Strategic Plan
Hillsboro Community School District
July 2017 to June 2021

Mission: The Hillsboro Community School District fosters a student-centered culture with high expectations for each student to reach his or her full potential.

Core Values:

Student centered: All decisions are based on what is best for students

Respect: There is mutual consideration of the rights and feelings of all stakeholders

Integrity: Adhere to sincere, honest and ethical conduct

Accountability: Acknowledge ownership of actions and decisions

Pride: Recognize and honor efforts and accomplishments of students and staff

Community Engagement: Invite and support meaningful participation in schools and the school district among all stakeholders

Priorities for 2021: Achieving these priorities will indicate success for the Hillsboro Community School District and bring recognition as an excellent school district

- Ensure all school buildings are maintained as innovative and intellectually active environments that provide a safe place for learning and achieving at the highest levels
- In all tested areas increase the percent of all students and percent of students in identified subgroups scoring above the state average
- Increase the 4-year graduation rate for the school district
- Provide more curriculum/program options for all students
- Increase access and use of technology aimed at instructional integration and to support efficiencies in the operation of the district
- Use financial resources effectively to meet the priorities of the district
- Develop and support a "great place to work" environment

Strategic Initiatives: Using the strategic initiatives to guide the full implementation of the strategic actions will ensure success for the goals by 2021

- Involve stakeholders in a public process to develop a long-term facilities plan
- Prepare a roadmap for access and integration of technology in both instruction as well as the operations of the district
- Implement and sustain a consistent, research based model for literacy and mathematics instruction
- Review and revise scope and sequence of the high school math curriculum with alignment to best practices in math instruction
- Collaborate with local efforts to support the growth and strength of all communities served by Hillsboro Community School District
- Connect with parents and community agencies to support the social, emotional and academic success for students

Pillars of Excellence: The district's 3-year goals are identified across five focus areas

Student Achievement- 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

Facilities – Sustain safe learning environments of high quality to ensure all students have the best opportunities for success

Finance - Ensure district finances and operations are aligned directly to priorities that assure the success of all students

Technology –Support, sustain and extend learning and performance for students, employees and families through the integration of technology

Community -Engage the internal and external community of Hillsboro Community School District to support continued success for all students

Hillsboro Community School District Scorecard 2021

Student Achievement- 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	Facilities –Sustain safe learning environments of high quality to ensure all students have the best opportunities for success	Finance - Ensure district finance and operations are aligned directly to priorities that assure the success of all students	Technology – Support, sustain and extend learning and performance for students, employees and families through the integration of technology	Community--Engage the internal and external community of Hillsboro Community School District to ensure continued success for students
Goals				
• Increase 4-year graduation rate to 90% of the 4-year cohort • In all tested areas increase the percent of all students scoring above the state average by 6% • In all tested areas increase the percent of students in identified subgroups scoring above the state average by 6%	• Begin construction and/or renovation for a high school campus to support innovative, best practice of teaching and learning • Analyze entries to all buildings and make appropriate facilities changes to improve security at each school ***Completed 4 buildings*** • Develop and implement consistent security procedures and processes for access to classrooms and students and teachers ***Completed 4 buildings*** • Provide ADA compliant access to all buildings ***Completed 4 buildings***	• Operate with a balanced budget • Implement and communicate a plan for the use of sales tax revenues for facilities aligned to district priorities • Secure funding for construction or renovation Hillsboro High School	• Students will have a 1 to 1 device experience 6th grade to 12th grade • Increase the number of computer labs accessed by students at the two elementary schools ***From 8 to 12***	• Increase the mean for the employee engagement survey ***From 4.09 to 4.19*** • Increase the mean for item "*Increase principal/supervisor provides feedback concerning areas for improving my performance*" ***From 3.90 to 4.05*** • Increase the mean for the Parent Satisfaction survey ***From ____ to ____*** • Increase the mean for "Timeliness" for the District Services Survey ***From 4.28 to 4.35***

Progress Monitoring				
Aims Web every 45 days	Updates reported to Leadership monthly	Monthly financial reports	Quarterly updates to leaders concerning both goals	• Implement the action plans for EE • Each campus leader requests feedback from employees concerning progress of action plan
Grade report each grade period	Updates to the board quarterly		Quarterly updates to the board	Use results from service rounding
Monitor on track for graduation after each grading period			Quarterly report of the number of parents using Family Access	Use the stoplight report to communicate actions taken
Attendance Report				
Discipline Report by academic level quarterly				
Strategic Actions				
Fully implement and validate use of the literacy model of the district K-12	Implement consistent process for building entry for all individuals	Develop and communicate a plan for sales tax revenue to support district priorities	Provide comprehensive wifi capability at all schools	Results roll out with action plan for improvement for each survey result
Fully implement and validate use of mathematics instructional model for high school	Develop facilities priorities for the district for 2017 to 2021	Facilitate and support community group to recommend specific actions for funding for construction/renovation of the high school	Ensure that infrastructure supports current technology uses and needs	Round with employees to have conversation around improvement (twice a year with one round being in the first 45 days of school)
Continue to use credit recover opportunities in the summer	Facilitate and support community group to recommend specific actions for construction/renovation of the high school		Provide professional development for teachers focused on technology integration	Increase the percent of parents using the Family Access
Complete a needs assessment with students and parents focused on possible curriculum additions				