

2018-19 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/2xLFc8L

Student Achievement Report



bit.ly/2feDDse

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.

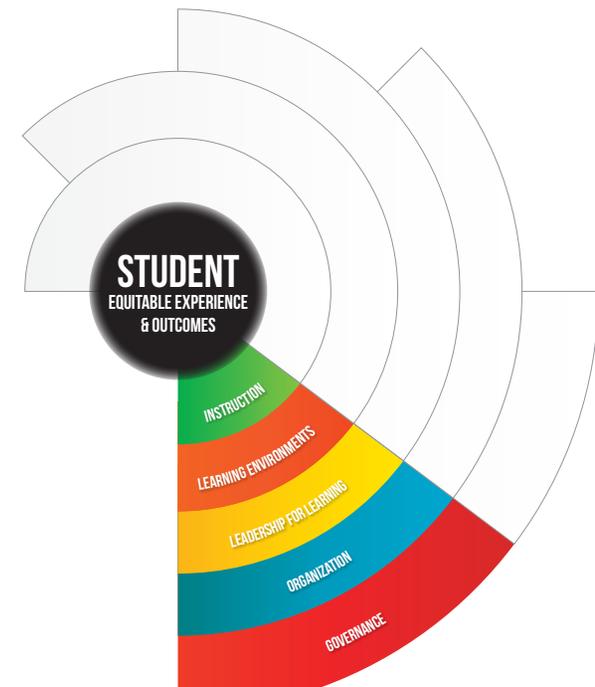
- **5 Dimensions of Teaching and Learning:** Purpose; Student Engagement; Curriculum and Pedagogy; Assessment for Student Learning; Classroom Environment and Culture.
- **Professional Learning Communities:** Purposeful collaboration around specific topics to analyze data and implement positive change.
- **Bilingual Program Model:** Dual Language, school-wide 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.

2018-19 ANNUAL WORK PLAN & SMART GOALS



2016-2021 STRATEGIC PLAN

2018-19 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 2018-19 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 100% of secondary school administrators, counselors, and graduation coaches to use our student information system and data warehouse to identify which students are known by name, strength, and need by spring 2019.</p> | <p>SMART Goal: Offer professional development regarding trauma-informed practices to all staff, with a goal of growing the skill set of 200 classified staff, by spring 2019.</p> | <p>SMART Goal: Increase SBAC math scores by 3% overall and 5% for historically underserved groups in 2018-19 vs. 2017-18.</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? The latest research around trauma and its effect on the brain gives us new insight into the actions we should take in order to support our students and help them be more successful academically. Wellness and mental health open the door to access and engagement in the classroom.</p> | <p>Why this goal? Math skills and problem-solving are the #1 academic barrier to high school graduation and career- and college-readiness as evidenced by our district-wide data. 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 by 10% the number of students participating in career-related internships by spring 2019.</p> <p>Why this goal? Exposure to real-world job settings and community service not only informs students of their post-secondary options, but also adds relevance to their educational experience. By collaborating with the Chamber of Commerce, City of Hillsboro, colleges and universities and local businesses, we can provide enriching opportunities to students.</p> | <p>SMART Goal: Increase by 5% the number of students in historically underserved groups on track to graduate in 9th grade (achieving at least 6 credits) in 2018-19 vs. 2017-18.</p> <p>Why this goal? According to research, 9th graders earning a minimum of 6 credits by the end of their first year of high school is an indicator of being “on track” to graduate. Our data shows we have key groups that are more at risk of dropping out, including English Learners, Ever English Learners, and students with special needs, which require additional monitoring and support.</p> | <p>SMART Goal: Increase by 5% the number of highly effective instructional strategies used in classrooms from fall 2018 to spring 2019.</p> <p>Why this goal? The quality of instruction in the classroom is the greatest predictor of student success. Teachers deserve ongoing support in polishing and learning new skills to meet the needs of the evolving student population and for their own professional growth. 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> |