

# HCUSD3 Pillars



## Hillsboro Community School District Scorecard Pillars

Student Success	Facility Responsibility	Financial Stewardship	People & Culture	Community Collaboration
<p>Ensure experiences, opportunities, and choice so every Hillsboro Community School District student is academically, socially, and emotionally successful and ready for career and/or college</p>	<p>Sustain safe learning environments of high quality to ensure all students have the best opportunities for success</p>	<p>Ensure district finance and operations are aligned directly to priorities that assure the success of all students</p>	<p>Provide a positive work culture that offers a high level of support and professional development, while fostering good relationships, interpersonal communication, and professional growth</p>	<p>Support student success through collaboration, communication and by partnering with families and the community to ensure students graduate with their peers, prepared for their chosen pathway</p>

# Priorities



Student Success	Facility Responsibility	Financial Stewardship	People & Culture	Community Collaboration
<p><b>Curriculum &amp; Instruction</b></p> <ul style="list-style-type: none"> <li>Ensure the curriculum is developmentally responsive, rigorous, and relevant to our student's experiences</li> </ul> <p><b>Differentiated Teaching &amp; Learning</b></p> <ul style="list-style-type: none"> <li>Increase high ability offerings</li> <li>Implement hands-on and engaging instruction</li> <li>Maintain access and ability to use current, relevant technology</li> </ul> <p><b>Social &amp; Emotional Development</b></p> <ul style="list-style-type: none"> <li>Develop Behavioral norms</li> <li>Cultivate a culture of Belongingness</li> <li>Provide access and grow identification for Mental Health needs</li> </ul>	<p><b>Quality Facilities</b></p> <ul style="list-style-type: none"> <li>Provide facilities that are secure, well-maintained with appropriate capacity</li> <li>Construct a high school campus that provides for student , staff, and community needs</li> <li>Maintain and advance technology infrastructure throughout the district</li> </ul>	<p><b>Financially Responsible</b></p> <ul style="list-style-type: none"> <li>Invest in district priorities balancing focus on student success with fiscal responsibility</li> <li>Communicate budget process, priorities, and timeline to all stakeholders.</li> <li>Maintain competitive employee compensation commensurate with similar size/demographic school districts for each classification</li> </ul>	<p><b>Recruitment &amp; Retention</b></p> <ul style="list-style-type: none"> <li>Recruit, develop, and retain high quality staff focused on District initiatives that reflects the diversity of our students</li> <li>Celebrate team and individual successes in meaningful ways, both formally and informally, as a district/school, by supervisors, and peer-to-peer</li> </ul> <p><b>Succession Planning</b></p> <ul style="list-style-type: none"> <li>Develop a plan for replacement of key leadership positions</li> </ul> <p><b>Communication</b></p> <ul style="list-style-type: none"> <li>Develop and implement a comprehensive, multi-faceted communication plan.</li> <li>Cultivate practices that promote productive, interpersonal communication with all stakeholders</li> </ul>	<p><b>Career Readiness</b></p> <ul style="list-style-type: none"> <li>Nourish existing community/county partnerships with our team and our students</li> <li>Create new community partnerships that provide experiential and career-related opportunities for students</li> </ul> <p><b>Parental Involvement</b></p> <ul style="list-style-type: none"> <li>Increase the degree of family involvement in student's educational experiences in all aspects of school life</li> </ul>

# Actions



# Student Success Actions

## **Curriculum & Instruction**

- Fully implement and validate mathematics instructional model at junior high and high schools
- Supplement science instruction with hands-on activities at the elementary and junior high schools
- Align strategies and expectations for K-12 literacy and writing instruction
- Analyze social studies standards to ensure instruction is relevant and responsive
- Professional development is based on data analysis and staff needs assessment
- Develop career/work force pathway programming and courses
- Develop individualized support for career/work force exploration and identification

## **Differentiated Teaching & Learning**

- Provide more challenging opportunities for advanced students
- Implement engaging classroom instruction that addresses multiple modes of learning and exploring through hands-on activities
- Access and use relevant technology to create engaging and effective learning experiences
- Utilize relevant technology in a supplemental role to support teaching and learning

## **Social & Emotional Development**

- Behavioral
  - Develop a proactive, consistent behavior plan outlining processes and procedures
- Belongingness
  - Cultivate a culture of belongingness by building relationships and providing opportunities for all students to feel valued
- Mental Health
  - Provide access and grow identification for mental health needs
  - Advance the implementation of programs focused on mental health needs

# Student Success Measures

## **Curriculum & Instruction**

- Annual Professional Development Survey & Independent Professional Development session feedback
- Professional Development audit
- Number of Career/Work Force Pathway options
- Career/Work Force Pathway Flowcharts
- Number of 10<sup>th</sup> grade students that have identified a career/work force pathway

## **Differentiated Teaching & Learning**

- State Assessments
- AIMS Web

## **Social & Emotional Development**

- Behavioral
  - Attendance and Behavior Data
- Belongingness
  - Student Engagement Survey
  - Student Focus Group Feedback
- Mental Health
  - Social Emotional Screener

# Facility Responsibility Actions

## Quality Facilities

- Provide facilities that are secure, well-maintained with appropriate capacity
  - Formalize a long-range facilities/maintenance plan
  - Create a video highlighting facility strengths and needs
- Construct a high school campus to provide for student, staff and community needs
  - Educate the community of the need for new facilities

