

**Update on Superintendent's Goals**  
**Strategic Plan: YEAR 2**

**DIVERSITY**

**February 23, 2016**

# School Community Partnership Council

## Resource Fair / Monday, February 22, 2016

- ALE/G.A.T.E.
- Child Find
- Community Schools and Preschool Programs
- Culturally Relevant Pedagogy and Instruction
- Curriculum and Instruction
- District Planning: Facilities Master Plan
- Dropout Prevention
- Exceptional Education
- Family Engagement
- Food Services
- Health Services
- Human Resources: Recruitment and Retention
- Interscholastics
- Magnet
- Multicultural Curriculum
- Purchasing
- School Community Services
- School Safety
- Student Equity

# Strategic Priority 1: Reflective Curriculum

TUSD will have classroom curricula, instruction and professional development that integrate diversity and high expectations for all students.

Year 2 Goal: Establish and maintain ELA and Social Studies Courses for K-8.

The TUSD curriculum is multicultural foundationally. Here is an example of a multicultural infused unit that aligns to the 4th grade / 4th Quarter ELA curriculum map.

ELA Unit Overview  
4<sup>th</sup> Grade, 4<sup>th</sup> Quarter, 3-5 weeks  
Migration/Immigration in United States

**Unit Overview: Making a Home in a New Place**

**Unifying Concept:**

Journeys and Explorations in United States

**Overview:**

Students will learn the history and importance of migration within the United States. Students will evaluate how and why people made journeys; learn how people overcame certain obstacles through migration, and building a community with multiple perspectives. Students will discover authors' motives while reading literature and informational texts, and interpreting their characters. Students will apply this learning to their own practices as readers and writers.

**Purpose:**

The AZCCRS require students to read, write and communicate using grade level texts. This unit provides opportunities for students to interact with complex, paired informational texts and practice narrative and persuasive writing in a variety of ways (whole class, small groups, and independently) focusing on essays and summarizing.

**Enduring Understandings:**

- The journey is not the destination.

**Additional Enduring Understandings**

- Migration is moving from one place to another.
- People migrate for many reasons: job opportunity, escaping, family, health, acts of nature.

**Essential Questions:**

- What challenges do people face when settling in a new land?
- What factors might people think about before deciding to start new lives?
- What factors might people think about before deciding to start a journey?

# Strategic Priority 2: Recruitment and Retention of Diversity

TUSD will actively recruit, hire, train and work to retain teachers, administrators and staff who reflect its student population.

Year 2 Goal: Identify higher level institutions with high ethnic diversity and target and begin recruitment.

**Sites with certificated staff less than 5% ethnic diversity Reported SY14-15**

- **Collier\***                      **100% white**

**Sites with certificated staff less than 5% ethnic diversity as of 1/29/16**

- **Collier\***                      **100% white**

**When positions become open at this site, the district is committed to do targeted recruitment for diversity.**

\*Collier does have an African American Principal and has not experienced vacancies this year.

# Additional Information

- Identify higher level institutions with high ethnic diversity and target and begin recruitment.
- Recruit at 4 HACU member institutions and 4 HBCU institutions.
- Identify at least ten minority certified staff members interested in administration positions and recommend them to the Leadership Prep Academy.

HBCU	HACU
Huston-Tillotson University	Cal State Long Beach
Tuskegee University	New Mexico State University
Prarie View University	University of Nevada at Las Vegas
Fisk University	University of New Mexico

Ethnicity	Number of Participants
African American	3
Anglo	8
Hispanic	14
Total Participants	25

# Strategic Priority 3: World Language Options

TUSD will increase and support its foreign language options for all students.

Year 2 Goal: Pilot elementary schools will establish an after-school foreign language program that follows their feeder patterns.



