

Future Plan

2014-2016

Mission Statement

We engage and support all learners to discover their passions, achieve high academic goals, and contribute to a global society.

Vision

HUHS engages students through academically challenging and relevant learning experiences. We cultivate a spirit of inquiry to bring meaning and application to knowledge.

Meaningful partnerships with our parents, community, businesses, K-8 districts, and post-secondary institutions build the framework to allow HUHS to achieve excellence. These collaborative partnerships allow HUHS to personalize learning to meet the multi-dimensional needs of each learner and prepare each learner to maximize his or her own potential.

Our highly qualified staff is committed to excellence and innovation in teaching and learning to create a dynamic environment where every student is eager to learn and achieve. All students will graduate confident and resourceful with the skills and abilities to meet the challenges of a global society in a changing tomorrow.



Personalizing Learning

- Improve student achievement across all content areas.
- Improve student achievement across all student groups.
- Equip students with competencies to communicate effectively in digital spaces.
- Promote and maintain a safe learning environment.
- Increase student engagement and responsibility for learning efficiency and success.
- Enhance the mental, physical, social, and emotional development of all students through co-curricular programming.



Transforming Teaching

- Attract, develop, and retain caring, motivated, innovative, engaging, and professional faculty and staff.
- Create classroom environments with high student engagement.
- Collaborate and create learning opportunities for cross-curricular activities, teaching, and planning.
- Increase accountability for performance.



Evolving Structures

- Improve communication and articulation with the K-8 districts, post-secondary institutions, and businesses.
- Improve and expand communication with parents and community.
- Support and solicit active district and community partnerships.
- Provide multiple pathways for students to be college-, career-, and community-ready.
- Provide flexible scheduling, including extended day and summer educational options, to meet diverse educational needs of students.
- Determine options for demonstration of proficiency as an alternative to credits.

HUHS Future Plan: Strategic Objectives and Activities

Focus Area	Strategic Objective	2015-16 Activities	
Personalizing Learning	Improve student achievement across all content areas.	Combined Activities for Student Achievement Objectives	Provide targeted professional learning for teachers focused on skills to analyze achievement data and employ strategies to address gaps
			Analyze standardized assessment results and integrate areas of growth into course learning targets
			Measure and benchmark student growth data in ELA and math and implement academic interventions where appropriate
			Equip positions of Literacy Coach, Math Coach, and Special Education Coach to train and support teachers in effective instructional strategies to impact achievement
			Analyze AP assessment scores and historical data to determine and recommend changes to course recommendations, instructional practices, and system protocols
			Integrate college- and career-readiness standards into all content areas through course curriculum
			Implement targeted instruction to students in ELA and Math through English Plus, Math Plus, FlexTime, and Resource
	Improve student achievement across all student groups.	Combined Activities for Student Achievement Objectives	Implement academic grading procedures which reflect learning by reporting proficiency by learning targets
			Assess effectiveness of 1:1 program to provide learning devices for all students
			Provide targeted professional development focused on instructional technology use as determined by staff self-assessment
	Equip students with competencies to communicate effectively in digital spaces.	Combined Activities for Student Achievement Objectives	Assess effectiveness and successful completion of technology standards integration within freshmen courses
			Implement a system-wide Student Code of Conduct with fidelity as measured through a multiple-stakeholder survey
	Promote and maintain a safe learning environment.	Combined Activities for Student Achievement Objectives	Implement freshmen character education training related to Student Code of Conduct
			Ensure revised student AUP is reviewed and followed, including personal communication devices and BYOD
Implement teaching and learning structure driven by learning targets for World Cultures and Biology			
Increase student engagement and responsibility for learning efficiency and success.	Combined Activities for Student Achievement Objectives	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	
		Develop annual assessment tool to measure student interest and engagement in co-curricular offerings to optimize options and participation for students	
Enhance the mental, physical, social, and emotional development of all students through co-curricular programming.	Combined Activities for Student Achievement Objectives	Conduct an analysis of current facilities, staffing, and budget for co-curricular activities	
		Build co-curriculars into a more significant student life opportunity, both in terms of opportunities for participation and as a catalyst for increased school spirit and cohesion.	