## Technology Infrastructure

- Maintain and advance technology infrastructure throughout the district
  - Establish and maintain asset management by tracking device life and refresh cycles that are aligned with budget allocations
  - Fully implement a new comprehensive Inventory Management, Asset and Consumable control, and Trouble Ticket System

# Facility Responsibility Measures

## Quality Facilities

- Provide facilities that are secure, well-maintained with appropriate capacity
  - Completion of 10-year Health Life Safety Plan
  - Annual review of Facility plan with amendments as needed
  - Maintenance and Building & Grounds Committee meeting minutes
- Construct a high school campus to provide for student, staff and community needs
  - Passage of Community Referendum

## Technology Infrastructure

- Maintain and advance technology infrastructure throughout the district
  - 100% of non-emergency requests for service and repairs are managed, tracked and monitored through the system
  - All deployed technology equipment will be inventoried and deployed through the system
  - Data from tracked inventoried supplies and repairs used to inform asset management

# Financial Stewardship Actions

## Financially Responsible

- Invest in district priorities balancing focus on student success with fiscal responsibility
  - Site-based budget allocations to ensure that expenditures are aligned with identified priorities
- Communicate budget process, priorities, and timeline to all stakeholders
  - Educate internal and external stakeholders on funding
  - Maintain competitive employee compensation commensurate with similar size/demographic school districts for each classification in a systemic process
  - Maintain the development of a balanced budget

# Financial Stewardship Measures

## Financially Responsible

- Invest in district priorities balancing focus on student success with fiscal responsibility
  - Quarterly monitor the budget for program expenditure alignment
- Communicate budget process, priorities, and timeline to all stakeholders
  - Presentation of budget twice, *intentionally provide* monthly financial statements, present amended budget as needed
  - Participate in annual Bushue salary and benefits survey and report to help analyze and adjust compensation and/or benefits
  - Presentation of the budget and amendments as needed

# People & Culture Actions

## **Recruitment & Retention**

- Recruit, develop, and retain high quality staff focused on District initiatives and reflective of the diversity of our students
  - Continue looking for potential hires outside of the district
  - Partner with regional universities
  - Provide scholarships for participation in the TeacherReady program
  - Stay connected with students that graduate from our programs through a post-secondary survey
- Celebrate team and individual successes in meaningful ways, both formally and informally, as a district/school, by supervisors, and peer-to-peer
- Schedule conversations with individual employees focused on gathering feedback on the workplace environment
- Market Hillsboro by speaking at conferences, organizations, etc.

## **Succession Planning**

- Develop a plan for replacement for key leadership positions
  - Identify critical and vulnerable positions
  - Promote advanced educational experiences

## Communication

- Develop and implement a comprehensive, multi-faceted communication plan
- Cultivate practices that promote productive, interpersonal communication with all stakeholders
  - Develop district and school communication plans
  - Offer regular feedback to teachers through conversations and informal evaluations focused on continued growth and coaching
  - Share districtwide communication about decisions
  - Establish advisory groups/committees
  - Create staff newsletters in each building
  - Continue rounding and exit interviews

# People & Culture Measures

## Recruitment & Retention

- Recruit, develop, and retain high quality staff focused on District initiatives and reflective of the diversity of our students
  - Teacher Engagement Survey
  - Data compiled on open positions
  - number of qualified applicants
  - anticipated retirement list
  - track retention of employees
  - Stay interviews
  - Exit interviews
  - 30/90 Rounding interviews with new employees
  - Career Fair participation
  - Student Teacher Partnerships
  - Number of Hillsboro students participating in Dual Enrollment Teacher Prep courses
  - HS Counselor to develop survey
  - Educational Foundation scholarship recipients and alumni contacts
- Celebrate team and individual successes in meaningful ways, both formally and informally, as a district/school, by supervisors, and peer-to-peer
  - *Pre/Post Happiness Inventory*
- Schedule conversations with individual employees focused on gathering feedback on the workplace environment
  - Rounding exercise schedules

## **Succession Planning**

- Develop a plan for replacement for key leadership positions
  - Anticipated retirement list, data on number of people with leadership certification

## **Communication**

- Develop and implement a comprehensive, multi-faceted communication plan
  - Targeted Focus Group Feedback
- Cultivate practices that promote productive, interpersonal communication with all stakeholders
  - District guidance developed on communication with stakeholders
  - Tool Developed for informal evaluations
  - Add a question to the Teacher Engagement Survey asking about the benefit of informal evaluations
  - Participants and meeting agendas
  - Notes from Rounding conversations
  - Tallies of Parent Communications Pre-K through grade 12

# Community Collaboration Actions

## **Career/Work Force Readiness**

- Nurture existing community/county partnerships with our staff and students
  - Invite tradespeople to classes/buildings for information and demonstrations
- Create new community partnerships that provide experiential and career-related opportunities for students
  - Advisory group
  - Include tradespeople in the planning process

## **Parental Involvement**

- Increase the degree of family involvement in student's educational experiences in all aspects of school life
  - Parent University
  - Family engagement nights
  - Encourage student participation in parent/teacher conferences
  - Explore partnering with the Housing Authority to support families and students

## **Career/Work Force Readiness**

- Nurture existing community/county partnerships with our staff and students
  - Number of business and community people in attendance at demonstrations
  - Number of demonstrations held annually
- Create new community partnerships that provide experiential and career-related opportunities for students
  - Number of tradespeople participating in advisory committee(s)

## **Parental Involvement**

- Increase the degree of family involvement in student's educational experiences in all aspects of school life
  - Parent Engagement Survey
  - Parent Focus Group Feedback