# World Language Feeders

Spanish – 1) Existing TWDL schools → Pueblo HS

2) Roberts/Naylor K-8 → Rincon HS

Arabic – 1) Safford K-8 → Cholla HS (existing IB)

Maxwell K-8 

2) Wright ES → Doolen MS → Catalina HS

Korean – 1) Fruchthendler K-5 → Sabino HS

(TKAP) Secrist MS 

(TKAP) Magee MS 

Chinese – Soleng Tom ES → Gridley MS → Sahuaro HS

# World Language Feeders

## Year to Date Actions

- Aligned job posting by language group with existing job descriptions
- Both certified and classified positions written, submitted, and posted
- Created interview questions and interview committee identified
- Interviews scheduled and conducted for Spanish & Chinese Mandarin
- Discussed implementation plan with all principals of selected schools
- Modified from an afterschool program to a push in model throughout the day

### Languages and locations:

- ✓ Fruchthendler (Korean) – operating at optimal capacity & began 8/4/15
- ✓ Roberts Naylor (Spanish) – instructor hired & began 12/14/15
- ✓ Soleng Tom (Chinese Mandarin) – instructor hired & began 1/4/16
- ✓ Wright & Morgan Maxwell (Arabic) – still in process

# Strategic Priority 4: Advanced Learning Opportunities

TUSD will ensure equitable access to advanced learning opportunities (e.g. Honors, Dual Language, AP, IB, GATE, & College Prep programs) for all students.

Year 2 Goal: Establish entry pathway expectations into the Advanced Learning Experiences.

# Entry Pathway into ALE

- We are working hard on entry pathways to ALEs:
  - District Wide GATE Testing at 1<sup>st</sup> and 5<sup>th</sup> Grade is complete
  - Area Wide UHS Testing in 7<sup>th</sup> Grade is happening
  - AP potential Report Training will be on March 9th
  - 10 sites are signed up for AVID training
  - AP Tutoring, Test Prep, Mentoring, and Bootcamp are in the works!

# AVID Summer Training

## AVID Summer Institute

Denver, CO, July 6-8, 2016

- Booth Fickett Math/Science Magnet School
- Pistor Middle School
- Secrist Middle School
- Valencia Middle School
- Catalina High School
- Cholla High Magnet School
- Pueblo Magnet High School

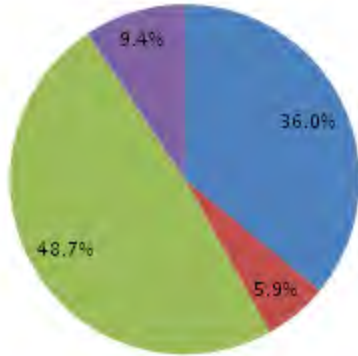
## AVID Path to Schoolwide

Gilbert, AZ, June 1-2, 2016

- Doolen Middle School
- Utterback Middle Magnet School of the Arts
- Palo Verde High Magnet School

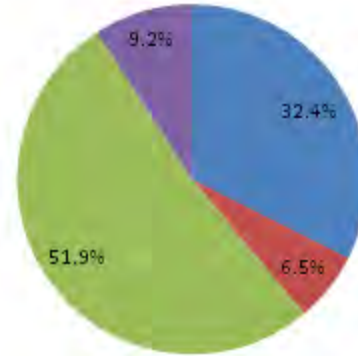
# Enrollment in TUSD Pre-AP Honors Classes by Ethnicity and Year

1213



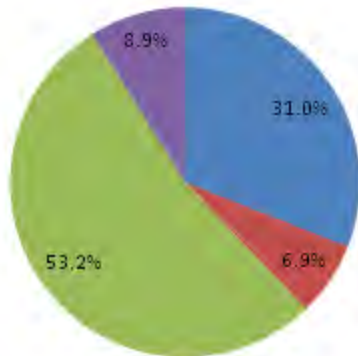
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- AA 284
- H 2330
- O 448

1314



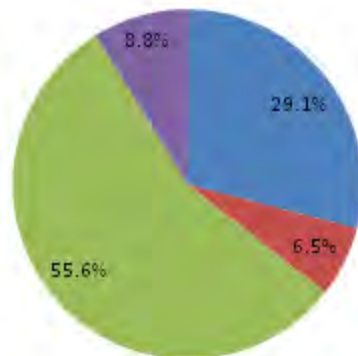
- W 1563
- AA 313
- H 2500
- O 441

1415



- W 1534
- AA 342
- H 2633
- O 441

1516



- W 1591
- AA 358
- H 3041
- O 483

# Strategic Priority 5: Community Engagement

Strengthen and increase its community engagement (e.g. families, businesses, nonprofits, higher education, and faith-based organizations) 5 year vision: A system where children and families have what they need to be successful.

