

Pinal County Schools' Comprehensive Plan

Purpose:

To develop and initiate a plan to improve student achievement and provide support for educators of Pinal County

Goal I: Provide a support system to assist teachers, administrators, and all school staff to improve student achievement

Objective A: Develop a plan for professional development opportunities in alignment with county and school district goals to County Educator by:

1. Conducting an annual survey which will determine county needs for services and professional development
2. Gathering and analyzing data from additional sources (Terra Nova, AIMS DPA, Arizona Learns label, etc.) to support the needs survey
3. Developing a 2-year professional development plan which will be reviewed and revised as indicated by annual survey results and other data.

Objective B: Provide ongoing professional development and appropriate support for sustainability by:

1. Providing professional development directed toward meeting national and state standards and improving student achievement
2. Providing professional development designed to meet the standards for staff development set forth by the National Staff Development Council
3. Utilizing the resources of PDLA to provide staff development models which promote implementation of best practices
4. Offering ongoing opportunities to increase understanding and to improve the level of implementation of acquired professional skills
5. Provide training and continued support through coaching and mentoring models

Objective C: Offer other opportunities by:

1. Developing a list of effective research-based educational programs
2. Providing schools with names of quality presenters and their respective areas of expertise; the list will be updated annually

3. Utilizing a train-the-trainer model to effectively increase the number of available trainers
4. Researching and subsequently providing a menu of available university and college programs that address districts' needs and goals for professional development
5. Providing information and programming that will assist county teachers in meeting certification requirements

Objective D: Develop a professional development delivery system that is efficient and convenient by:

1. Delivering services to better meet the needs of administrators and teachers, taking into consideration time, distance traveled, and cost of training
2. Holding professional development activities at various locations throughout the county and ITV centers
3. Disseminating information in an effective manner, i.e.,
 - Advertising professional development offerings on the Pinal County Schools web page
 - Sending a monthly newsletter via email
 - Developing and distributing a Pinal County catalogue and/or brochures of professional development opportunities

**Goal II: Develop and maintain an active program management plan to sustain
The County Consortium Model**

**Objective A: The Pinal County School Office will maintain the Pinal
County Curriculum Committee to serve as a collaborative,
advisory group to identify and to provide services that are
aligned with the group's common needs and goals by:**

1. Serving as management for consortium projects when appropriate
2. Assisting in program development and implementation
3. Acting as a conduit to facilitate partnerships with county districts which allow smaller districts to participate in a wider range of activities, to receive additional professional development, and to gain support in recruiting efforts

**Objective B: Enhance county districts' abilities to seek additional
resources by pursuing private and public funding sources
by:**

1. Serving as the fiscal agent for large grant funds, seeking IGA opportunities when appropriate
2. Providing consortium assistance and district cooperation in pursuing funding and services

3. Creating a position that would provide program management and grant writing responsibility for consortium schools at the county level
4. Developing mutually-beneficial, strategic partnerships between the counties, LEA's, local businesses, educational institutions, appropriate non-profit organizations within Pinal County, and others
5. Creating a central database of information for district level Superintendents and Pinal County School Office

Objective C: Create a system to keep districts apprised of current State and National policy or funding changes by:

1. Providing state and national educational policy updates
2. Coordinating lobbying efforts
3. Maintaining open communication with the ADE and USDE as a representative of all county consortia schools
4. Reviewing scientifically-based research of instructional programs and best practices

Goal III: Increase the ability to recruit and retain quality administrators and teachers within Pinal County

Objective A: Pinal County School Office will assist districts in teacher recruitment efforts by:

1. Instituting a uniform, online application procedure
2. Encouraging high school graduates to consider teaching as a career
3. Alerting prospective teachers to tuition assistance grants and programs
4. Facilitating district cooperation in the sharing of potential candidate information
5. Distributing Pinal County Recruitment Brochure and Web Site to all state universities with teacher preparation programs

Objective B: Pinal County School Office will assist districts in administrator recruitment efforts by:

1. Instituting a uniform, online application procedure
2. Encouraging county teachers to consider administration as a career
3. Alerting teachers to tuition assistance grants and programs
4. Facilitating districts cooperation in the sharing of potential administrator candidate information
5. Distributing Pinal County Recruitment Brochure and Web Site to all state universities with teacher preparation programs