



JOINT HAGERMAN SCHOOL DISTRICT NO. 233

324 North 2nd Avenue • Hagerman, ID 83332

(208) 837-6344 • (208) 837-6380

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 community.

Tasks:

Priority Tasks:

- Weekly district highlights on the district website and social media accounts.
- Administration and certified teachers will use PowerSchool for a communication platform to parents
- The superintendent will communicate weekly and update all staff with current events on a regular basis.
- The district will provide training and tutorials for patrons regarding navigation and usage of district software programs (PowerSchool) and district website.

In-Process/Additional Tasks:

- The superintendent will share monthly newsletters/reports for patrons via hardcopy, district website, social media accounts, and mailed documents.
- All schools will provide scheduled quarterly parent engagement opportunities to strengthen the home/school relationship.
- District office personnel will post all board meetings minutes after they are approved.

- District office personnel will post monthly Superintendent reports.
- The superintendent will meet with district teams/departments on a regular rotation basis, and at scheduled professional development days as listed on the district calendar.
- The superintendent will regularly attend city council meetings and community meetings to promote and enhance and strengthen the district/community awareness and relationships.

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
- Increased participation for the Staff Survey

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 challenge students and close achievement gaps.
- HJSD will ensure that the curriculum is vertically aligned and scaffolding is embedded, 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 responsibility 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 appropriate workplace behavior 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 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 policies that encourage students to excel in living-wage careers and be productive citizens.

Tasks:*Priority Tasks:*

- 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, with a plan for adopting curriculum in all core classes, with a focus on increasing skills in Math and ELA (English Language Arts)
- Increased Elementary and Middle School/High School Career Fair Opportunities

In-Process/Additional Tasks:

- Improve career counseling opportunities grades 7-12 during advisory class.
- Public/Published list of available dual credit classes and program tracks with community/parent training sessions (8th grade planning sessions).
- 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/power plant certification, workplace soft skills)
- Superintendent, high school principal, and high school counselor will work with the community to develop a community mentoring/job shadowing program.
- Superintendent, federal programs staff will evaluate/monitor RTI (Response to Intervention) and Title I programs for effectiveness.
- The superintendent will work with the principal, federal programs director, and building leadership team 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/needs
- Student participation in enrichment activities (i.e. music, fine arts)

Focus Area #3**High-Quality Staff** (Jared Hillier)

Goal Statement: The Hagerman School District will 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 available appropriate 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:

Priority Tasks:

- Ongoing observation, communication and feedback with all staff and stakeholders to promote a positive school culture.
- Implementation of a district-wide Building Leadership Team.

In-Process/Additional Tasks:

- HJSD will plan and schedule district wide professional development for all staff in relation to the strategic plan with input and guidance from the building leadership team.
- District office personnel will use diverse advertising/posting options for open positions to get the best candidates.
- District Administration will clarify expectations for both teacher mentors and mentees
- Continually review data (ITBS, iStation, other progress monitoring tools) to help in making data driven decisions and aid in the evaluation process
- Continued recognition of certified and classified staff each month.
- Continued teaming practices oriented around school improvement.
- Ongoing recruitment/retention committee with follow up on recommendations
- Continued use of Danielson Framework for Effective Evaluation process.
- Continued work with the Building Leadership Team for clear vision and focus.
- There will be improved communication between the board and staff.

Measurements of Success/Accomplishments:

- 70% Certified Staff Retention
- Exit interviews conducted and reviewed by the board (80%)
- For each open position (which should be fewer in 2023-2028) there is to be an increase in the number of applicants
- Increased staff survey participation
- Improved staff survey metrics identified by the board for focus areas

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 Crisis Response Plan and training.
- 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:

Priority/In-Process/Additional Tasks:

- Heat to boys and girls locker rooms; back-up lighting; vaporizer; playground equipment; security; HVAC units; stucco & paint; furniture
- 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 and annual safety results that identify items to be addressed (AC units; vaporizer, playground equipment; furniture both schools; stucco & paint both schools)
- 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.
- Safety plan communicated to community/parents

Measurements of Successes/Accomplishments:

- Continued updates to facilities
- State safety report
- Establishment of long range planning committee

Focus Area #5

Extra-Curricular Activities (Josh Mavencamp)

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. wrestling, rodeo, pep band, art, drama, swimming, waterskiing, pickleball) with feedback from the students and community
- 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:

Priority/In-Process/Additional Tasks:

- Establish a coaches retreat to promote unity, consistency and structure.
- Monthly coaches meetings
- Create an evaluation tool for extracurricular staff.
- Hire an athletic director whose job description does not conflict with other administrative duties. (completed 2022)
- 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.
- District administration will be involved with extracurricular activities and events, including community/booster club meetings and fundraisers.

Measurements of Successes/Accomplishments:

- Track number of students participating in each extracurricular activity (get baseline then set activity goals)
- Implementation of the evaluation tool.
- Increased opportunities for extracurricular activities
- District administration 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, and 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 education and learning opportunities for the appropriate use of funds
- HJSD will establish a Budget Advisory Committee for input and to prioritize spending and coordinate with the long term facilities planning committee and our district technology plan

Tasks:

- The superintendent will accomplish tasks set forth in the Budget Advisory Committee.
- A technology plan will be created with input from the IT director to audit technology in the district and give a report of the spending, value and utilization of the district's technology.
- The Superintendent and the business manager effectively manage ESSERII, and III funds in a responsible manner as they are still available (some funds expire within the 5 Year plan)
- 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:

- Maintain a General Fund balance of 3-6 months of operating expense
- Continually pass Federal/state audits
- Annual district audit stays in compliance
- Maintain consistent Levy rates over the next 5 years
- Improve Tax levy ballot measure approval rates
- Post Minutes from Budget Advisory Committee on the website