



# Superintendent Board Report

Date: March 26, 2026

Report By: Lauren Laws

## Strategic Plan Update

### Goal #1- Academic Excellence

#### **Strategic Goal:Strategic Goal:**

When looking at the following goal, we are working to break it down as it is too broad to operationalize it.

- 100% of students will demonstrate one year of growth and/or meet/exceed grade level expectations in Early Literacy, Language Arts, Math, Science, and Graduation Rates.
- 100% of teachers will teach grade-level standards using district-adopted curriculum with fidelity.

We are working to break this down into three components:

1. Grade-level standards (rigor)
2. District-adopted curriculum (alignment)
3. Fidelity of implementation (consistency + quality)

**Action Plan:****Step 1: Define and Calibrate**

- a. Develop or refine our fidelity look-for tool, we utilize our classroom walkthrough sheet. At this time it's a simple yes or no, which isn't actually giving us the information we need to better understand what is truly being taught in classrooms.
- b. Train administrators and instructional coaches on consistency when utilizing this tool.

**Step 2: Monitor Instruction Through Walkthrough Tool**

- a. Conduct regular walkthroughs focused on:
  - i. Standards alignment (Are the tasks at grade-level?)
  - ii. Curriculum usage (Are the materials being utilized as they are designed and intended to be used?)
  - iii. Instructional rigor (Are the students doing the thinking?)

**Step 3: Strengthen Tier 1 Instruction**

- a. Ensure Tier 1 instruction:
  - i. Is standards-aligned
  - ii. HQIM
  - iii. Uses curriculum consistently
- b. Identify and address:
  - i. Utilizing below grade level materials
  - ii. Skipping curriculum components
  - iii. Pacing
- c. Provide model lessons/examples
  - i. Leverage master teachers to model
  - ii. Utilize instructional coaching staff

**Step 4: Align Professional Development to Gaps**

- a. Use walkthrough data to identify gaps

**Step 5: Observation and Feedback Cycle**

- a. Implement Observation Cycle
  - i. Observe → Provide Feedback → Model (as needed) → Reobserve

**Action Plan Strategies:****Step 1: Define and Calibrate Fidelity Expectations**

- Revise the current classroom walkthrough tool to move beyond a yes/no format and include specific indicators aligned to grade-level standards, curriculum implementation, and instructional rigor.
- Clearly define non-negotiables for curriculum fidelity, including required components, instructional practices, and expectations for grade-level alignment.
- Conduct calibration sessions with administrators and instructional coaches to ensure consistent interpretation and scoring of walkthrough data across all sites.
- Establish clear guidance on what fidelity looks like in practice, including examples and non-examples.

**Step 2: Monitor Instruction Through Walkthrough System**

- Conduct regular, systematic classroom walkthroughs across all sites using the revised tool.
  - We are looking into changing the form we use from TalentEd to Bullseye, or a tool within Synergy

- Collect and analyze walkthrough data focused on:
  - Standards Alignment: Tasks and instruction reflect grade-level expectations.
  - Curriculum Usage: District-adopted curriculum is implemented as designed.
  - Instructional Rigor: Students are actively engaged in thinking, problem-solving, and discourse.
- Aggregate data at the school and district level to identify trends, strengths, and areas for improvement.
- Use walkthrough data to provide timely feedback to site leadership and instructional teams.

### Step 3: Strengthen Tier 1 Instruction

- Ensure all Tier 1 instruction is:
  - Aligned to grade-level standards
  - Grounded in high-quality instructional materials (HQIM)
  - Delivered with consistency and fidelity across classrooms
- Identify and address instructional practices that limit access to grade-level content, including:
  - Use of below grade-level materials
  - Omission of key curriculum components
  - Inconsistent pacing
- Provide model lessons and exemplars that demonstrate strong Tier 1 instruction aligned to district expectations.
- Leverage master teachers and instructional coaches to model effective practices and support implementation.
- Utilize instructional coaching staff to provide targeted, ongoing support to teachers based on identified needs.

