



P.1 Organizational Description

Anthem School is a pre-kindergarten through 8th grade school. As an A+ School of Excellence, we are committed to inspiring problem-solvers and lifelong learners through character, collaboration and creativity. The partnership with the Civil Air Patrol and utilization of the ACE (Aerospace Connections in Education) curriculum is an essential component of the Aerospace Academy. All students in grades Kindergarten through 6th grade participate in the ACE program. Anthem is part of the 6th largest school district in Phoenix – Deer Valley Unified School District.

P. 1a Organizational Environment

P.1a (1) Programs and Services

Anthem School provides extraordinary learning opportunities for ALL students through meaningful interactions, rigorous and personalized lessons. Campus initiatives include implementation of Response to Intervention and Multi-tiered System of Supports. Time is designated daily in all classes K-8 to meet specific learning needs and provide analysis of data to determine gap areas for students.

This time is used in a variety of ways including small group instruction for struggling students, as well as enrichment for students achieving at high levels. This method of differentiation is implemented during MTSS/RTI time in order to provide structure, emphasize key skills, and provide students an opportunity to meet with the teacher for remedial skills.

Students qualifying for gifted education receive services through a comprehensive model. Best practices are utilized to meet our gifted students learning needs through cluster classes, grade level advancement, and pull out services. Offering these proven strategies meets our diverse learners needs. These structures contribute to the overall quality of instructional provided to students.

Another unique experience is the implementation of weekly class meetings. These meetings foster relationships and support the socio-emotional needs

of students. Classroom meetings are aligned with two established and thriving programs, Olweus and Character Counts programs.

Our signature Aerospace annual school-wide kickoff includes a hands-on event in which students compete with one another. Favorite kickoff events have included paper airplane competitions in distance and accuracy, stomp rockets, as well as parachute drops. Teachers instruct a minimum of 10 hands-on and engaging lessons throughout the school year. An annual STEAM (Science, Technology, Engineering, Arts, Math) night is a highlight that allows our extended community to experience Aerospace and STEAM lessons first hand, as well as foster partnerships with local businesses and organizations.

P.1a (2) Mission, Vision and Values

Mission Statement: Anthem School inspires problem-solvers and lifelong learners through character, collaboration and creativity.

Vision Statement: Anthem School citizens will apply creativity and critical thinking skills as they collaboratively work to positively impact the world.

Motto: 3 C’s- Character, Creativity & Collaboration

Core Values: Be safe, Be respectful, Be responsible

P. 1a (3) Workforce Profile

Anthem School’s workforce characteristics are displayed below. All specialists and teachers are highly qualified and certified according to the Arizona State requirements.

Degrees Attained by Certified Staff	
Bachelors	28
Masters	19
Doctorates	1

Employees - Classified and Certified	
Administration	2
Certified	47
Classified	29
Total	78

P. 1a (4) Assets

A typical day of teaching & learning at Anthem School incorporates a great deal of technology. This school-wide emphasis on technology integration supports active student engagement. All classrooms are equipped with, but not limited to, a Smart Board, document camera, and one to three desktop computers. Students’ engagement is enhanced by technology on a daily, if not hourly, basis. Another form of engagement comes from web based learning software which can be used school-wide in grades K-8 to introduce, engage, enrich, quiz, and conclude units of study in all subject areas across campus. Anthem is fortunate to have two complete computer labs. Grades K - 2 have multiple iPads in each classroom for student use. Grades 2nd - 8th each have a cart consisting of Chromebooks or laptops. In addition, cameras, video cameras, clickers and other items are available for checkout. These resources are utilized with high frequency to enrich the learning environment.

The DVUSD guaranteed and viable curriculum expectations are upheld through extension of academic opportunities. These extensions are offered to students requiring remediation, extra rigor, and extended support outside the normal school day. The daily RTI block is one way students requiring remediation and Anthem SAGE (Special and Gifted Education) students are given assistance. Extended support is also available for all students through Homework Club and additional tutoring offered by individual teachers.

The K-3 Reading specialist provides intervention to students in the area of reading, as well as support

for teachers in the areas of training, coaching and instruction. Our media center is the hub for learning, professional learning opportunities, and meetings. We also have four learning centers open throughout the day to provide support to students.

P.1a (5) Regulatory Requirements

Anthem School is governed by District, State and Federal policies and regulations. As a school, we follow the requirements shared by our school district and governing board. The agencies in charge of regulations are the US Departments of Education and the Arizona Departments of Education. Anthem School must meet the standards established by ADE. We are required to assess 3rd-8th grade students in the Arizona Measure of Educational Readiness to Inform Teaching. In addition, we measure growth as a school in relation to AdvancED standards. AdvancED is a continuous improvement organization that provides system-wide accreditation.