HUHS Future Plan: Strategic Objectives and Activities

Focus Area	Strategic Objective	2015-16 Activities
Transforming Teaching	Attract, develop, and retain caring, motivated, innovative, engaging, and professional faculty and staff.	Document hiring procedures and protocols in a handbook
		Analyze human resources practices and procedures through benchmarking and comparable data in SE Wisconsin
		Implement and communicate revisions to 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 learning to teachers focused on assessment practices
		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.	Provide targeted professional learning to teachers focused on collaboration and cross-curricular and emphasis on deeper learning
		Implement Freshmen Cohort model
		Explore additional models of cross-curricular cohort models of learning
	Increase accountability for performance.	Monitor and provide regular feedback to teachers on gradebook structures and reporting
		Provide targeted professional learning to teachers focused on measuring and reporting student learning through course learning targets
		Implement school-wide student surveys targeted on areas of district growth and instructional strategies

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Focus Area	Strategic Objective	2015-16 Activities
Evolving Structures	Improve communication and articulation with the K-8 districts, post-secondary institutions, and businesses.	Implement K-12 professional learning in October, January, and March with all feeder districts
		Continue to participate with local manufacturing and employer action groups (post-secondary and business) and develop mutually beneficial events
		Share HUHS Future Plan with 2015-16 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, Facebook, Hartford Area Chamber, K-8 events, and appearances at community events
	Improve and expand communication with parents and community.	Revise format and content of parent e-newsletter <i>Involve</i> to provide more frequent communication
		Personalize parent information evenings for all grade levels conducted by counselors and adjust based upon feedback
		Create a parent network with “go to” parents at each grade level
		Implement additional input and listening venues
	Support and solicit active district and community partnerships.	Expand network of mental health services for students and families
		Invite community organizations to partner in events through sponsorship and participation
	Provide multiple pathways for students to be college-, career-, and community-ready.	Analyze career and skill aptitudes from Aspire and ACT assessments
		Develop portfolio for academic and career plan (ACP) required for implementation in 2016-17
		Implement job shadowing experience for all juniors in required Careers course
	Provide flexible scheduling, including extended day and summer educational options, to meet diverse educational needs of students.	Implement expanded continuum of credit recovery options
		Support accelerated learning and pacing within existing courses
		Implement FlexTime schedule with academic supports, quiet study, and option for enrichment.
		Survey parents and students for offerings in Summer School 2016
	Determine options for demonstration of proficiency as an alternative to credits.	Explore additional proficiency assessments as alternatives to prerequisites
Ensure facility supports 21 st century learning	Design multi-purpose learning spaces that foster innovation and creativity	
	Determine facility priorities and funding structure based on facilities study for next 2 years	
	Analyze building usage data	

HUHS Future Plan: Strategic Objectives and Activities

Focus Area	Strategic Objective	Performance Measures
Personalizing Learning	Improve student achievement across all content areas.	STAR Math scores
		Lexile scores (reading)
		Historical academic skills
		ACT Aspire, ACT WorkKeys, and ACT scores
	Improve student achievement across all student groups.	Advanced Placement assessment participation and scores
		Advanced Placement course enrollments
		SLOs (student learning objectives)
	Equip students with competencies to communicate effectively in digital spaces.	Student technology standards via portfolios
		Classroom Instructional plans
	Promote and maintain a safe learning environment.	Student incident reports
		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		
Enhance the mental, physical, social, and emotional development of all students through co-curricular programming.	Learning target mastery data	
	Student surveys	
		Analysis of co-curricular programming

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
		Retention rates
	Create classroom environments where students engage in active, problem-based learning.	Course projects
		Freshmen Cohort surveys and data
	Collaborate and create learning opportunities for cross-curricular planning, instruction, and activities.	Documented cross-curricular planning, instruction, and activities
		Professional learning <i>Celebrations Symposium</i>
		Redesign of assessments and use of rubrics
	Increase accountability for performance.	Student surveys
WI Educator Effective Project (professional stage/evaluation) 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 - 8 th to 9 th grade data
		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 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
		Program (summer school, credit recovery, online) success rates
		Parent and student surveys
	Determine options for demonstration of proficiency as an alternative to credits.	Proficiency options
		Program effectiveness criteria
	Ensure facility supports 21 st century learning	Two-year facility plan
		Redesigned learning spaces

