



SCHOOL MOTTO



*Communicate
 Collaborate
 Connect*

HCPSS VISION AND MISSION

Vision 2018: Every student is inspired to learn and empowered to excel.

Mission: We cultivate a vibrant learning community that prepares students to thrive in a dynamic world.

HCPSS GOAL

- **Students (Goal 1):** Every student achieves academic excellence in an inspiring, engaging, and supportive environment.
- **Staff (Goal 2):** Every staff member is engaged, supported, and successful.
- **Families and the Community (Goal 3):** Families and the community are engaged and supported as partners in education.
- **Organization (Goal 4):** Schools are supported by world-class organizational practices.

AREAS FOR FOCUSED IMPROVEMENT

RIGOR TARGET AREA

Increase student participation in AGL and G/T math classes

PERFORMANCE TARGET AREA

Increase performance on MAP and Reading Benchmarks

STAFF ENGAGEMENT TARGET AREA

Facilitate staff input, recognize each other's contributions and facilitate a growth mindset

STUDENT ENGAGEMENT TARGET AREA

Increase student perseverance when presented w/ Rigor

KEY ACTION STEPS

I Rigor: Increase the participation of students in advanced level mathematics classes.

- Professional learning will increase rigor in instructional practice as evidenced by observations, collaborative planning, and classroom assessment data.
- A Vertical Math Team will be formed to help provide targeted team support.
- Focus will be on the role of developing or selecting quality formative assessment with students helping to establishing assessment criteria or having the rubric shared with them and they set goals for their progress.
- Facilitate advancement through ongoing reflection of student progress to respond quickly to the potential need of an instructional group change.

II Performance: Students will meet their growth target for MAP. Additional focus on primary students for meeting expectations of progress on reading benchmarks.

- Professional development in guided reading with a focus on facilitating independent reading stamina.
- Focus on increasing use of running records during guided reading and supporting more frequent reading benchmarking.
- Facilitate advancement through ongoing reflection of student progress to respond quickly to the potential need of an instructional group change.
- Focus on facilitating the use of technology (such as GAFE and TEACHSCAPE and many others) to heighten collaboration on instruction, developing assessment and on reflection of student data and the impact on future instructional planning.

III Staff Engagement: Increase Gallup Staff Engagement Survey Results

- Seek out opportunities with staff to elicit stakeholder input.
- Close the loop on suggestions or ideas and ensure ideas that are implemented are recognized.
- Improve schedules so staff can collaborate more and be able to share opinions
- Ensure that performance reviews incorporate staff input and expectations that were clearly communicated and collaborated upon.
- Provide communication on opportunities for learning and consider how to provide additional time for staff participation and involvement.
- Share notes from meetings and focus on school-wide highlights from workgroups such as: Instructional Intervention Team, Mindset in the Classroom, PBIS, Reading Performance, Vertical Math Team and Wellness.
- Elicit ways staff would like to be recognized and use the data to customize recognition. Use Plan-Do-Study-Act to reflect and continually weave in staff input.

IV Student Engagement: Increase Gallup Student Engagement Survey Results

- Use student surveys to reveal student strengths or learning styles. Incorporate student choice in tasks and activities that complement their strengths.
- Infuse problem solving scenarios in guidance lessons. Use SEFEL Training and Class Meetings to share scenarios and collaborate on ways to solve problems.
- Incorporate higher-level tasks with time to problem solve as individuals, in small and large groups.
- Involve students in creating rubrics for their classwork and assessments and encourage them to self-evaluate.
- Focus on goal setting where students set their own goals and monitor their own progress.