



**GILBERT**  
PUBLIC SCHOOLS

2020 - 2024  
DISTRICT  
STRATEGIC  
PLAN

**OVER 100 YEARS  
INSPIRING EXCELLENCE  
IN EVERY LEARNER**





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President



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Cruz**

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Member



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Member



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Governing Board  
Member

**Inspiring Excellence in Every Learner**



# ~ HONORING YOUR TRUST ~

When parents send their children to Gilbert Public Schools (GPS), they do so trusting that we will keep them safe, helping them learn, grow and succeed.

When our community and tax payers invest in GPS, they do so trusting we will be fiscally responsible.

When students come to GPS, they trust our teachers will challenge them to excel every single day.

Thank you for trusting us with your children.

**DR. SHANE MCCORD**

SUPERINTENDENT

**GILBERT**  
PUBLIC SCHOOLS





# STUDENTS FIRST

Gilbert Public Schools is committed to a student-centered environment that provides students every opportunity to grow and be successful.

Teachers employ an instructional framework grounded in high levels of rigor and relevance to implement purposeful, standards-based instruction that is responsive to each student's needs. Teacher and support staff build strong relationships with students and their families in order to provide a community-oriented learning environment that promotes student growth.

School leaders facilitate a student-centered culture that values rigorous and relevant learning by providing teachers meaningful professional development, targeted instructional feedback and resources that support continued growth.

District administration provides a clear and unified vision that embraces families, builds relationships with community members and staff, and purposefully aligns systems to promote continuous improvement.

Our governing board champions exemplary education that inspires excellence in every learner.



**FAMILY**

**STUDENTS**

**TEACHERS AND SUPPORT  
STAFF**

**SCHOOL  
LEADERSHIP**

**DISTRICT  
ADMINISTRATION**

**GOVERNING  
BOARD**

COMMUNITY

PARTNERS





## OUR STUDENTS

We believe in educating the whole child and helping them achieve their learning potential.

Our commitment is to ensure that students and their growth and dignity are the main focus in our decision-making.



## OUR FAMILIES AND COMMUNITY

We believe that Gilbert Public Schools partners with our families and our community for the success of every student.



Our commitment is to build trust with families and the community by ensuring open and collaborative decision-making and effective use of resources.

# CORE



# BELIEFS

## OUR EDUCATIONAL TEAM

We believe that our educational team makes the critical difference in student achievement.

Our commitment is to ensure that our educational team has professional development and resources to prepare each student for lifelong learning and success.



## OUR SCHOOL DISTRICT

We believe that public education is essential to preparing students to contribute to society and that our locally governed school district best fulfills that mission.