P.1b Organizational Relationships

P.1b(1) Organizational Structure

At Anthem School, we have multiple teams who oversee the leadership of the school. These teams include: Campus Improvement Team, RTI-B, STARS team, PLC-Teacher Leaders and Content Collaboration. The Anthem School Leadership teams are composed of both primary and intermediate teachers, special education, and special area teachers. Teachers are selected for their teams based on their areas of interest, expertise, and individual strengths. The teams meet regularly to review campus needs, plan for implementation, train, and monitor results.

The Campus Improvement Team (CIT) is the flagship committee at Anthem School. Once a month this partnership of parents and staff members meets to create, implement and communicate the strategic plans. The CIT analyzes data from state testing, district testing surveys, DIBELS, DRA and other data sources in order to develop action plans to improve student achievement and to identify performance targets. The CIT monitors financial

allocations toward campus goals and the implementation and impact of those goals. The goal of creating, implementing, and communicating the district strategic plan at the school level is addressed and supported in monthly staff and Content Collaboration meetings. Leadership of Content Collaboration Teams and Grade level committees are selected from this committee. CIT information is further communicated to parents through monthly parent newsletters.

Staff members embrace using a Professional Learning Community (PLC) model. They appreciate time together to discuss student data, instructional strategies, and methods to meet student needs. Meeting weekly, PLCs work closely as grade levels to ensure students receive the highest quality instruction at Anthem School.

Anthem School’s four Content Collaboration Teams focus on student achievement and stakeholder affairs. Each teacher serves on a team, deepening the layers of collective efficacy within the academic aspects of our school. Teams meet monthly to construct goals with their cross grade level peers, sustain learning environments, review data to guide instruction, share best practices and apply CIP goals. Members work together to implement common strategies and achieve common data-driven goals.

The STARS team focuses primarily on student’s socio-emotional well being. This team meets monthly, with representatives from each grade level. Additionally, parent and student representatives attend to provide insight and give feedback. An essential component to the Anthem behavior plan is classroom meetings, the topic-calendar for which the STARS team publishes monthly.

P1.2.(2) Students, Other Customers and Stakeholders

Anthem School’s key market segment is students in grades K-8. The staff at Anthem School value and see relationships with students, parents and the

community. Campus events, such as BINGO, STEAM night, Fall Festival, conferences, concerts, athletics, encourage participation and engagement.

Anthem School was the original school in the Anthem Community, which brings great traditions and reputation in the community. We are proud that of our 731 students, 259 (35%) are open enrolled. Our student demographics are as follows:

Population	Percent of Total Enrollment
African Indian	1%
Asian/Pacific Islander	1%
African American	1%
Hispanic	7%
White	92%
Free/reduced Lunch	18.99%
Special Education	12%

Our extraordinary Parent Teacher Association (PTA), meets on the first Wednesday of every month. This dynamic partnership between administrators, teachers and parents benefit the school community. The PTA president meets regularly with Principal Roets to discuss decision making and other matters in greater depth, ensuring alignment and mutual support and respect.

PTA works to engage the entire community at Anthem School. A variety of school events are hosted throughout the year. The Fall Festival is one of the largest events which has included a hayride, carnival style games, a dunk tank, pie toss, a DJ and a pumpkin decorating contest. A Mother/Son kickball game is the partner event to the annual Father/Daughter dance. Both events encourage quality family time within our community. Bingo Night, family nights at local restaurants, and Boosterthon Fun Run are sponsored by the PTA. Their positive energy and support of Anthem students and staff make a lasting impression.

Several organizations utilize our facilities outside of school hours. Anthem School currently avails its

facilities to two church congregations, Boy/Girl Scouts and the district for classes and events.

There are many resources and outreach programs in the community that enrich the learning for students, families, and teachers. For example our art teacher regularly submits student artwork to Artsonia, an online art gallery, as well as businesses and other venues. Students see their artwork is valued and appreciated beyond the school community.

P.1b(3) Suppliers and Partners

The Content Collaboration Teams work together to host an annual STEAM (Science, Technology, Engineering, Arts, and Mathematics) Night. This event is highly popular with stakeholders. Each grade presents one interactive, age-appropriate science activity that is created and modeled by students and teachers. All grades display their Science and Literacy work aligned to Arizona College and Career Readiness Standards. Math activities are gathered together to provide parents a vertical view of math skills progression at Anthem, while learning some new math games and activities to support their child's math skills and development. Student Council, National Junior Honor Society, and Ambassador Members act as guides to visitors at this event. Anthem School receives annual participation from local businesses that have a science, environment, or technology focus such as Honeywell, Challenger Space Center, Embry Riddle, ASU, and Phoenix Astronomical Society which facilitates star gazing to conclude this phenomenal nighttime experience.

