

# Implementation of our Strategic Plan

## Focus Areas for 2023-2024

### **Strategic Anchor 1 – Teaching and Learning/Student Success**

#### **Portrait of a Graduate:**

**Focus on 1.1 – Provide exceptional opportunities for personalized instruction including: differentiation, acceleration, innovation, and leadership opportunities.**

#### **Action Steps:**

- Develop and implement grades Pre-K-12 district instructional maps for all specials and elective courses.
  - The instructional coaches will facilitate the completion of instructional maps for HUSD K-12 fine arts, physical education, and non-departmental elective courses. Once completed, all new instructional maps will be added to the HUSD website alongside the previously published maps.
  
- Recognizing and celebrating student leadership opportunities on every campus.
  - Increase social media presence to recognize outstanding achievements/leadership.
  - Increase site and district recognition such as leadership assemblies and student leadership team reports at governing board meetings in addition to Points of Pride.
  
- Strategically communicate honors, dual enrollment and advanced placement pathways for 7 – 12 beyond course guide process including:
  - Middle and high school parent information meetings.
  - HUSD digital magazine and HUSD website announcements.
  - Identify opportunities for non-traditional AP (Advanced Placement) students to enroll in advanced courses.

**Focus on 1.3 – Provide guidance and support for college and career readiness.**

#### **Action Steps:**

- Increase awareness of feeder pattern programs, academic planning for post-secondary pathways beginning in 6<sup>th</sup> grade, Career and Technical Education, secondary counselor conversations with students, career center specialists, optimization of dual enrollment and advanced placement opportunities.
- Increase awareness and participation in earning academic seals.
- Increase financial aid information and assistance shared with parents and students.
  - Planning and paying for college informational nights.
- Continue to increase CTE students successfully earning industry credentials and completing Program of Work.

## **Focus on 1.5 – Support a collaborative culture using data and research-based practices.**

### **Action Steps:**

- Ensure that professional learning communities utilize benchmark and formative data to guide instruction and our districtwide professional development.
  - The Assessment and Professional Development departments will create and present a series of joint professional development sessions for site leaders on how best to support the use of data to inform instruction and guide the PLC process. Starting with the beginning of the year administrator meetings, continuing sessions will be delivered at each monthly principals' meeting to provide strategies, support, and guidance for site leaders to help foster an effective data culture on their respective campuses.

## **Strategic Anchor 2 - Highly Effective Personnel**

### **Focus on 2.2 - Focus on 2.2 through the process of developing a more comprehensive professional growth plan for all employees.**

#### **Action Steps:**

- Provide targeted training and professional development for administrators to ensure inter-rater reliability with the Danielson Evaluation Instrument.
- Develop systems to increase the effectiveness and efficiency of artifacts used in Domains 1 and 4 of the Danielson Evaluation Instrument.
- Begin the process of developing a professional development training plan for classified employees.
- Obtain feedback from school administration and teachers on Danielson implementation to support continuous improvement.
- Reintroduce the Higley Leadership Academy to provide leadership opportunities for new and aspiring leaders.

### **Focus on 2.3 – Ensure employees feel valued and supported through meaningful feedback and interactions.**

#### **Action Steps:**

- Research and propose a staff survey instrument to measure culture and climate among HUSD campuses to identify strengths and opportunities for growth.
- Use the Danielson Evaluation Instrument to provide focused feedback to teachers and other certified employees.
- Continue to evaluate and seek effective means to pass on potential benefit cost savings to employees whenever possible.
- Continue reviewing compensation to ensure we can attract and retain talent.

### **Strategic Anchor 3 – Communication and Community Relations**

**Focus on 3.2 Enhance marketing content for HUSD to effectively promote the District and attract prospective students, employees, and business & community partners.**

#### **Action Steps:**

- Revamping all schools' marketing enrollment videos to ensure they are engaging, informative, and visually appealing.
- Create promotional materials for each school that effectively communicate the value of each school, highlight key areas, and generate interest.
- Relaunch annual district magazine.
- Align branding efforts districtwide to create a consistent and recognizable brand identity.

### **Strategic Anchor 4 – Finance and Operations**

**Focus on 4.3 Ensure district schools are safe, secure, well-maintained, and have the appropriate resources to ensure student success.**

#### **Action Steps:**

- Implement visitor management system districtwide.
- Utilize a standard response protocol to conduct regular safety training sessions for staff and students to be able to respond to emergencies such as natural disasters, fires, and intruders.
- Install and update security cameras to deter unauthorized access to schools and buildings.
- Refresh two-way radio communication infrastructure to maximize campus communication.
- Refine and update building and grounds preventive maintenance schedules.
- Continually conduct regular safety inspections of the buildings and ground to identify and address potential hazards.