

**STRATEGIC PLAN YEAR-1 GOALS DIVERSITY  
QUARTERLY UPDATE**  
February 24, 2015

***TUSD***

# Strategic Plan: Diversity Year-1 Goals

- Priority 1: Reflective Curriculum
- Priority 2: Recruitment and Retention
- Priority 3: World Language Options
- Priority 4: Advanced Learning Opportunities
- Priority 5: Community Engagement

## **Strategic Priority 2: Recruitment & Retention**

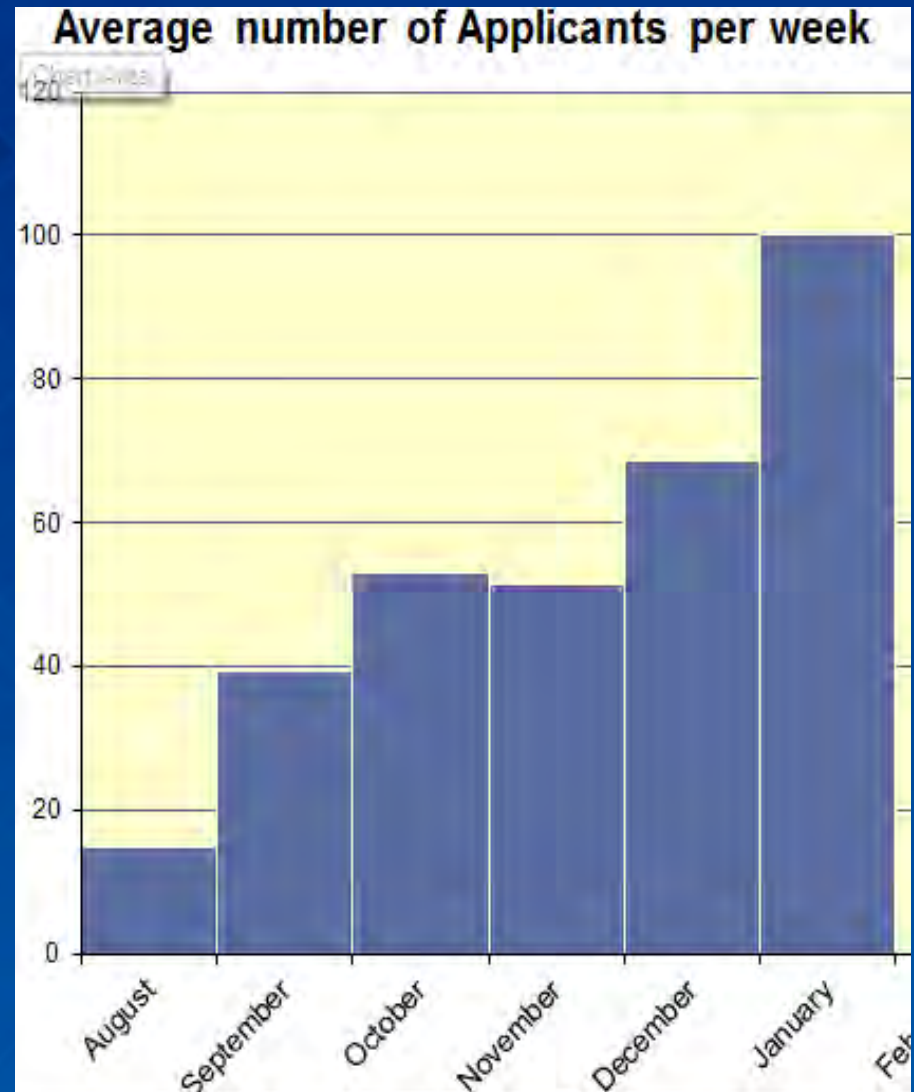
TUSD will actively recruit, hire, train and work to retain teachers, administrators and staff who reflect its student population.

# Year 1 Goal

Gather and analyze current staff data by level

# AppliTrack Numbers

- 454 jobs on AppliTrack
- 1,473 applicants in the system



# LinkedIn-Outreach to employees

- Social Media outreach to connect to our employees
- Gathered over 350 new followers since November

**Followers**

Total 2,176

**Follower demographics**

Seniority	Percentage
Entry	59.5%
Senior	1.2%
Director	1.2%
Manager	4.6%
Unpaid	1.0%

**Tucson Unified School District (TUSD1.org)** Join us for our 2015-16 teacher hiring fair, Featuring Utterback, Cavat, Mission View, Lawrence, Catalina and Johnson Schools. <http://www.tusd1.org/jobs>

**TUSD TEACHER FAIR**

Saturday February 7  
10 a.m. till 1 p.m.  
Lafayette High School - (Central)  
2015 El Estero Street, Tucson, AZ 85711

**NOW RECRUITING TEACHERS**  
We are currently seeking qualified and passionate individuals to join our team. We are looking for individuals who are committed to providing a high quality and culturally relevant education for all students.

