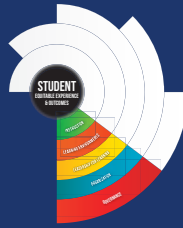


2019-20 IMPLEMENTATION PLAN

The vision for the District's 2016-2021 Strategic Plan is to have it encompass three elements: 1) The overarching plan, which should remain consistent over the five years; 2) The annual Report of Student Achievement (Key Academic Achievement Indicators); and 3) The Annual Work Plan and SMART Goals. Taken together, these three documents should provide a comprehensive snapshot of the District's mission, strategic objective, beliefs, key initiatives, student achievement progress, and implementation plans and goals at any given time.

Strategic Plan



bit.ly/HSDStrategicplan

Student Achievement Report



bit.ly/HSDstudentachievement

HILLSBORO SCHOOL DISTRICT

2016-2021 STRATEGIC PLAN

Key District Initiatives

Of course there are many aspects to the work at hand in a school district; however, the following represent our primary focus areas.

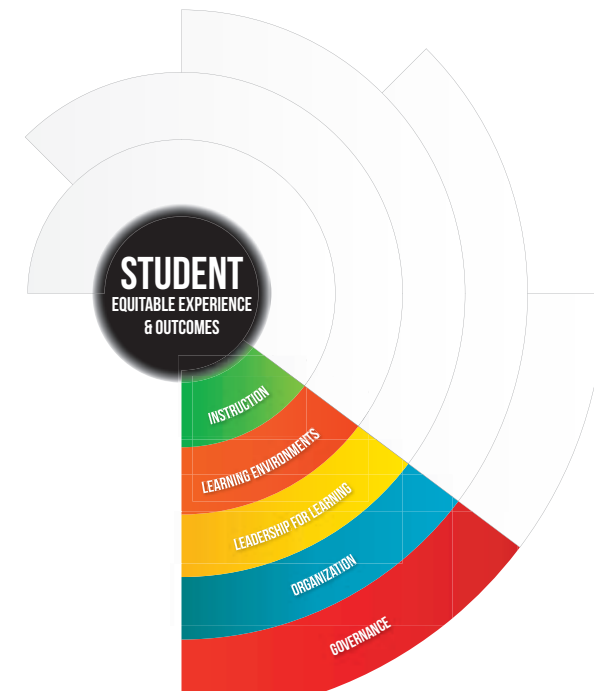
- **5 Dimensions of Teaching and Learning:** Purpose; Student Engagement; Curriculum and Pedagogy; Assessment for Student Learning; Classroom Environment and Culture.
- **Professional Learning Communities:** Purposeful collaboration around specific topics to analyze data and implement positive change.
- **Bilingual Program Model:** Dual Language, schoolwide English language development, and sheltered instruction.
- **Inclusion** of diverse learners.
- **Equity:** Ensuring there are equitable practices in place to affect equitable outcomes for all students.
- **Career & College Pathways:** Ensuring students are aware, eligible, and prepared for opportunities after high school.
- **Technology:** Building our technology infrastructure so students have access to 21st century tools to prepare them for their future.
- **Clear, consistent communications.**
- Responsible **budgeting** and **long-range planning.**
- **Hiring and retaining** the highest quality staff possible.

Agreements & Commitments

In Hillsboro, we are connected to COMMUNITY, CULTURE, AND CAREER

- Students deserve at least one identified adult that knows them by **name, strength** and **need**, and ensures they are successful in their K-12 education and beyond.
- Students deserve **academic content** that is engaging, connects to their personal goals, and is responsive to the world around them.
- Students deserve **clear pathways** to career preparedness.
- Students deserve to have experiences that lead them to believe that **diversity** and **multilingualism** are assets.
- Students deserve to have experiences that allow them to see their and others' **cultures** reflected in their learning opportunities.
- Students deserve to be surrounded by **caring adults** who are committed to working together in **professional learning communities** to ensure equitable support, experiences and outcomes for each of them.

