



## Detail Report

### Mission

Excellence + Action = Student Success

### Vision

A culture that ignites leaders and learners.

## Benchmark

## Team Members

Name	Title/Relationship
Nicole Mwangi	Teacher
Nikki Powell	Assistant Principal
Pat Yennie	Guest Principal
Jeanne Prince	Secretary
Samantha Slugh	Instructional Coach
Cynthia Strang	Instructional Coach

## Goals

Priority Area 1.1.1		
Priority	Component	Objective
Excellence in Student Learning	College and Career Ready Program of Study	Deploy a guaranteed and viable curriculum in every classroom.
Goal Description		
By May 2017, DVMS campus leadership will identify, document, and implement PLC processes that will increase student achievement by 10% in AzMerit Math and ELA.		
End of Year Summary		
Key Measures		
<ul style="list-style-type: none"> <li>•Team Agendas and roles</li> <li>•Team sign in sheets</li> </ul>		

Priority Area 2.2.1		
Priority	Component	Objective
Excellence in Workforce Performance	Workforce Development to Meet Organizational Needs	Establish and maintain a collaborative learning environment.
Goal Description		



By May 2017, 90% of the certified staff will rate DVMS "Satisfactory," or higher, on the PLC survey by comparing the Fall and Spring semester.

**End of Year Summary**

**Key Measures**

- Certified staff will illustrate a 10% increase on the PLC survey from the Fall semester to Spring semester
- Classified staff will illustrate a 10% increase on the PLC survey from the Fall semester to Spring semester
- 100% of classified staff will participate staff in the PLC process

**Priority Area 3.1.1**

Priority	Component	Objective
Excellence in Stakeholder Relationships	Effective Communication	Deploy successful communication strategies to exceed the key needs of all stakeholder groups.

**Goal Description**

By May 2017, 90% of students and parents will rate communication as "Agree," or "Strongly Agree", on the district satisfaction survey.

**End of Year Summary**

**Key Measures**

- 90% of parents and students will indicate Agree or Strongly in regards to effective communication

**Priority Area 4.2.1**

Priority	Component	Objective
Excellence in Organizational Improvement and Accountability	Documented and Deployed Processes	Identify, document, deploy and monitor key processes across all campuses, departments and levels with fidelity.

**Goal Description**

By May 2017, 100% of staff will participate in Professional Learning Communities, working collaboratively in cycles of collective inquiry and action research to achieve better results for the students they serve.

**End of Year Summary**

**Key Measures**

- Team agendas and Role assignments
- Certified Unit plans and trackers
- Staff sign in sheets

**Action Plans**



<b>Goal 1.1.1</b>	By May 2017, DVMS campus leadership will identify, document, and implement PLC processes that will increase student achievement by 10% in AzMerit Math and ELA.		
Action Step	The instructional coaches and Assistant Principal will attend DuFour PLC Conference in November 2016. In addition, the Department Chairs will attend DuFour PLC Conference in February.		
Responsible Party	Assistant Principal		
Professional Development	Protocols and stuctures based on baseline data		
Quarterly Summary			
Date Initiated	August 10, 2016	Date Completed	February 27, 2017
Status	Pending	Last Modified	8/26/2016 4:02 PM

<b>Goal 1.1.1</b>			
Action Step	An overview of the PLC process with New certified staff		
Responsible Party	Instructional Coaches		
Professional Development	Disaggregating key components of the PLC process by way of an article		
Quarterly Summary			
Date Initiated	August 03, 2016	Date Completed	August 03, 2016
Status	Completed	Last Modified	8/26/2016 3:47 PM

<b>Goal 2.2.1</b>	By May 2017, 90% of the certified staff will rate DVMS "Satisfactory," or higher, on the PLC survey by comparing the Fall and Spring semester.		
Action Step	In collaboration with the CIT, identify a survey that aligns with the DuFour PLC process to be deployed in September 2016.		
Responsible Party	Assistant Principal		
Professional Development	Collecting baseline data to determine current status		
Quarterly Summary			
Date Initiated	September 12, 2016	Date Completed	May 22, 2017
Status	Pending	Last Modified	8/26/2016 4:20 PM

<b>Goal 3.1.1</b>	By May 2017, 90% of students and parents will rate communication as "Agree," or "Strongly Agree", on the district satisfaction survey.		
Action Step	Collaborate with CIT to identify 5 baseline questions for survey.		
Responsible Party	CIT		
Professional Development	To ascertain baseline data to demonstrate current state of communication		
Quarterly Summary			
Date Initiated	September 12, 2016	Date Completed	May 22, 2017



Status	Pending	Last Modified	8/26/2016 4:39 PM
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<b>Goal 4.2.1</b>	By May 2017, 100% of staff will participate in Professional Learning Communities, working collaboratively in cycles of collective inquiry and action research to achieve better results for the students they serve.		
Action Step	Send out monthly survey to identify on-going staff needs.		
Responsible Party	CIT		
Professional Development	Wellness check to monitor staff needs		
Quarterly Summary			
Date Initiated	September 12, 2016	Date Completed	May 22, 2017
Status	Pending	Last Modified	8/26/2016 4:58 PM

<b>Goal 4.2.1</b>			
Action Step	In collaboration with CIT, identify needs of classified staff.		
Responsible Party	CIT		
Professional Development	Identify needs of staff		
Quarterly Summary			
Date Initiated	September 12, 2016	Date Completed	May 22, 2017
Status	Pending	Last Modified	8/26/2016 4:56 PM

## AdvancED

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## Feedback

Goal	1.1.1 By May 2017, DVMS campus leadership will identify, document, and implement PLC processes that will increase student achievement by 10% in AzMerit Math and ELA.
Feedback	9/11/2016 7:40 PM
Questions to Ponder: A possible action step to complement this work may be the deployment to all staff, ensuring that they have a shared understanding. Also, it may be beneficial to gather staff feedback for refinement. In what ways will in-process measures be utilized to measure progress along the way? What data was utilized to identify the need for 10% growth? In what ways will the sign in sheets and team agendas ensure student growth in math?	

Goal	2.2.1 By May 2017, 90% of the certified staff will rate DVMS "Satisfactory," or higher, on the PLC survey by comparing the Fall and Spring semester.
Feedback	9/11/2016 7:40 PM
Strength: The use of PLCs as a way to deploy continuous improvement may be impactful. It has the potential to increase teacher effectiveness and therefor increase student academic achievement. Questions to Ponder: The desired outcome of PLC work, most often, is teacher growth and as a result increased student achievement. A tool like attendance merely measures if teachers were present. Perhaps a measurement tethered to SLOs might be more powerful. Identifying a method of measuring this goal throughout the year may support goal attainment.	

Goal	3.1.1 By May 2017, 90% of students and parents will rate communication as "Agree," or "Strongly Agree", on the district satisfaction survey.
Feedback	9/11/2016 7:40 PM
Questions to Ponder: What evidence/artifacts will be collected to support the goal? Additionally, how will the progress toward exceeding the expectations of all stakeholders be measured along the way? What data was utilized to identify the need for this goal? Where is the DVMS stakeholders land with this particular focus on the 2015-2016 survey?	

Goal	4.2.1 By May 2017, 100% of staff will participate in Professional Learning Communities, working collaboratively in cycles of collective inquiry and action research to achieve better results for the students they serve.
Feedback	9/11/2016 7:40 PM
Questions to Ponder: How will "better results" be defined? In what ways will "collective inquiry" and "action research" be defined for all staff? How will the team agendas and sign-in sheets measure the consistency of the application of collective inquiry and action research? Are all certified staff members aware of what specific items should be included in their unit plans?	