Year 2 Goal: Establish and maintain four Family Engagement Centers

# TUCSON UNIFIED SCHOOL DISTRICT



**Palo Verde  
Family Resource Center**

Join us for a

## Grand Opening

celebrating

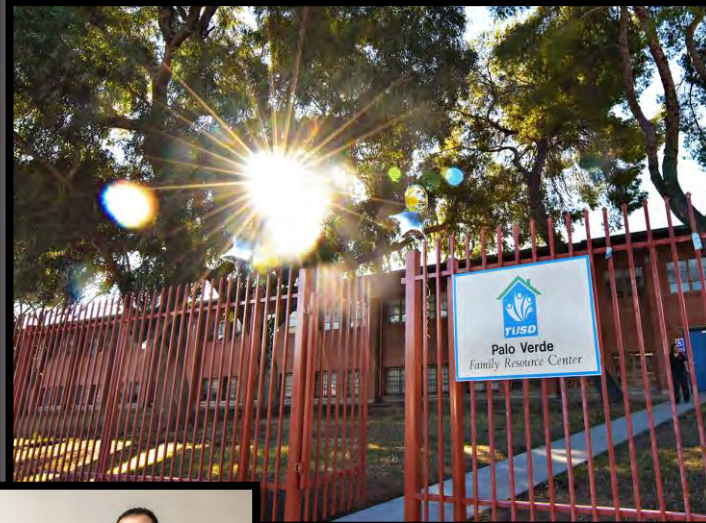
Tucson Unified School District's  
Palo Verde Family Resource Center

Thursday, January 21 • 10 a.m. until 11:30 a.m.

1302 S. Avenida Vega  
Tucson, Arizona 85710

Please R.S.V.P. by January 11, 2016  
(520) 232-7058 or [anna.read@tusd1.org](mailto:anna.read@tusd1.org)

*Breakfast treats and coffee will be served.*



# Palo Verde Family Resource Center Opened its Doors on January 21, 2016 and Classes Have Begun

**Palo Verde Family Resource Center**  
February 2016 Classes and Workshops  
Located at 1302 S Avenida Vega 85710  
Questions call 584-7455

Mon	Tue	Wed	Thu	Fri
1 AAS: Math Mondays - Middle & High School Math Help 8:00-7:30 PM, Classroom B	2 AAS: Math Leadership Development 8:15-9:15 AM, Classroom A *No Inflation Only	3 Title 9 - Seminar 1 8:30-11:30 AM, Classroom A <b>STAFF MEETING - CENTER CLOSING AT 8:30 PM</b>	4 Open Computer Lab Food Pantry Services Clothing Bank Services Resources & Referrals	5 Open Computer Lab Food Pantry Services Clothing Bank Services Resources & Referrals
8 Am You 360: "You Leaders" 9:00-10:15 AM, Classroom A *No Inflation Only	9 AAS: Math Leadership Development 8:15-9:15 AM, Classroom A *No Inflation Only	10 Title 9 - Seminar 2 8:30-11:30 AM, Classroom A	11 Open Computer Lab Food Pantry Services Clothing Bank Services Resources & Referrals	12 M Vida-Certifying Ahead Classroom 8:58 AM - 12:50 PM, Classroom A
15 AAS: Math Mondays - Middle & High School Math Help 8:00-7:30 PM, Classroom B	16 AAS: Math Leadership Development 8:15-9:15 AM, Classroom A *No Inflation Only	17 Title 9 - Seminar 3 8:30-11:30 AM, Classroom A	18 Open Computer Lab Food Pantry Services Clothing Bank Services Resources & Referrals	19 M Vida-Certifying Ahead Knee 1 of 10 10:28 AM-12:28 PM, Classroom A *Two & line subject to change
22 1 Am You 360: "You Leaders" 9:00-10:15 AM, Classroom A *No Inflation Only	23 AAS: Math Leadership Development 8:15-9:15 AM, Classroom A *No Inflation Only	24 Title 9 - Seminar 4 8:30-11:30 AM, Classroom A	25 Center Closed Rodrigo Break	26 Center Closed Rodrigo Break <b>STAFF MEETING - CENTER CLOSING AT 12:30 PM</b>
29 Am You 360: Dependency 8:00-4:00 PM, Classroom B	30 Am You 360: Dependency 8:00-4:00 PM, Classroom B	31 Am You 360: Dependency 8:00-4:00 PM, Classroom B		