2019-20 ANNUAL WORK PLAN & SMART GOALS



2016-2021 STRATEGIC PLAN

2019-20 Work Plan & Goals

Though there is much work to be done in all areas of the District to ensure we continually maximize the educational experience of our students, we believe we can have a measurable impact on our strategic objective of all students graduating with career- and college- readiness skills by focusing on our Agreements and Commitments of connecting students to **COMMUNITY, CULTURE** and **CAREER**.

All support departments will also develop their internal strategic plans to reflect a focus on and connection to **COMMUNITY, CULTURE** and **CAREER** to provide a clear and consistent message about the most important work in our district. Therefore, the following table incorporates the top system goals for the 2019-20 school year.

COMMUNITY	CULTURE	CAREER
<p>All students will be known by NAME, STRENGTH and NEED so supports, enrichments, opportunities and connections can be made in SCHOOLS and in the COMMUNITY to ensure they successfully graduate with career- and college-readiness skills.</p>	<p>All schools will foster a POSITIVE, SUPPORTIVE and INCLUSIVE school and classroom culture that enables learning.</p>	<p>All students will have learning experiences with clear PURPOSE, ENGAGEMENT and ASSESSMENT to ensure they understand the “why” of what they are learning, to encourage their active participation, and to provide them with an opportunity to demonstrate their knowledge and skills.</p>
<p>SMART Goal: Train 200 licensed staff to use our student information system and data warehouse to identify which students are known by name, strength, and need; and use the information to create connections and provide academic, social, and personal supports for students in 2019-20.</p>	<p>SMART Goal: Every school will meet their climate and culture goal aligned to more culturally-relevant and trauma-responsive practices by the end of 2019-20.</p>	<p>SMART Goal: Increase SBAC math scores by 3% overall and 5% for key groups in grades 5 and 8 in 2019-20 vs. 2018-19.</p>
<p>Why this goal? When students feel connected to school and people who not only care for them as individuals, but also know what they need to be successful, they will be motivated to excel academically. Our ability to operationalize that information and make it accessible to staff, students, and parents/guardians through our data systems will help us ensure that students are being appropriately supported.</p>	<p>Why this goal? Our data tells us that we need to reduce discrepant discipline and behavioral infractions, and increase positive recognition of students in our schools. It is a priority to create a positive culture, build relationships, and increase students’ connectedness to school to facilitate better experiences for them and, ultimately, to increase their learning.</p>	<p>Why this goal? Data from 2018-19 shows us that students at the elementary and middle school levels are struggling with the foundational math skills that will lead to higher achievement in high school and college readiness. Teachers need support and resources to effectively teach math and provide additional opportunities to apply math in multiple content areas.</p>
<p>SMART Goal: Increase awareness of Career and College Pathways among all staff, students, and families by reaching 400 teachers and classified staff, as well as 400 students and family members, particularly at the middle school level, by spring 2020.</p> <p>Why this goal? We have great systems, structures, and coursework in place for students to access in high school, now we need to make sure our staff, students and families are aware of them so that students can make choices that match with their interests.</p>	<p>SMART Goal: Maintain 90%+ on-track rate for all students in 10th grade in 2019-20.</p> <p>Why this goal? We currently have extra supports in our system for 9th and 12th graders, and we need to ensure that our 10th graders are remaining on track so they do not find themselves in a situation where they are behind in credits and needing to make them up as they enter their final two years of high school.</p>	<p>SMART Goal: Increase by 5% the number of language scaffolds connected to academic tasks utilized in the classroom as measured by fall 2019 to spring 2020 walkthrough data.</p> <p>Why this goal? Research shows that language scaffolds such as language objectives, sentence frames, etc. are foundational to effective lesson delivery. Lessons with a clearly stated purpose, that are engaging to all students, and that provide feedback to students and teachers about student learning, lead to higher achievement.</p>