### Step 4: Align Professional Development to Identified Gaps

- Analyze walkthrough data to identify district-wide and site-specific instructional gaps related to curriculum fidelity and rigor.
- Design and deliver professional development that is:
  - Directly aligned to identified needs
  - Focused on curriculum internalization, lesson delivery, and maintaining grade-level rigor
- Differentiate professional learning opportunities to meet the needs of teachers at varying levels of experience and effectiveness.
- Monitor the alignment between identified gaps and professional development offerings to ensure responsiveness and relevance.

### Step 5: Implement Observation and Feedback Cycles

- Establish a consistent observation and feedback cycle across all sites:
  - Observe → Provide Feedback → Model (as needed) → Reobserve
- Ensure feedback is:
  - Timely
  - Specific
  - Aligned to curriculum fidelity and grade-level expectations
  - Utilize coaching tools from PD

- Utilize instructional coaches and site administrators to support implementation of feedback through:
  - Modeling
  - Co-teaching
  - Targeted coaching cycles
- Monitor progress through follow-up observations to ensure continuous improvement in instructional practice.

While these action steps are critical to improving instructional quality, the primary challenge is the inconsistency in our classroom walkthrough practices. Without a consistent presence in classrooms, we cannot effectively monitor implementation or ensure that these strategies are being executed with fidelity. Strengthening this system is a necessary first step to achieving the intended outcomes. (See data below)

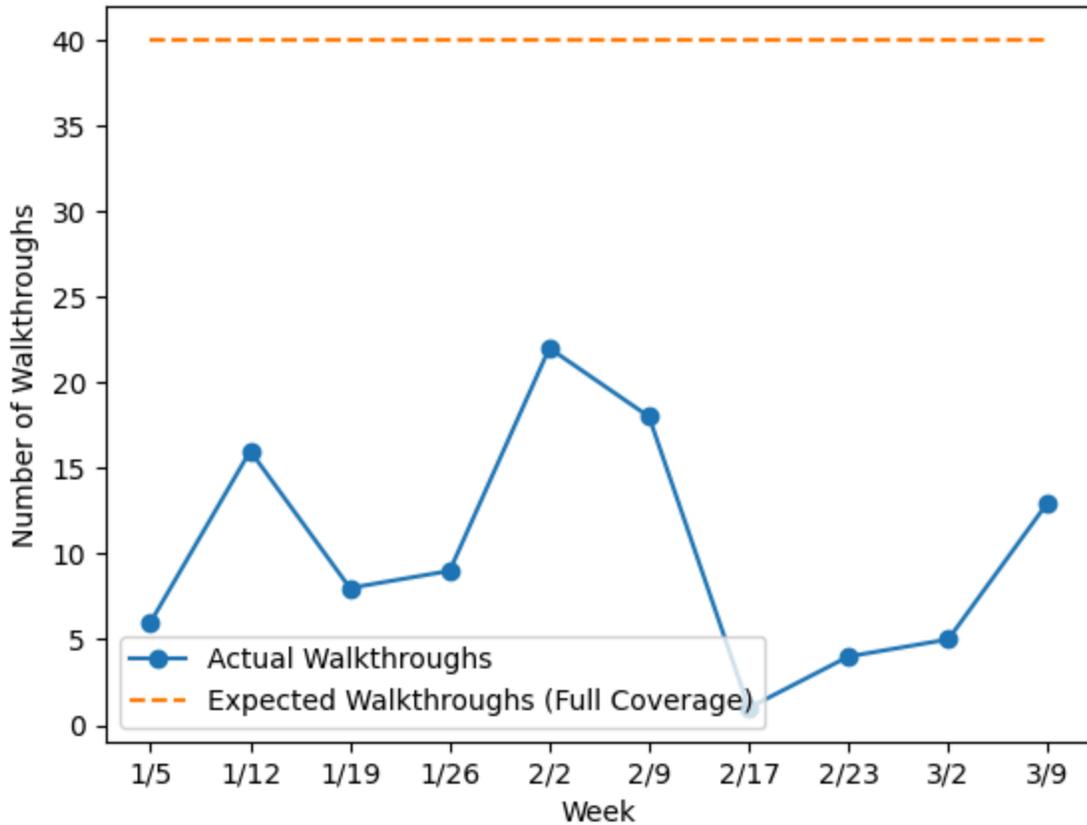
**Budget Description:**

We have recently begun exploring the implementation of a new classroom walkthrough tool and are currently assessing potential costs.