21 Am You 360: Live the Skin You're In  
9:00-10:00 AM, Classroom B  
\*No Inflation Only

22 Am You 360: Live the Skin You're In  
9:00-10:00 AM, Classroom B  
\*No Inflation Only

23 Am You 360: Live the Skin You're In  
9:00-10:00 AM, Classroom B  
\*No Inflation Only

24 Am You 360: Live the Skin You're In  
9:00-10:00 AM, Classroom B  
\*No Inflation Only

25 Am You 360: Live the Skin You're In  
9:00-10:00 AM, Classroom B  
\*No Inflation Only

26 Am You 360: Live the Skin You're In  
9:00-10:00 AM, Classroom B  
\*No Inflation Only

27 Am You 360: Live the Skin You're In  
9:00-10:00 AM, Classroom B  
\*No Inflation Only

28 Am You 360: Live the Skin You're In  
9:00-10:00 AM, Classroom B  
\*No Inflation Only

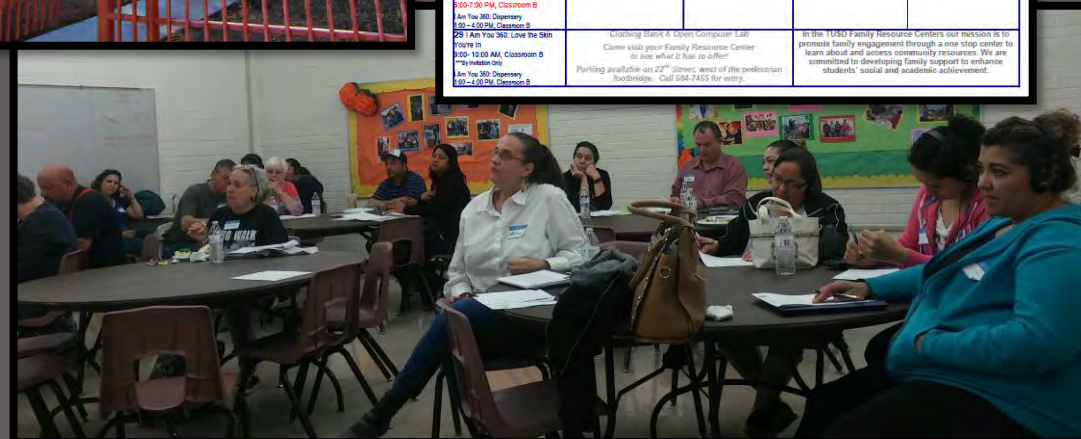
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9:00-10:00 AM, Classroom B  
\*No Inflation Only

31 Am You 360: Live the Skin You're In  
9:00-10:00 AM, Classroom B  
\*No Inflation Only

Living Well & Open Computer Lab  
Come visit your Family Resource Center  
It's just what it has to offer!  
Parking available on 22<sup>nd</sup> Street, west of the pedestrian  
Boardwalk. Call 584-7455 for entry.

In the TUSD Family Resource Centers our mission is to promote family engagement through a one stop center to learn about and access community resources. We are committed to developing family support to enhance students' social and academic achievement.





# Adult English Language Acquisition Classes are a Huge Success at Wakefield



More than 70 students are participating in 3 classes at 2 proficiency levels.

**Catalina and Southwest  
Family Resource Centers  
are projected to open by May 31, 2016.**



**TUCSON UNIFIED**  
SCHOOL DISTRICT

Approximately 50 updated surveys have been completed by parents, in both English and Spanish, and collected by staff attending events at a various venues. We will continue to collect the survey to guide offerings at the Family Resource Centers.

- Food pantry
- Volunteers
- Clothing bank
- Hygiene dispensary
- Community Partners
- Knowledgeable staff
- Evening Classes
- Computer lab
- Health Fair
- Childcare

- ✓ Available to students and families
- ✓ No referral required



**TUCSON UNIFIED**  
SCHOOL DISTRICT

**Tucson Unified**  
S.T.E.A.M. Schools  
Choice  
Award-Winning  
Diversity  
S.T.E.M.  
Achieve  
Family  
Inspire  
Kids  
Early Childhood  
Heritage  
Educate  
Technology  
Career Readiness  
Responsibility  
Caring  
Communication  
Graduate  
College  
Middle  
Elementary  
K-8  
High  
Magnet  
Choice

