



# JOINT HAGERMAN SCHOOL DISTRICT NO. 233

324 North 2<sup>nd</sup> Avenue • Hagerman, ID 83332

(208) 837-6344 • (208) 837-6380

## DRAFT

### STRATEGIC PLAN 2022-2027

#### MISSION

To provide a safe, secure environment and quality education opportunities, which prepare our students for a life of learning and achievement.

#### VISION

Hagerman School District will be a vibrant, nurturing community where all students have pride in their scholastic achievement and are productive, involved citizens of society, with the tools to reach their dreams.

#### **Focus Area #1**

#### **Communication/School-Community Relations (Cindy Kinder)**

**Goal Statement:** The HJSD will actively engage and collaborate with stakeholders in the education and support of students.

#### Objectives:

- HJSD will utilize communication tools to engage and support school and district-level communication with all stakeholders in a consistent and timely manner within the community.
- HJSD will work to streamline communication throughout the district by providing single platforms that all buildings can utilize.
- HJSD will harness resources and engage other organizations in the educational community.

#### Tasks:

- The superintendent will share monthly newsletters/reports for patrons via hardcopy, district website, social media accounts, and with the Magic Valley Mailer/News.
- All schools will provide weekly highlights on the district website and social media accounts.
- District office personnel will post all board meetings minutes after they are approved.
- District office personnel will post monthly Superintendent reports.
- Administration and certified teachers will use Powerschool for a communication platform at all buildings.
- The superintendent will use Week at a Glance emails to communicate and update all staff with current events on a regular basis.
- The superintendent will meet with district teams/depts. on a regular rotation basis weekly, and at scheduled professional development days as listed on the district calendar.
- All schools will provide quarterly parent engagement opportunities to strengthen the home/school relationship.
- The district will provide training and tutorials for patrons regarding navigation and usage of district software programs (Powerschool) and District website.
- The superintendent will regularly attend city council meetings and community meetings to promote and enhance and strengthen the district/community awareness and relationships.

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Superintendent  
Elementary Principal

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High School Principal  
AD

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Business Manager  
District Clerk

Measurements of Success/Accomplishments:

- Number of district-level communications
- Number of school-community events
- Social media interaction data
- School-level publication data
- Outside organization engagement levels
- Community volunteerism in schools

**Focus Area #2**

**Student Achievement, Curriculum, and College/Career/Life Ready Students** (Richard Guess)

**Goal Statement:** The HJSD will provide high-quality academic and skills opportunities aimed at preparing students for financial/personal success and civic responsibility.

Objectives:

- HJSD will ensure that students are able to excel academically, so they can develop the skills that will support all areas of students' lives in all grades K-12.
- HJSD will support consistent high-caliber educational practices across the district, including teacher collaboration on best practices, professional development, and rigorous instruction designed to raise the bar and close achievement gaps.
- HJSD will ensure that curriculum is vertically aligned so students continually build knowledge K-12.
- HJSD will provide up-to-date technology education in a systematic way for all students including navigating different platforms and digital citizenship in a way that addresses student learning needs.
- HJSD will academically prepare students to be successful when taking college-placement and job-placements exams such as PSAT(Preliminary SAT), SAT, ASVAB (Armed Services Vocational Aptitude Battery Test), ACT, etc.
- HJSD will offer programs that provide students with life skills, such as critical thinking , personal finance, resiliency, and workplace soft skills.
- HJSD will help students develop plans for their future and support all high-school options including career and technical programs, college preparation, military, and workplace training.
- HJSD will continue to look for ways to expand the opportunities available to students and teachers, including career technical programs, innovative opportunities, and enrichment opportunities.
- HJSD will work with community partners to provide students with job shadowing and mentorship opportunities.
- HJSD will support programs, training, and policy that encourages students to excel in living-wage careers and be productive citizens.

Tasks:

- Weekly advisory and career counseling opportunities grades 7-12.
- Elementary and Middle School/High School Career Fair Opportunities
- Increased STEM/STEAM (Science, Technology, Engineering, Art and Math) opportunities for K-12
- Expansion of dual credit and elective course options (i.e.internships, airframe/powerplant certification, workplace soft skills)
- The Superintendent, along with Special Education Director/ESL Teacher, and staff will develop and monitor progress toward improving early literacy in grades K-3
- Alignment of curriculum K-12 to increase skill in Math and ELA (English Language Arts)
- Superintendent, high school principal and high school counselor will work with the community to develop a community mentoring/job shadowing program.

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- Superintendent, federal programs staff will evaluate/monitor RTI and Title I programs for effectiveness.
- District will advertise and promote advanced opportunities to students.
- The superintendent will work with principals and federal program director to coordinate professional development throughout the district for all staff based on best practices.
- Maintain 1-1 device opportunities for K-12.

Measurements of Success/Accomplishments:

- Positive placement rates (Work, College, Military and/or Mission Work)
- Graduation rates
- College ready scores
- Academic indicators i.e. ISAT, IRI, etc.
- CTE (Career and Technical Education) participation
- Dual credit participation
- iStation and Achieve Reading and Math progress monitoring scores
- Utilization of advanced opportunities funding
- CTE certifications
- Mentoring/job shadowing participation
- Monthly opportunities for collaboration and professional development driven by staff input
- Student participation in enrichment activities (i.e. music, fine arts)

**Focus Area #3**

**High-Quality Staff** (Jared Hillier)

**Goal Statement:** The Hagerman School District strives to hire, develop and retain professional, engaged, and effective team members in all areas and provide them with high-quality professional development and resources.