Anthem School's signature program is Aerospace Education. Anthem Aerospace Academy was initially developed from DVUSD's Project 2021 initiative. Anthem School's mascot, the Rocket, aligned creatively to this new idea. A fundamental goal of the Aerospace Academy is to motivate students and capture their interest in the sciences, specifically aerospace. The campus mission and vision clearly align, as a global perspective and future focus is essential when thinking of future

careers in science. A focus on problem-solving, thinking and communication is evident through this program. A partnership with the Civil Air Patrol (CAP) allows students a real-life connection. Numerous Anthem students have joined the CAP unit stationed at Deer Valley Airport.

All students, grade K-8, participate in the Junior Achievement (JA) program. Annually community and parent volunteers teach JA lessons. The JA program builds an understanding of businesses and entrepreneurship, discussing practical aspects of finance and economics, such as income versus debt, credit and debit cards, insurance, and budgeting.

Service learning and volunteerism are integrated into our curriculum. Students in 7th and 8th grade fulfill a community service component as part of their Social Studies curriculum. Student Council and the NJHS spearhead many community service events, both local and international. This commitment to serve will remain with students creating socially-conscious and connected citizens.

P.2 Organizational Situation

P.2.a. Competitive Environment

The following programs help Anthem provide high quality programs to all students:

- Aerospace Connections in Education
- Partnership with Civil Air Patrol
- Positive Behavior Intervention Supports
- Professional Learning Community
- Differentiated, rigorous curriculum
- Anthem teacher mentor support program
- Unique and responsive gifted education
- Hiring of highly-qualified and certified staff

AIMS results prior to AZ Merit reflect:

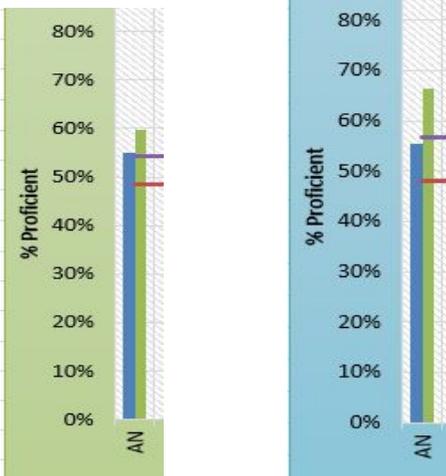
- 92% proficiency among 3rd-8th grade students
- Median Growth Percentage in reading - 55.0
- The overall proficiency of Anthem has maintained in the 90s since 2009-2010.

Anthem teachers have transitioned to the AZCCRS, professional development aligned to effective instructional strategies.

P.2.a (3) Comparative Data

	AZ Merit Data			
	2015	2016	State	DV
3rd ELA	55%	73%	41%	57%
4th ELA	68%	72%	46%	61%
5th ELA	46%	57%	45%	61%
6th ELA	53%	64%	37%	59%
7th ELA	59%	65%	41%	56%
8th ELA	51%	59%	33%	46%
3rd Math	70%	77%	45%	62%
4th Math	67%	59%	44%	58%
5th Math	55%	67%	46%	60%
6th Math	39%	80%	39%	58%
7th Math	44%	47%	31%	43%
8th Math	51%	27%	26%	38%

Increase in overall proficiency 2015 - 2016
Math AZ Merit ELA AZ Merit



P.2.b Strategic Context

There are formal systems in place to aid students in addressing teasing, bullying, and any other negative feelings or interactions. A team of teachers review data, gather input and make process revisions when appropriate to ensure we meet student needs. Weekly class meetings are held to address specific concerns providing a personalized approach to the content. Anthem works diligently to maintain an atmosphere where bullying is not tolerated.

Through the Olweus Program, students understand how to address bullying and support those who are bullied. A behavior component is incorporated into weekly class meetings to promote the social-emotional needs of students. Gallup Poll data indicates that students are feeling better prepared to address challenging or difficult situations.

Question	AN	DV	US
At this school, I get to do what I do best every day	3.71	3.6	3.57
In the last seven days, someone has told me I have done good work at school.	3.83	3.47	3.65
I have at least one teacher who makes me feel excited about the future	18%	Strongly Agree	58%
I know I will graduate HS	14%		80%
I know I will find a good job in the future	21%		70%

Anthem provides a consistent and safe environment for all students. Anthem has systems to ensure that difficult situations do not disrupt the educational foundation. A consistent and fair discipline policy is practiced throughout the school. Students are encouraged to be safe, respectful, and responsible. The “learning matrix” of behavior is taught and reinforced throughout the school year. Daily school announcements end with a reminder for students to behave positively during the day.

P.2 Performance Improvement System

Anthem School understands the critical role parents and community play in a student’s education. A strategic goal is to foster ongoing partnerships with the community so that students experience support at home, school, and in the community.

The CIT meets regularly to ensure the goals within the Campus Improvement Plan are met. Content Collaborations are an extension of the CIT involving all staff members in goal attainment. Information from CIT meetings is shared at all Content Collaboration Team meetings, and feedback from staff is looped back to the CIT. In

partnership with students, staff, parents and community members Anthem will continue to thrive.