[www.tusd1.org/jobs](http://www.tusd1.org/jobs)  
is available at any time.

**Organic**  
Targeted to: All Followers  
413 impressions 5 clicks 0 interactions

**Tucson Unified School District (TUSD1.org)** TUSD congratulates Marnie Robles of Cavett Elementary School

**Outreach to kids, parents make Robles a Rodel winner**  
tucson.com · Cavett Elementary School teacher's lessons extend beyond the classroom.

**Organic**  
Targeted to: All Followers  
560 impressions 3 clicks 3 interactions 1.07% engagement

**Sponsor update**

Like (2) · Comment (1) · Pin to top · 2 months ago

**Victor Bowleg**

LinkedIn Member Marnie Robles was my son's kindergarten teacher! He just loved her! He still does. He is in 2nd grade and compares all his teachers to Mrs. Robles. He misses her very much and so do I She is completely deserving of such a recognition! 2 months ago

**Tucson Unified School District (TUSD1.org)** Looking for passion, purpose and fulfillment in a career that you love... Consider teaching culturally relevant courses at TUSD.

**Employment**  
tusd1.org · TUSD teachers, you can help us build a strong teacher base for our students AND earn a \$2500 hard-to-staff signing stipend (with the remaining stipend paid up to a total of \$7500 over the course of four years) PLUS up to \$5000 tuition.

**Organic**  
Targeted to: All Followers  
563 impressions 4 clicks 3 interactions 1.24% engagement

## **Strategic Priority 3: World Language Options**

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

# Year 1 Goal

School feeder patterns will be established and documented at the District Level, indicating language options K-12 for pilot schools.



# World Language Feeders

## Identifying Data Points

- Identified traditional and existing feeder patterns
- Language offerings per site (current / past)
- **Primary Home Language Other Than English (PHLOTE)** populations
- Current District initiatives (Two-Way Dual Language, IB)
- Key economic and critical languages
- Current Initiatives / Resources
  - Asia Society (Chinese Mandarin)
  - Qatar Grant (Arabic)
  - TKAP (Korean Culture)
  - KECLA Grant (Korean)
  - NCLP (Arabic/Chinese)

# 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 – Fruchthendler K-6 → Sabino HS

Secrist MS 

Chinese – Soleng Tom ES → Gridley MS → Sahuaro HS

## **Strategic Priority 4:**

### **Advanced Learning Experiences**

TUSD will ensure equitable access to advanced learning opportunities (e.g. honors, AP, IB, GATE, and college prep programs) for all students.

## **Year 1 Goal**

Educate stakeholders about the current  
Advanced Learning Experiences/accelerated  
course offerings

# New ALE Support Systems 2014-15 SY

1. AP tutoring (9 comprehensive high schools)
  - 2AP teachers at 9 comprehensive high schools (math, ELA, SS)
  - One-hour support classes 2x/week
2. AP Test-Prep Class (10 high schools)
  - Each AP teacher will offer four-hour test-prep class prior to AP end-of-year exams
  - Strong encouragement for students to take AP exam\*
3. UA Think Tank – SAT Prep Class\*
  - 6 ½ day Saturdays – two sessions in Fall of 2014
  - Normally \$300; scholarship price of \$100 for 8 low-income students
  - ALE budget for additional scholarships
4. AP/GATE teacher mentor for African American and Hispanic students
  - self-contained middle schools and ten high schools
  - Support enrolled students and their families in order to promote successful completion of ALE

# Advanced Academics Curriculum Support Programs

	AP Teacher Tutors	AP/GATE* Mentors	UA Think Tank ACT/SAT Test Prep	AP Test Prep	AP Summer Boot Camp
<b>SCHOOLS</b>	9 comprehensive HS	9 comprehensive HS 2 middle schools	Offered to students at all highs	All HS	4 high schools
<b>TEACHERS MENTORS</b>	16 teachers	11 mentors	UA program	Every AP teacher	12 teachers
<b>SUBJECTS</b>	8 math teachers 7 ELA teachers 1 history teacher	5 African American 5 Hispanic 1 White	SAT Prep ACT Prep	All AP subjects	ELA and/or SS Math and/or Science Student Skills
<b>STUDENTS</b>	Semester 1: 728 students served	Began second semester; data not yet collected	29 full scholarships \$200 T USD \$100 UA	All AP Students	120-180 students
<b>SERVICE</b>	2x/week	2x/week	7 Saturday classes	1-2 Saturdays	11 days