Objectives:

- HJSD will continue to explore innovative retention and recruitment strategies to promote the district, its many benefits, and positive culture.
- HJSD will prioritize supporting staff members with professional development opportunities that fit within the strategic plan at the district, building, and team levels.
- HJSD will develop strong recruitment practices, including maintaining competitive salaries, collaboration with colleges and universities, and utilizing all available options to become the district of choice for employees.
- HJSD will effectively utilize the evaluation process to identify strengths and weaknesses in an effort to ensure staff members reach their full potential through continuous improvement, which will bolster the support for teachers and the education field in our community while also ensuring our students have access to the very best staff.

Tasks:

- HJSD will plan and schedule district wide professional development for all staff in relation to the strategic plan.
- District office personnel will enhance advertising for open positions to get the best candidates.
- Continue and enhance the Mentoring program for new teachers.
- Continuous review of various forms of data (PBIS, iStation, other progress monitoring tools)
- Continued recognition of certified/classified staff each month.
- Continued teaming practices oriented around school improvement.
- Establish recruitment/retention committee.
- Continued use of Danielson Framework for Effective Evaluation process.
- Continued work with the Building Leadership Team for clear vision and focus.

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- Ongoing observation, communication and feedback with all staff to promote a positive school culture.

Measurements of Success/Accomplishments:

- Retention numbers
- Exit interview data
- Applicant numbers
- Staff survey data

**Focus Area #4**

**Facilities/Safety** (Gary Carlson, Charles Rice)

**Goal Statement:** The HJSD will provide a functional/safe and secure environment where both staff and facilities are continually upgraded for future growth.

Objectives:

- HJSD will implement plans for the Crisis Response Team.
- HJSD will continue to focus on school safety and security in order to maintain and enhance an overall positive and successful learning environment.
- HJSD will implement a facilities/safety planning committee composed of staff and community members focused on the maintenance/upgrades and safety issues.
- HJSD will implement a long-term planning committee for future growth and building needs.

Tasks:

- Superintendent will provide the board with an annual safety update.
- Superintendent will prioritize and budget for needs/repairs over the next 5 years based on committee recommendations.
- Superintendent will budget for remodels as needed.
- Superintendent will work with a long-range planning committee regarding future building/safety needs.
- Superintendent will update the district crisis plan with the safety committee.
- District will continue SafeSchools training for all staff.

Measurements of Successes/Accomplishments:

- Continued updates to facilities
- State safety report
- Committee meetings attendance records/notes/action plans

**Focus Area #5**

**Extra-Curricular Activities** (Josh Mavencamp)

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**Goal Statement:** The HJSD will actively promote and support the development and improvement of extra-curricular activities for students in the district.

Objectives:

- HJSD will hire more coaches that work within the school district setting.
- HJSD will hire coaches with experience and knowledge specifically to the sport.
- HJSD will implement an evaluation tool for extracurricular staff.
- HJSD will expand opportunities for students through extracurricular clubs (i.e. rodeo, pep band, art, drama, swimming, waterskiing, pickleball)
- HJSD will continue efforts with other districts and community resources to provide athletic and academic activities for students.
- HJSD will enhance working relationships with the community/booster club.

Tasks:

- Establish a coaches retreat to promote unity, consistency and structure.
- Create an evaluation tool for extracurricular staff.
- Hire an athletic director whose job description does not conflict with other administrative duties.
- Enhance the athletic training facility at HHS.
- Establish consistent high expectations for student athletes, including commitment, academics, and citizenship.
- Increase the number of students participating in performing arts and other extracurricular clubs.
- Superintendent will observe extracurricular activities and events, including community/booster club meetings and fundraisers.
- The district will work closely with the community/booster club to enhance opportunities and extracurricular programs.

Measurements of Successes/Accomplishments:

- Track number of students participating in each extracurricular activity.
- Track progress and implementation of the evaluation tool.
- Track the number of clubs offered in the district, and student participation.
- Superintendent involvement and presence at extracurricular events/activities.

## **Focus Area #6**

**Financial Responsibility** (Leslie Priebe, Cathy Bridwell)

**Goal Statement:** The HJSD will be responsible and accountable for district resources while providing transparency and community engagement to support the district's needs and the 5 year strategic plan.

Objectives:

- HJSD will utilize all funds (Federal, State, local) in compliance with the specific revenue streams to support the overall financial health of the District.
- HJSD will maintain a clear and transparent budget process utilizing a Budget Advisory Committee, community engagement activities, and public notices.
- HJSD will provide stakeholders through education and learning opportunities the appropriate use of funds.
- HJSD will establish a Budget Advisory Committee for input and to prioritize spending.

Tasks:

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- The superintendent will accomplish tasks set forth in the Budget Advisory Committee.
- The IT director will audit technology in the district and give the report to the superintendent. Together they will budget for future technology needs.
- The Superintendent and the business manager effectively manage State Learning Loss, ESSERII, and III funds in a responsible manner.
- The Superintendent will ensure an accurate and responsible budget is created and implemented annually that maintains programs, takes care of employees, and keeps the district in sound financial condition.

Measurements of Successes/Accomplishments:

- Carryover levels
- Federal/state audits
- Annual district audit
- Levy rates
- Tax levy ballot measure approval rates
- Minutes from Budget Advisory Committee

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