

Aztec Municipal School District

Strategic Plan 2025 to 2028

(Refined Implementation of Strategic Goals, Guardrails, and Progress Measures)

Vision Statement

Inspired by purpose, safe in community, and fulfilled through learning.

Mission Statement

Our mission is to prepare students to succeed in an ever-changing world by providing a learning environment that is purposeful, safe, and fulfilled. We support all AMSD partners in accomplishing this mission. We recognize that this is a shared responsibility of the school district, families, and community.

Aztec Municipal School District

Core Values

- **We are Aztec- Pride:** *We are ambassadors of our schools and district. We commit to take pride in the work we do. We share our pride by promoting an Inspired, Safe, and Fulfilled environment through positive communication and vision reinforcement. We proudly wear our school and district attire as it symbolizes our shared identity and commitment.*
- **We are Kind Communicators- Attentive:** *We commit to communicate candidly, speak with kindness, listen fully, presume positive intentions, and earn trust. We share information openly, broadly, and intentionally. We use positive and uplifting language such as: "I'm happy to...", "I support you...", "It is my pleasure...", "I hear you...", "Your input is valuable...", and "We want to assist..."*
- **We are Highly Relational- Respectful:** *We commit to build healthy relationships. We strive to know each individual by name, face, strengths, interests, and values. We treat others with courtesy, respect, and dignity and view every interaction as an investment in improving relationships. We recognize that maintaining healthy relationships is the foundation for enriching all our lives.*
- **We are a Dedicated Team- Teamwork:** *We are all part of one team. We commit to hearing and valuing everyone's voice. We are dedicated to individual and organizational health. We fully support one another as we foster a culture of team building and celebration.*
- **We are Community- Networking:** *We recognize that educational organizations and their communities exist in a cooperative relationship. By working collaboratively, we will ensure every unique stakeholder will feel essential to the educational community. Diversity is our strength. This relationship will enable the educational process to be elevated.*
- **We are Empowered- Equipped:** *As AMSD Team members, we recognize that every individual has unique skills and strengths to bring to our shared problem-solving efforts. We commit to providing input and ideas in order to initiate positive change. We operate with open, solution-oriented minds, committed to turning relevant ideas into purposeful actions. While we might disagree, we fully commit to our shared problem-solving efforts.*
- **We are Innovators- Risk-Taking:** *We support the development and continuous improvement of all staff and students. We commit to recognize and acknowledge when colleagues do great work. We encourage risk-taking, breaking down barriers, and the implementation of new ideas. We are trusted to try new methodologies and instructional practices. We turn failed situations into learning experiences and accept the obligation to correct them. We promise to make learning personal. We are Different. By design.*
- **We are Here to Serve- Service:** *As educators, we serve the next generation. We commit to be pleasant, show empathy, and greet each person with warmth. We listen and ask questions to seek clarity when a colleague, parent, or student expresses a need. We take ownership and accept responsibility for making sure needs are met, the problem is addressed, and solutions are offered. We rely on and encourage one another by holding ourselves accountable for our values and commitments.*

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District Goals

Goal 1: Literacy Excellence

Outcome: By June 2027, the percentage of students meeting or exceeding grade-level literacy will not drop below the previous years EOY data.

Measures:

- iMSSA Reading
- iMSSA Language Usage
- STAR Reading
- Early literacy indicators
- State assessment proficiency and growth

Rationale:

Literacy is foundational to success in every content area. Current data show growth across many grade levels, but proficiency rates remain below desired levels, warranting focused attention and accountability.

Goal 2: Mathematics and Science Excellence

Outcome: By June 2027, the percentage of students meeting or exceeding grade-level mathematics will not drop below the previous years EOY data.

Measures:

- iMSSA Mathematics
- STAR Mathematics
- State mathematics and science assessments
- Course completion rates

Rationale:

District mathematics data show growth but remain the area of greatest need. Separating math and science creates visibility and accountability for improving STEM outcomes.

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Goal 3: College, Career, and Life Readiness

Outcome: By June 2027, the district will increase the four-year cohort graduation rate by at least 2 percentage points while reducing achievement gaps among student groups.

Measures:

- Graduation rates
- PSAT/SAT performance
- College and career readiness indicators
- Career pathway completion
- Postsecondary enrollment or credential attainment

Rationale:

Graduation rates, college readiness, and career preparation represent the ultimate outcomes of the K-12 system and deserve focused monitoring by the Board.

District Guardrails:

Guardrail 1: High-Quality Workforce

The Superintendent shall not allow district staffing, professional learning, evaluation systems, or workplace culture to fall below standards necessary to recruit, develop, retain, and support highly effective employees.

Evidence:

- Increased Staff retention rates
- Decreased Vacancy rates
- Completed Evaluation ratings
- Professional development completion
- Employee climate data completion

Rationale:

The workforce is a critical condition that enables student outcomes but is not itself a student outcome.

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Guardrail 2: Safe, Healthy, and Supportive Learning Environments

The Superintendent shall not allow conditions that compromise the physical safety, emotional well-being, health, or dignity of students and employees.

Evidence:

- Safety audits
- Emergency drill compliance
- Attendance
- Behavioral data
- Wellness participation
- Capturing Kids' Hearts implementation
- Facilities Master Plan progress

Rationale:

Safety and wellness are foundational conditions for learning and should establish the operational boundaries within which student outcomes are achieved.