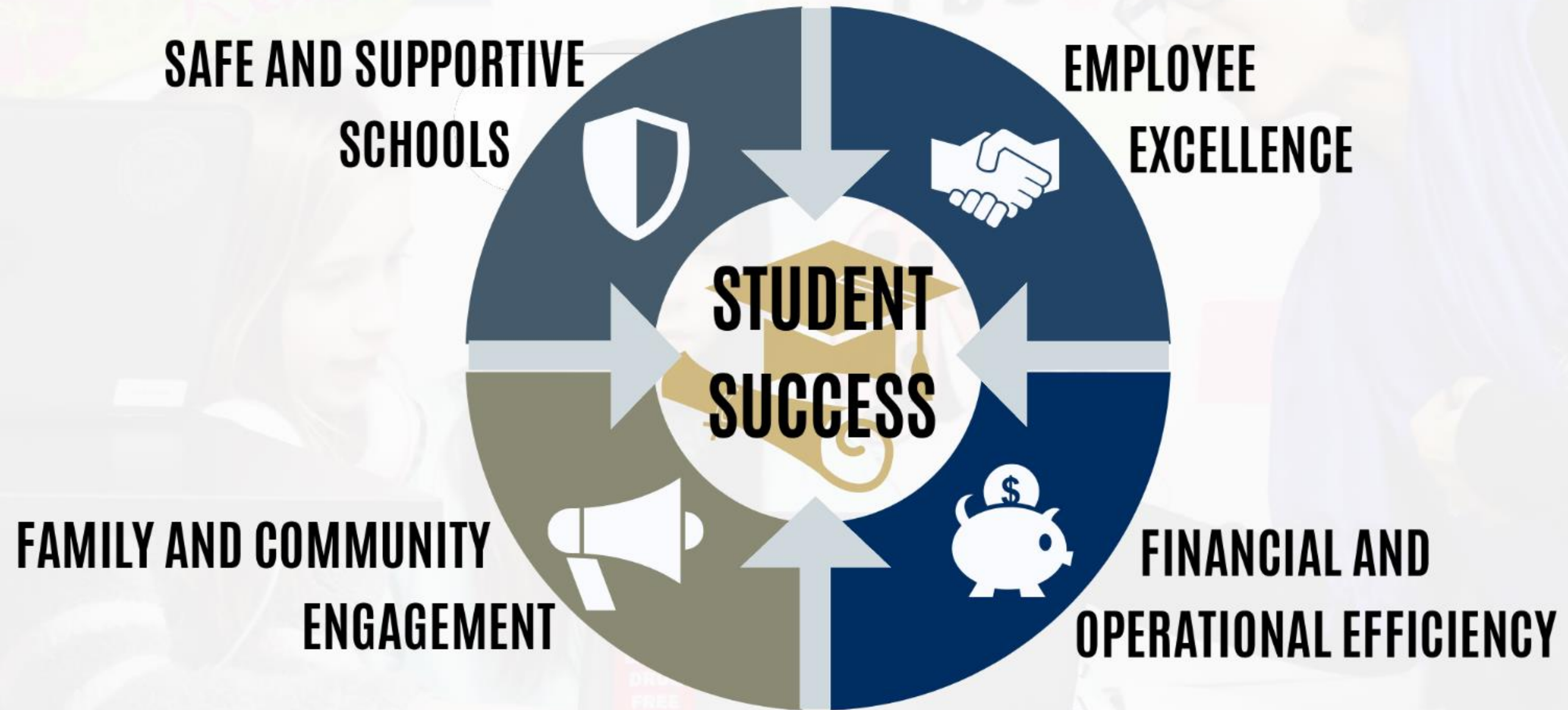
Our commitment is to lead the district to actively engage our diverse stakeholders and innovate to create the best schools in our community.







# FIVE STRATEGIC PRIORITIES





# STUDENT SUCCESS



Gilbert Classical Academy 2019 Valedictorians

Student success is what drives our decisions and actions in Gilbert Public Schools. We set high standards for student achievement and provide challenging and engaging instruction to inspire excellence within every learner. We make data-informed decisions in order to create new and meaningful opportunities for our students. Our student-centered approach allows students to explore educational choices and opportunities that prepare them for college, career and lifelong success.





# GOAL

# ACTION

**Increase the amount of educational program choices and extracurricular activities, driven by student interest and need**



- Empower campus administrators to develop programs that meet community needs
- Allocate increases in one time funding to implement new programs
- Evaluate educational programs for continuous improvement

**Continue to develop an environment that is rigorous, relevant and high in engagement for all learners**



- Model best practices through mentoring and collaboration, provide professional development, and assist with teaching resources
- Provide targeted instruction and leadership training that supports instructional frameworks
- Engage classroom teachers through coaching, modeling, mentoring and planning to use effective innovative strategies and tools, including technology integration into the curriculum
- Provide innovative and up to date AV technology in all classrooms to facilitate teaching and learning in a modern environment

**Focus on increased scholarship awareness and opportunities that increase graduation rates**



- Increase engagement in conversations and activities about college and career preparation steps
- Provide information nights regarding FAFSA completion and post-secondary options
- Increase communication and student support for scholarship opportunities

**Increase academic quality, instructional rigor and opportunity for every learner as measured by student growth and achievement at key milestones**



- Collaborate in professional learning communities with the purpose of engaging in data discussions and improving student learning and instruction
- Create a curriculum adoption cycle and target funding to ensure materials can be purchased to support teaching and learning



# EMPLOYEE EXCELLENCE

Strong employee/employer relationships are vital to the success of our employees as well as our students. We are committed to investing in and fully supporting our employees by providing competitive salaries, benefits, professional growth opportunities, a positive work environment, and a sense of belonging.



