

HUHS Future Plan: Strategic Objectives and Activities

Focus Area	Strategic Objective	2014-15 Activities	
Personalizing Learning	Improve student achievement across all content areas.	Combined Activities for Student Achievement Objectives	Implement standardized assessments (Aspire and ACT) and analyze results to target course selections for all students to be college and career ready
			Analyze standardized assessment results and integrate areas of growth into course learning targets
			Equip all teachers with the skills to analyze achievement data and employ strategies to address gaps
			Measure and benchmark student growth data quarterly and implement academic interventions where appropriate
			Equip positions of Teaching and Learning Coach, Literacy Coach, Math Coach, and Special Education Coordinator in aligning and training teachers in effective instructional strategies to impact achievement
			Analyze AP assessment scores and historical data to determine and recommend changes to instructional practices and system protocols
			Administer the WorkKeys assessment to all juniors and analyze results for baseline data
			Integrate college- and career-readiness standards into all content areas through course curriculum
	Improve student achievement across all student groups.		Update counselor job description to reflect priority roles and responsibilities in order to best serve needs of students
			Train all teachers to access and interpret progress monitoring tools and protocols
			Implement targeted instruction in ELA and Math through English Extension and Math Extension courses, Resource period assignment, and Intervention time
			Formalize and communicate learning style/preference of students to best align students in courses with multiple options (integrated, flipped, traditional, co-taught)
			Analyze current co-teaching model to ensure fidelity and effectiveness of instructional delivery
			Implement academic grading procedures which reflect learning by reporting proficiency by learning targets
			Complete all Stage A/B/C curriculum by the end of 2014-15
			Equip students with competencies to communicate effectively in digital spaces.
	Provide targeted professional development focused on instructional technology use as determined by staff self-assessment		
	Assess effectiveness of technology standards integration within freshmen courses		
	Promote and maintain a safe learning environment.		Assess needs for additional SAP (Student Assistance Program) groups
			Implement a system-wide Student Code of Conduct with fidelity as measured through a multiple-stakeholder survey
Implement freshmen character education training related to Student Code of Conduct			
Implement revised procedures related to new secure entry			
Ensure revised student AUP is reviewed and followed, including personal communication devices and BYOD			
Increase student engagement and responsibility for learning efficiency and success.		Implement teaching and learning structure driven by learning targets for World Cultures and Biology	
		Refine credit recovery models to align with learning targets	
		Implement a "reteaching/relearning/reassessing" model	
		Implement revised citizenship grading by increasing reporting and applying consistent criteria and assessment	

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Transforming Teaching	Attract, develop, and retain caring, motivated, innovative, engaging, and professional faculty and staff.	Formalize hiring procedures and protocols through a handbook
		Modify employee exit surveys and analyze collective results
		Refine components of HUHS Educator Compensation Plan
		Establish a support staff orientation process and implement with fidelity
		Revise teacher orientation and mentoring program
	Create classroom environments with high student engagement.	Provide targeted professional development focused on student engagement
		Analyze classroom observation data specific to student engagement and provide specific feedback to teachers
	Collaborate and create learning opportunities for cross-curricular planning, instruction, and activities.	Refine structure and protocols for fidelity and effectiveness of PLCs
		Implement cross-curricular training and student activities as outlined in the DPI STEM grant
		Implement revised Resource Period protocols to better align academic needs of students
		Explore teaching and learning cross-curricular options
	Increase accountability for performance.	Monitor and provide regular feedback to teachers on modified gradebook structures and reporting
		Implement student surveys targeted on areas of district growth and instructional strategies

Focus Area	Strategic Objective	2014-15 Activities
Evolving Structures	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 meetings
		Continue to participate with local manufacturing and employer action groups (post-secondary and business) and develop mutually beneficial events
		Share HUHS Future Plan with 2014-15 annual activities and provide monthly updates to K-8 Boards of Education through AHAA meeting minutes and direct email communication
		Expand marketing of HUHS through targeted use of quarterly district newsletters, 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
		Modify and personalize parent information evenings for all grade levels conducted by counselors and adjust based upon feedback
		Continue with grades 6-8 parent sessions at K-8 districts
		Implement additional input and listening venues similar to Future Plan Community Summit
	Support and solicit active district and community partnerships.	Expand communication of wraparound services available to students and families
		Develop key communicators group with opt-in direct messages
	Provide multiple pathways for students to be college-, career-, and community-ready.	Analyze career and skill aptitudes from Aspire and ACT assessments
		Analyze industry certification data aligned to career interest and plans
		Develop new .5-credit careers course for 2015-16
	Provide flexible scheduling, including extended day and summer educational options, to meet diverse educational needs of students.	Implement expanded continuum of credit recovery options
		Evaluate and monitor fully-online course offerings through Moodle
		Support accelerated learning and pacing within existing courses
		Develop outside-of-district online course policies
	Expand/modify Summer School 2015	Explore additional proficiency assessments as alternatives to prerequisites
		Restructure information technology literacy as required for graduation
	Determine options for demonstration of proficiency as an alternative to credits.	Determine priorities and implementation of energy efficiency projects
		Design funding structure for facilities priorities for next 5 years
Ensure facility supports 21 st century learning	Determine priorities and implementation of energy efficiency projects	
	Design funding structure for facilities priorities for next 5 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 (science and social studies only)
		Historical academic skills
		ACT participation rate and scores
	Improve student achievement across all student groups.	Aspire scores (freshmen and sophomores)
		Advanced Placement assessment scores
		Advanced Placement course enrollments
		SLOs (student learning objectives)
	Equip students with competencies to communicate effectively in digital spaces.	Student technology standards
		Classroom observations via technology rubrics
		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	
	Classroom observation data	
	Graduation rates	
	Attendance rates	
	Course completion rate	
	Learning target proficiency scores	

Focus Area	Strategic Objective	Performance Measures
Transforming Teaching	Attract, develop, and retain caring, motivated, innovative, engaging, and professional faculty and staff.	Qualifications and experience of faculty/staff
		SLOs (student learning objectives)
		Non-renewal rates
		Promotion rates
		Exit survey responses
	Create classroom environments where students engage in active, problem-based learning.	STEM activities
		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 feedback and implementation of action plans
		Redesign of assessments and use of rubrics
	Increase accountability for performance.	DPI <i>Accountability for Schools</i> measures
		WI Educator Effective Project measures

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Focus Area	Strategic Objective	Performance Measure
Evolving Structures	Improve communication and articulation with the K-8 districts, post-secondary institutions, and businesses.	K-8 partnership activities
		Post-secondary partnership and agreement activities
		Business partnerships activities
		Two-way communication responses
	Improve and expand communication with parents and community.	Parent and community involvement response rates
		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 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 (summer school, credit recovery, online) participation rates
		Course completion rates
		Parent and student surveys
	Determine options for demonstration of proficiency as an alternative to credits.	Proficiency options
Program effectiveness criteria		
Program participation rates		
Ensure facility supports 21 st century learning	Facility project completion	
	Energy efficiency costs (reduction)	