

## HUHS Future Plan: Strategic Objectives and Activities

Focus Area	Strategic Objective	2013-14 Activities			
<b>Personalizing Learning</b>	Improve student achievement across all content areas.	<b>Student Achievement Objectives</b>	Administer PLAN to all sophomores		
			Continue to administer EXPLORE to all freshmen for second year		
			Continue to administer practice ACT to all juniors for second year		
			Conduct all faculty data dig during August inservice		
			Equip Instructional Chairs with skills to analyze achievement data and employ strategies to address gaps within instructional divisions		
			Engage new professional staff positions of Teaching and Learning Coach, Literacy Coach, and Special Education Coordinator in collaborating and training teachers in effective instructional strategies		
			Analyze AP assessment scores and historical data to determine and recommend changes to practices		
			Assess college- and career-readiness standards into all content areas		
			Continue to redefine counselor role to improve efficiency and effectiveness and focus to best serve needs of students		
			Implement increased progress monitoring procedures and protocols		
	Improve student achievement across all student groups.	<b>Combined Activities for Student Achievement Objectives</b>	Implement targeted instruction in ELA and Math through English Extension and Math Extension courses		
			Analyze match of freshmen students to math course based upon learning style and instructional delivery (integrated, flipped, traditional, extension)		
			Implement integrated math curriculum - second course		
			Collect and analyze data from early release data days		
			Analyze current co-teaching model to ensure fidelity and effectiveness of instructional delivery		
			Analyze 2012-13 and 2013-14 student achievement and perception data from co-teaching model to ensure effectiveness		
			Implement UbD Stage 3: Learning Activities		
			Equip students with competencies to communicate effectively in digital spaces.		Assess effectiveness of 1:1 program to provide learning devices for all students
					Provide ongoing professional development focused on instructional technology use
					Eliminate Focus on Information Technology as standalone course and implement as competency-based standards within freshmen courses
Promote and maintain a safe learning environment.		Expand SAP (Students Assistance Program) groups			
		Implement PBIS with fidelity for Tier 1, 2, and 3 interventions			
		Implement initial changes for Child Nutrition Act necessary in 2014-15			
		Review effectiveness of required parent-athlete meeting on athlete expectations			
		Develop and align services with HUHS Safe and Supportive Schools Framework			
		Ensure revised student AUP is reviewed and followed, including personal communication devices and BYOD			
Increase student engagement and responsibility for learning efficiency and success.		Continue and increase number of small group meetings with freshmen and counselors in homeroom/resource			
		Use EXPLORE, PLAN and ACT aptitude results to engage students in course and career planning			

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<b>Transforming Teaching</b>	Attract, develop, and retain caring, motivated, innovative, engaging, and professional faculty and staff.	Participate in Cohort 1 DPI Educator Effective Program as pilot district for teacher practice and SLOs
		Develop and implement employee exit surveys
		Transition to HUHS Educator Compensation Plan
		Implement Educator Effectiveness using Teachscape
		Improve and document hiring and orientation processes for all staff
	Create classroom environments with high student engagement.	Provide ongoing professional development focused on instructional strategies which engage students
		Implement activities and assessments with Quadrant D focus
	Collaborate and create learning opportunities for cross-curricular planning, instruction, and activities.	Implement new department leadership structure (Instructional Chairs and Department Managers)
		Assign and equip STEM coordinator to continue and to expand STEM learning opportunities
		Evaluate resource period for freshmen and for upperclassmen
		Consider alternative physical organization of teachers/departments
	Increase accountability for performance.	Review revised state accountability system reporting and determine actions necessary to close or eliminate gaps
Review district-level student surveys to determine trends in student responses		