2019 GPS Employees of the Year



# GOAL

# ACTION

**Provide competitive wages and benefit packages to all employee groups**



- Complete a comprehensive salary study of surrounding districts
- Make priority-based decisions that drive salary increases

**Provide professional growth opportunities**



- Increase the number of professional development opportunities
- Create a handbook that helps guide new employees to success
- Expand employee leadership opportunities
- Utilize evaluation tool to ensure high quality teachers

**Provide a positive work environment that fosters a safe and thriving culture**



- Increase employee satisfaction
- Decrease employee turnover

**Continue to attract superior employees**



- Increase recruitment opportunities
- Increase effectiveness and ease of application



# SAFE & SUPPORTIVE SCHOOLS



Crossing guard helping students cross the road safely

Gilbert Public Schools works to ensure a safe and supportive school climate that promotes social, emotional, and physical wellness in facilities that are conducive to learning. Our families can be confident that the physical and psychological needs of their child will be met in all of our schools. The physical environment of school buildings and school grounds is a key factor in the overall health and safety of students, staff members, and visitors. In addition, a child's self-concept, sense of belonging and connection to others are a priority in our programming and student support.





# GOAL

# ACTION

Create learning environments that are inclusive and student-centered



Increase program supports for students social emotional well being



Enhance the confidentiality and integrity of information for GPS users



Enhance the safety of physical infrastructures across the district



Increase the positive responses related to a safe and supportive school environment



- Analyze student data for trends/corrective action
- Expand initiatives that identify subgroups in the District that need extra support, mentoring and academic assistance
- Continue to instill a culturally inclusive climate for all
- Effectively implement Positive Behavioral Interventions & Supports (PBIS), Behavior Health Team (BHT), and crisis intervention teams at all schools
- Create student-centered prevention programs at all sites
- Create a cybersecurity focus group to include district and community stakeholders
- Develop cybersecurity plan based on NIST standards
- Provide professional development to staff and students
- Review needs for disaster recovery based on GPS recovery time and restored services objectives.
- Gather input from all stakeholders to analyze district-wide building safety/security needs (cameras, fencing, target hardening)
- Create and utilize District Emergency Response Team (DERT) to assist with training and site safety plans
- Create a comprehensive district safety plan compliant with National Incident Management System (NIMS)
- Provide updates to community on progress of programs and facility safety upgrades
- Disseminate a community survey to evaluate progress



# COMMUNITY ENGAGEMENT

Gilbert Public Schools is the heart of our community and proudly serve our students and families as the premier educational choice of the East Valley. We actively seek opportunities to engage with and inform our entire school community, realizing that our shared interests support the development and growth of all of our students and stakeholders.



Staff from a local business join students to create a garden



# GOAL

# ACTION

**Continue to build public understanding of district initiatives**



- Develop Community Relations Strategy and Action Plan
- Launch new website(s), mass notification system, and GPS mobile app
- Increase marketing efforts with additional communication channels and increased output of content

**Increase opportunities for community collaboration**



- Create regular opportunities for parents and community to engage in conversations and provide feedback to the district
- Continue the development of active site councils, involved in campus decision making
- Create a variety of new, innovative public-private partnerships that support our students, our district and our community

**Continue enrollment initiatives**



- Review and assess current trends in surrounding schools and districts
- Adjust school boundaries to meet the needs of all students and maximize space utilization
- Review and adjust programs to meet district and community needs
- Analyze facilities to optimize program and site needs
- Increase marketing efforts to promote the recruitment and retention of students at all grade levels



# OPERATIONAL EFFICIENCY



School bus delivers students on the first day of school

Gilbert Public Schools understands the importance of maximizing resources that directly impact classrooms and students. By utilizing key performance indicators, we will create a strategic approach that increases our efficiency, expands classroom resources, and maintains quality educational facilities for our students, families and community in the most fiscally responsible manner.





# GOAL

# ACTION

Improve customer service and communication with all internal and external stakeholders



- Communicate expectations about customer service and level of communication expected to all personnel throughout business services
- Focus on collaboration and systemic thinking throughout all business services departments

Provide a highly reliable, secure, and scalable network for data and internet access



- Upgrade wiring to maintain current fiber and ethernet standards at all GPS sites
- Upgrade or refresh internet hardware in data center to maintain performance for educational purposes
- Upgrade or refresh, network routers, switches, and wireless access points district wide.

Improve student transportation efficiency



- Institute school bell schedules that ensure students arrive to school on time and are returned home at expected times
- Analyze existing routing software system and investigate alternative routing systems to maximize usability of software and efficiency of routes

Improve budgeting and accounting practice



- Develop and implement a comprehensive needs-based budgeting process for all District departments
- Develop and implement a Zero-Based Budgeting Process for unrestricted capital
- Review Chart of Accounts and define elements ensuring that accounting structure is concise
- Ensure that all finance department procedures are within compliance and maximize the value to the taxpayer
- Continue regular financial reporting to the board and community