- Preliminary estimates suggest that Bullseye would range from approximately \$15,000 to \$25,000 annually.
- As we transition to Synergy as our district’s primary system, we also need to evaluate the tools it offers for classroom walkthroughs and determine whether these features are included or require an additional cost.

**Measure of Progress, Including Baseline Data (used for reporting):**

Walkthrough Completion vs Expectation (Jan-March 2026)



Walkthrough data from January through March continues to show a significant gap between expected and actual classroom observations. While there are occasional increases in walkthrough activity, the data demonstrates ongoing inconsistency and an overall level of implementation well below expectations. This limits our ability to monitor instruction, support teachers, and ensure fidelity to district priorities.

### Continuous Improvement and Next Steps

Walkthrough data from January through March indicates that the district is not consistently meeting expectations for classroom observations. While there are periods of increased activity, implementation remains inconsistent across sites, limiting our ability to effectively monitor instruction, support teachers, and ensure fidelity to district-adopted curriculum.

To address this, our focus moving forward will be on strengthening the systems and accountability structures that support consistent instructional monitoring.

### Next Steps:

- **Establish Clear Walkthrough Expectations**
  - Reinforce the expectation that all instructional staff are observed within a two-week cycle.
  - Define weekly walkthrough targets for each administrator to ensure consistent coverage.
- **Implement a Monitoring and Accountability System**
  - Develop a centralized tracking system to monitor walkthrough completion rates by site and administrator.

- Review walkthrough data regularly with site leaders to ensure expectations are being met.

- **Increase Leadership Support and Prioritization**

- Work with principals to prioritize instructional leadership, including time management and scheduling structures that protect time for classroom walkthroughs.
- Provide support and coaching for administrators to strengthen their capacity to conduct effective observations and provide actionable feedback.

- **Strengthen the Feedback and Coaching Loop**

- Ensure walkthroughs lead to timely, specific feedback for teachers.
- Align coaching support and professional development to trends identified through walkthrough data.

- **Monitor Impact and Adjust**

- Track improvement in walkthrough completion rates over time.
- Evaluate whether increased walkthrough consistency leads to stronger implementation of curriculum and instructional practices.

## Fundraisers Approved

In accordance with district procedures, the following fundraisers have been reviewed and approved since our last Board Meeting. These activities support school programs while ensuring compliance with district guidelines and student safety expectations.

Date Approved	Date of Fundraiser	Estimated Amount Projected	Requesting Organization	Description	Intended Use of Funds
3/2/26	3/5/26	\$3,000	AHS- Theatre	<p>Businesses will be asked along with individuals and offer advertisements during the spring performance. Advertisements will be projected before and after the event and in the program flyers given to audience members.</p> <p>APPLAUSE(\$30): includes 2 tickets to the show,            OVATION(\$60): includes 4 tickets to the show,            BRAVO(\$100): includes 6 tickets to the show,            ENCORE(\$130): includes 8 tickets to the show,            MUSE(\$270): includes 12 tickets to the show,            MASTER CLASS(\$500 or more): Includes 16 tickets to the show</p>	To cover cost of travel (hotel, meals, transportation, etc.) to and participation in the international thespian festival.
3/4/26	3/5/26	\$500	AHS- Cheer (Booster)	San Juan BBQ will donate a percentage (10%) of their sales on March 5 to AHS Cheer to help us with food costs for the State trip.	Purchasing food for state cheer.
3/4/26	Softball Games	\$3,500	League of Nations	League Of Nations will sell Frybread, Navajo Tacos, Frito Pie, Baked Goods, and hot dogs during the softball games on the following dates: 3/23/26, 3/31/26, 4/7/26, 4/13/26, 4/17/26	Intending to use profits for end of year trip that will include admission, transportation, meals, hotel, snacks; to buy grocery items as part of frybread sale and possibly serve teachers an appreciation meal.