Focus Area	Strategic Objective	2013-14 Activities
<b>Evolving Structures</b>	Improve communication and articulation with the K-8 districts, post-secondary institutions, and businesses.	Implement K-12 inservice day in March and quarterly ELA and Math K-12 teacher after-school meetings
		Collaborate with local manufacturing action groups (post-secondary and business), TEE Advisory Committee, and Chamber of Commerce.
		Share HUHS Future Plan with 2013-14 annual activities and provide monthly update to K-8 Board of Education through AHAA meeting minutes and direct email communication
		Aggressively market HUHS through increase of quarterly district newsletter, Twitter, and “appearances” at community events
	Improve and expand communication with parents and community.	Collect student cellphone numbers on registration form and implement opt-in texting for important communication methods
		Continue parent information evenings for all grade levels conducted by counselors and adjust based upon feedback
		Conduct grades 6-8 parent sessions at K-8 districts
		Implement a combined <i>HUHS Showcase</i> , 8 <sup>th</sup> grade orientation, and co-curricular event
	Support and solicit active district and community partnerships.	Communicate with local representation from United Way Resource Center to recommend wraparound services to students and families
		Evaluate current connections to community civic and business organizations to determine potential partnerships
	Provide multiple pathways for students to be college-, career-, and community-ready.	Assign STEM coordinator to pursue opportunities across departments
		Refine Youth Apprenticeship program through consistent expectations
		Employ CTE Instructional Chair to develop opportunities within CTE areas
	Provide flexible scheduling, including extended day and summer educational options, to meet diverse educational needs of students.	Monitor Learning Labs for credit recovery during school year
		Evaluate and monitor fully-online course offerings through Moodle
		Develop online course and online school handbook and policies
		Expand/modify Summer School 2014
	Determine options for demonstration of proficiency as an alternative to credits.	Explore additional proficiency assessments as alternatives to prerequisites
		Restructure information technology literacy as required for graduation
	Ensure facility supports 21 <sup>st</sup> century learning	Determine priorities and implementation of projects from facilities study
Provide budget plan to align with selected facilities plan for next 5 and 10 years		

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Focus Area	Strategic Objective	Performance Measures	
Personalizing Learning	Improve student achievement across all content areas.	STAR Math scores	
		Lexile scores (reading)	
		WKCE scores	
		NAEP scores	
		ACT participation rate and scores	
		PLAN scores	
		Advanced Placement assessment scores	
		Advanced Placement course enrollments	
		Improve student achievement across all student groups.	STAR Math scores
			Lexile scores (reading)
			WKCE scores
			NAEP scores
			ACT participation rate and scores
			PLAN scores
			Advanced Placement assessment scores
			Advanced Placement course enrollments
	Equip students with competencies to communicate effectively in digital spaces.		Student technology assessment
			Classroom observations
			Classroom Instructional plans
		Promote and maintain a safe learning environment.	Student incident reports
SEARCH Institute surveys			
Crisis Management Plan			
Risk property assessment			
Increase student engagement and responsibility for learning efficiency and success.		Program participation rates	
		Homework completion rates	
		Graduation rates	
		Attendance rates	
		Student surveys	

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<b>Transforming Teaching</b>	Attract, develop, and retain caring, motivated, innovative, engaging, and professional faculty and staff.	Qualifications and experience of faculty/staff
		Professional development participation rates
		Non-renewal rates
		Promotion rates
		Exit survey responses
		Job satisfaction survey results
	Create classroom environments where students engage in active, problem-based learning.	Classroom observations
		Learning interventions
		Quadrant D activities and assessments
	Collaborate and create learning opportunities for cross-curricular planning, instruction, and activities.	Documented cross-curricular planning, instruction, and activities
		PLC and departmental use of data to guide instruction
		Teacher use of multiple measures of student learning
	Increase accountability for performance.	DPI <i>Accountability for Schools</i> measures
		WI Educator Effective Project measures
		HUHS Evaluation Process

Focus Area	Strategic Objective	Performance Measure
<b>Evolving Structures</b>	Improve communication and articulation with the K-8 districts, post-secondary institutions, and businesses.	K-8 partnership rates and types
		Post-secondary partnership and agreement rates and types
		Business partnerships rates and types
		Two-way communication opportunities and types
	Improve and expand communication with parents and community.	Parent and community involvement rates and types
		Parent and community communication modes
		Parent and community surveys
	Support and solicit active district and community partnerships.	Community/business partnership rates and types
		Individuals/organization providing talent and expertise rates
	Provide multiple pathways for students to be college-, career-, and community-ready.	ACT participation rate and scores
		Advanced Placement assessment scores
		Graduation rates
		Dropout rates
		Postsecondary attendance and placement rates
	Provide flexible scheduling, including extended day and summer educational options, to meet diverse educational needs of students.	Program participation rates
		Course completion rates
		Parent and student surveys
	Determine options for demonstration of proficiency as an alternative to credits.	Number and effectiveness of pilot programs
		Program effectiveness criteria
		Program participation rates
	Ensure facility supports 21 <sup>st</sup> century learning	Facility goals and projects
		Facility utilization and assessment reports