mentors at each campus
  - ii. burnout prevention programs
  - iii. adjusted pay schedule
  - iv. retirement/financial planning assistance
- B. Recruitment
  - i. relationship with NAU and other colleges
  - ii. expand outreach to career fairs





## **Plan of Action- Employee Care**

### **Logistics - who & how:**

### **Utilities Review-Cost:**

### **Success Review: 2016/2017**

- Employee Care- We are working with NAU to gauge our teacher's interests in various Master Degree programs. A survey has been sent out to the faculty. We are also working with NAU on teacher recruitment; they will be assisting us in posting our job openings to students pursuing their degrees in education.
- On February 1, 2017 we added HealthiestYou (Dial-a-doctor) for all of our employees within the district.

**Smart Goal: Employee Care**



**Time Frame:**

Program

Implementation Detail and Year

## On the Horizon:

### Next Steps

- Student Wellness- upcoming restructured daily class schedules to allow all students more time for psychosocial breaks; mealtimes, and unstructured playtime;
- Logistics- Technology infrastructure upgrades will take place over the summer;

# CAMP VERDE UNIFIED SCHOOL DISTRICT

## STRATEGIC PLAN DISTRICT GOALS

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### *District Mission*

Providing students a safe and caring environment in which knowledge, skills, and attitudes enable learners to become productive citizens:  
Respect, Integrity, Positive Relationships, and Accountability.

### *District Vision*

Our District will Foster confidence, excellence, integrity, and a sense of belonging.

Our District will Ensure each learner studies a challenging, academic and relevant curriculum, which enhances social, emotional, physical and ethical development.

Our District will Work in partnership with all families and the community as an organization of engaged, motivated lifelong learners.

### *Strategic Focus*

The Strategic Plan is designed to promote and support the District's overall success using the following key principles and goals:

- Academic Learning – We will provide focused and effective student curricula and course offerings that promote student academic performance and achievement
- Affective Learning – We will build productive relationships that focus on student and staff support and connection; enhancing student achievement and educators inherent satisfaction
  - Student Wellness – We will provide and promote health education, nutrition and exercise programs
  - Community Outreach – We will sponsor partnerships with community organizations to collectively enhance community connection and gratification
  - Logistics – We will provide effective management, policies, procedures and provisions for staff and students District-wide
  - Employee Care – We will attract, develop, and maintain an effective and talented work force

