



# Deer Valley Unified School District Strategic Plan 2013-2018

**Motto**

Extraordinary

**Vision Statement**

Graduating lifelong learners who will successfully compete, lead, and positively impact the world.

**Mission Statement**

Our mission is to provide extraordinary educational opportunities to every learner.

**Core Values**

Caring

Visionary Leadership

Student-Centered Excellence

Organizational and Personal Learning

Valuing Workforce Members and Partners

Agility

Focus on the Future

Managing for Innovation

Management by Fact

Societal Responsibility

Focus on Results and Creating Value

Systems Perspective

Key Strategic Priorities	Key Strategic Components	Key Strategic Objectives
<b>1</b> Excellence in Student Learning	1.1 College and Career Ready Program of Study  1.2 Engaged and Well-Rounded Student Learners  1.3 Employees are Engaged in Student Customer-Centered Practices	1.1.1 Deploy a guaranteed and viable curriculum in every classroom. 1.1.2 Develop and deploy assessments to consistently track student progress and use data to drive improvements at the classroom, school and district levels. 1.1.3 Require that students demonstrate 21st Century Skills: Critical Thinking, Communication, Collaboration, Creativity and Technology in every classroom.  1.2.1 Embed student ownership of learning data and growth in every classroom. 1.2.2 Provide a safe and orderly environment. 1.2.3 Engage students through activities both inside and outside the classroom.  1.3.1 Enhance and deploy programs and services that develop and nurture every student. 1.3.2 Focus on the social and emotional growth of students.
<b>2</b> Excellence in Workforce Performance	2.1 Highly Effective and Talented Employees are Hired and Retained  2.2 Workforce Development to Meet Organizational Needs  2.3 Evaluation for Growth and Improvement	2.1.1 Design and implement effective and efficient hiring processes that address campus and district needs. 2.1.2 Provide competitive salary and benefits package for all employee groups. 2.1.3 Support, appreciate and recognize performance improvement.  2.2.1 Establish and maintain a collaborative learning environment. 2.2.2 Develop learning programs for all employee groups that are immediately integrated into daily work and are actively supported by the employee's supervisor. 2.2.3 Support all employees in the deployment of continuous improvement practices. 2.2.4 Implement succession planning strategies at all levels.  2.3.1 Implement a well-defined and documented evaluation system for all employee groups. 2.3.2 Monitor evaluation feedback and data to maximize performance improvement.
<b>3</b> Excellence in Stakeholder Relationships	3.1 Effective Communication  3.2 Identify and Exceed Key Stakeholder Requirements  3.3 Highly Engaged Stakeholders	3.1.1 Deploy successful communication strategies to exceed the key needs of all stakeholder groups. 3.1.2 Publicize district and campus programs and successes to increase student enrollment.  3.2.1 Create and deploy well-defined district processes to identify stakeholder group requirements. 3.2.2 Utilize customer-service approaches to exceed stakeholder group expectations.  3.3.1 Provide opportunities to involve and engage all stakeholder groups in key programs and initiatives.
<b>4</b> Excellence in Organizational Improvement and Accountability	4.1 Culture of Continuous Improvement 4.2 Documented and Deployed Processes 4.3 Integrated and Aligned Systems  4.4 Individual and Collective Responsibility to Ensure Compliance and Quality Improvement	4.1.1 Embed continuous improvement principles throughout the district utilizing the Baldrige framework. 4.2.1 Identify, document, deploy and monitor key processes across all campuses, departments and levels with fidelity. 4.3.1 Ensure that key systems are integrated and aligned across all campuses, departments and levels with fidelity.  4.4.1 Evaluate programs and services using sound research principles and multiple data sources. 4.4.2 Monitor results and benchmark against industry standards. 4.4.3 Demonstrate stewardship in the deployment of resources that align with organizational priorities.