Mission: Providing an engaging and empowering environment that ensures excellence

Vision: HCSD is a collaborative environment where we explore the world, experience authentic learning, enhance our character, envision our dreams, pursue excellence and celebrate success.

All Students are Proficient and Show Growth in ALL Assessed Areas

INDICATORS OF SUCCESS
- Increase the percentage of students scoring proficient on ALL assessments
- Increase the percentage of students showing growth in all assessed areas

STRATEGIES
- Train, monitor and evaluate professional development on content area reading strategies based upon assessment data
- Provide high quality early childhood programs monitored through the MKAS² Readiness Assessment
- Provide formative/summative assessments to monitor student growth
- Set student growth targets based upon assessment screeners

Every Student Graduates High School and is Ready for College and Career

INDICATORS OF SUCCESS
- Increase enrollment for Dual Credit and Career Center courses
- Increase Advanced Placement offerings, enrollments, and students scoring a 3 or above on AP Exams
- Increase the number of students graduating College and Career Ready as evident in increased ACT scores/sub-scores

STRATEGIES
- Increase academic and extracurricular course offerings
- Schedule counselor sessions to plan realistic graduation pathways for middle and high school students
- All students in grades 7 – 11 will take ACT mastery tests to measure ACT readiness

Schools are Safe and Secure Environments

INDICATORS OF SUCCESS
- Decrease the number of student suspensions
- Decrease the number of students sent to Main Street RESTART Center for disciplinary reasons
- Increase the percentage of students, staff, parents, and community stakeholders satisfied with the school environment

STRATEGIES
- Conduct surveys two times per year to assess school climate
- Assure staff is knowledgeable of safety procedures and practices through quality safety training
- PBIS is established in all schools, and all schools develop plans to celebrate positive behavior
- Monitor discipline reports to identify areas of improvement
- District/Schools provide mentoring programs for at-risk students
- Provide transitional support for students from MSRC once each quarter
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**HCSD Actively Recruits, Retains, and Develops Highly Competent, Caring and Student-Focused Staff (teachers, administrators, and support staff)**

**INDICATORS OF SUCCESS**
- Conduct surveys two times a year to assess school climate
- Implement a new teacher induction program to develop and retain teachers
- Increase focused Professional Development offerings based upon outcome of evaluations and surveys

**STRATEGIES**

| District/Schools provide quality and interactive mentoring programs that build teacher capacity and confidence | District/Schools develop programs to celebrate and show appreciation to all staff | All teachers participate in Renaissance-U in Kindergarten – 8th grade | All Professional Development is systemic, ongoing and evaluated | Each school establishes Professional Learning Communities (PLCs) that are data-driven and meet individual school needs |

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**Parents and Community Members will have a Positive Perception of the School District**

**INDICATORS OF SUCCESS**
- Increase number of parents/community members feeling the school/district is an asset to the community
- Increase number of parents/community members believing the School Board acts in the best interest of students
- Increase numbers of parents/community members indicating they feel welcome to visit the schools or school sponsored events
- Stakeholders have a positive perception of the school district
- Provide a diverse curriculum

**STRATEGIES**

| Schools establish a plan to enhance positive teacher/student relationships | Provide opportunities for community service and showcase positive information | Provide parent academies to focus on data, curriculum, literacy, math, and child development | Increase communication through print, social and multi-media | District/Schools establish an active and effective advisory committee of all stakeholders | All stakeholders are knowledgeable of the vision, mission and goals of the school district |