

# 2016-2021 STRATEGIC PLAN

**MISSION:** Engage and challenge all learners to ensure academic excellence

**STRATEGIC OBJECTIVE:** All students graduate with career- and college-readiness skills

Intended to provide direction and purpose to all aspects of District and school activities, the Strategic Plan is aligned toward a single purpose: enhancing the student experience to ultimately increase student outcomes.

Work plans and goals will be set annually to address areas for growth and capitalize on success. HSD is focused on six areas:

- **INSTRUCTION**
- High-quality curricular, co- and extracurricular offerings
- Highly-qualified staff

- **LEARNING ENVIRONMENTS**

- Equitable, safe and inclusive
- Engaging and relevant
- Clear pathways and multiple opportunities

- **LEADERSHIP FOR LEARNING**

- Continuous improvement
- Data-driven decision-making

- **ORGANIZATION**

- Fiscal responsibility, long-range planning
- Effective communication and community involvement
- Human resources management

- **GOVERNANCE**

- Commitment to quality and progress
- Setting the conditions and providing resources for success



*proud to be* **HSD**



 **HILLSBORO SCHOOL DISTRICT**

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# 2016-2021 STRATEGIC PLAN

**STUDENT**  
EQUITABLE EXPERIENCE  
& OUTCOMES

2016-17 Edition

INSTRUCTION

LEARNING ENVIRONMENTS

LEADERSHIP FOR LEARNING

ORGANIZATION

GOVERNANCE

## IN HILLSBORO, WE ARE CONNECTED: TO CAREER

- 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.

## TO CULTURE

- 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.

## TO COMMUNITY

- 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.

- 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.



View more information about the  
2016-2021 Strategic Plan at:



Strategic Planning Page  
[bit.ly/21HcVcB](http://bit.ly/21HcVcB)

## 2016-17 SMART 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, the following represent the top system objectives for the 2016-17 school year.

**KEY** (goal connects to the focus areas indicated)

<b>SO</b> Strategic Objective	<b>LL</b> Leadership-Learning
<b>IN</b> Instruction	<b>OR</b> Organization
<b>LE</b> Learning Environment	<b>GV</b> Governance

### Quantitative Goals

- Increase SBAC math scores by 3% for all students, and by 5% for underserved students (Latino students, English learners, and/or students with special needs), as measured by 2016 SBAC scores (vs. 2015) **SO, IN**
- Increase cohort graduation rate from 80.42% to 82% for all students, as measured by 2016 graduation rates **SO, IN**
- Increase by 10% the number of prioritized highly-effective strategies utilized by teachers in the classroom, as measured by the pre and post districtwide walk-through data from spring 2016 and winter 2016 **LE, LL**

- Increase by 10% each the number of students participating in community-based internships and earning dual credit by the end of their 12th grade year, using data gathered as of June 2016 **IN, LL**
- Increase by 5% the number of English learners earning six high school credits by the end of their 9th grade year, using data gathered as of June 2016 **IN, LL**
- Increase by 100 the number of staff who have participated in equity-focused professional development in 2016-17 vs. 2015-16 **OR, GV**
- Achieve a 5% increase in highly-qualified multilingual/multicultural staff hired in 2016-17 vs. 2015-16 **OR, GV**

### Process Goals

- Strengthen student-led efforts to improve positive culture and climate at the middle and high school levels, as evidenced by establishing a student-led social media governance team by the end of February 2017 **LE, OR**
- Convene a citizen bond oversight committee and develop at least two versions of a bond package for District residents to consider by the spring of 2017 (for a fall 2017/spring 2018 ballot) **OR, GV**
- Hold a Schools Summit in March 2017 to share the District's annual report and achievement metrics with a broad representation of stakeholders **OR, GV**