## **Strategic Priority 5:**

### **Community Engagement**

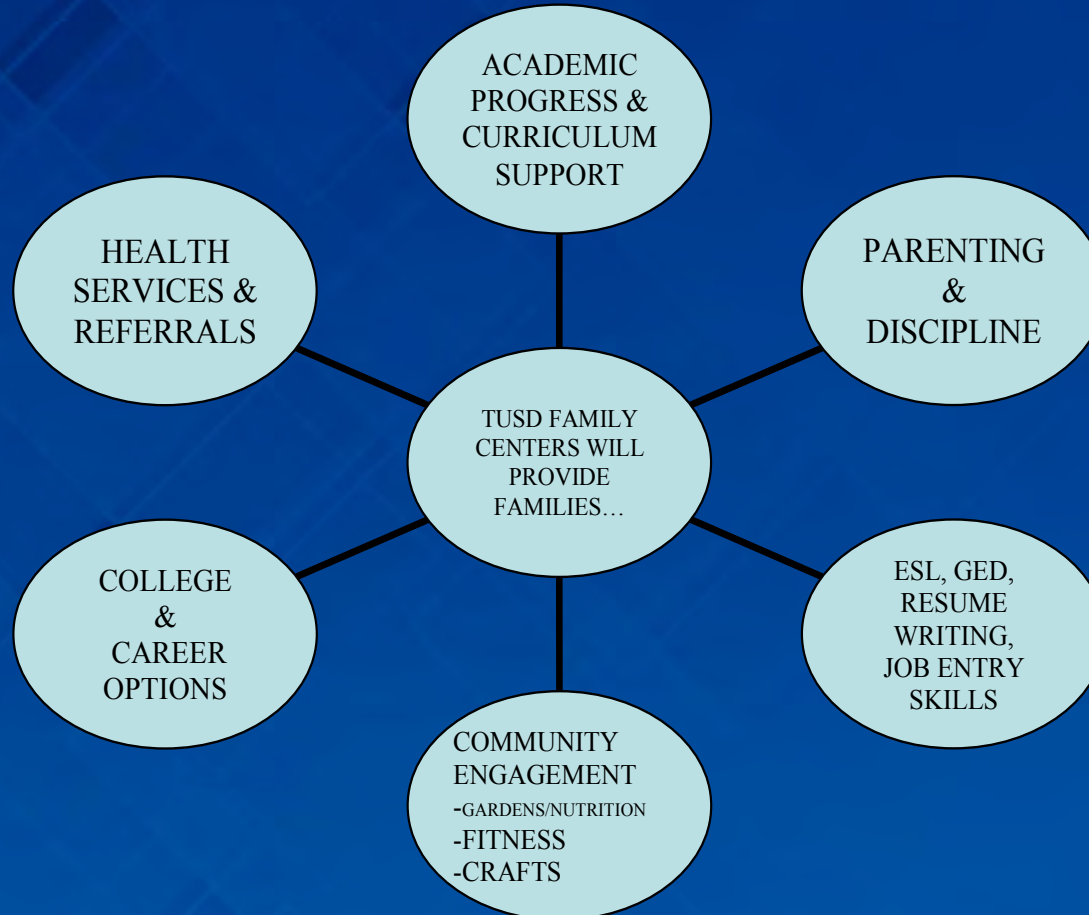
TUSD will strengthen and increase its community engagement (e.g. families, businesses, nonprofits, higher education, and faith-based organizations)

# Year 1 Goal

Create and maintain community partnerships that enhance the well being of students and families.



# Family and Community Engagement Services



# TUSD Family & Community Engagement Centers Marketing Plan for Palo Verde & Wakefield

Reach out to African American, Mexican American, Struggling, Disengaged, and At-Risk Students and their Families via:

- ✓ ParentLink & Email
- ✓ Social Media
  - Facebook
  - Twitter
- ✓ Department Staff
- ✓ Superintendent's Weekly Team Member Update
- ✓ District Leadership Communiques
- ✓ Banners, signage, boards
- ✓ TUSD Intranet