

Hillsborough City School District Goals and Initiatives 2019-2020

Mastery of HCSD Essential Outcomes

HCSD

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We will define innovation for HCSD, and as educators, engage students with innovative learning experiences

We will focus on the academic, social-emotional, and physical needs of our students

We will develop comprehensive professional growth plans for all staff focused on research-based, responsive, and innovative teaching and learning methods

We will provide our students with flexible learning spaces and responsive learning environments

We will ensure that every student has the opportunity to experience beneficial risk-taking and productive struggle

HCSD Priorities
Innovation
Instructional Practices
Multi-Tiered Systems of Support

Shared Core Values & Beliefs
Our core values and beliefs are the cornerstones of who we are, what we stand for and what we do.
In Progress!

Vision

Hillsborough City School District is a leader in educating the whole child in responsive, innovative learning environments where all students and educators are engaged, empowered and continually striving to reach their potential.

Mission

The mission of the Hillsborough City School District is to work in partnership with students, parents, and the community to educate the whole child in a nurturing and engaging environment. We empower students to achieve their potential in our ever-changing world, to build resilient critical thinkers who embrace civic responsibility as they strive to become people of good character, effective communicators, global citizens and lifelong learners.

2019-2020 Focus Areas / Initiatives DRAFT

Middle School

- **Writing:** The implementation of writing strategies across all grade levels and content areas
- **Instructional Practices - Performance Tasks and Technology including Maker**
- **Empathy:** Members of our school community will continue to develop consistent practices demonstrating empathy. The focus of this goal will be to encourage empathy.

Elementary

- **Balanced Literacy** -The implementation of reading and writing standards across all grade levels.
- **Instructional Practices - Integration of Technology and STEAM:** A technology plan will be implemented which includes curriculum, professional development and hardware focused on teaching and learning 21st Century skills through effective use of technology. Based on Next Generation Science Standards, our students will build a strong, cohesive understanding of science focused on the integration and connections between the four domains of science including engineering and science practices.
- **Empathy including Service Learning:** Members of our school community will continue to develop consistent practices demonstrating empathy. The focus of this goal will be to encourage empathy through service learning with the inclusion of all students and families into the school and district culture.

Teaching and Learning - District Level Initiatives

Purpose: *The primary purpose of the District is to support the social-emotional and academic success of all students. Through supporting all staff, we believe we will help all students succeed.*

- **Develop strategies to increase innovation across the district:** Build and encourage a culture of creativity, reasoned experimentation, and real-world application to prepare learners, both students, and adults, for today and the future
- **Develop “Guiding Rubric” for providing evidence of student progress in meeting HCSD Essential Outcomes:** “Operationalize” the Essential Outcomes so that we have activities and projects which demonstrate how students are addressing the EOs by grade level.
- **Implement the HCSD Technology Plan:** The adopted technology plan will be implemented which includes curriculum, professional development and hardware focused on teaching and learning 21st Century skills through effective use of technology.
- **Continue the implementation of Multi-Tiered Systems of Support:** Multi-Tiered Systems of Support will be reviewed as a system to support all students with academic and social-emotional growth.
- **Support Continuous growth in the area of instructional leadership and practice:** With documents from the Center for Educational Learning.
- **Development of a Master Plan for the K-8 Music Program:** Develop a Master Plan outlining the vocal music and instrumental music programs
- **Implementation plan for use of PowerSchool based on PEAR Review and PowerSchool training:** Implement protocols and procedures for the use of PowerSchool and how to best use the program to address the needs of students and staff.
- **Implementation of Performance Matters for Assessments and Data Collection:** Staff will have access to current data and assessment information in order to make informed instructional decisions and to provide input, feedback, and communication to parents.
- **Implementation and Integration of Professional Learning Management System for Staff:** Introduce and train staff on use of PLM to support individual professional learning for all staff in an effort to continue to support student and staff growth.
- **K-5 NGSS Instructional Materials Adoption:** Review and adopt new NGSS aligned instructional resources to support science instruction in the elementary schools.
- **Full-Day Kindergarten:** Work with school sites in determining starting and ending times for kindergarten students beginning in the 2020-21 school year.

District Business, Facilities and Operation - District Level Initiatives

Purpose: *The District will provide optimal business operations and sound and safe facilities to ensure teaching and learning runs smoothly*

- **Develop districtwide and site safety and security teams:** Continue with the development and implementation of safety plans for all district sites.
- **Implement the new Clock and Bell system and improve the District's emergency responses.**
- **Review options for communicating school programs to current and new parents:**
 - Launch new HCSD and site websites, communication tool, and mobile app
 - Evaluate communication methods, for example are bi-monthly newsletters still effective
 - Develop district-wide opportunities for parents to visit schools in the fall and to adjust the timing of kindergarten registration and communication.
- **Complete the Facilities Master Plan:** Effectively plan for the facilities and maintenance needs of the District
- **Develop a timeline with aligned actions for possible November 2020 Prop. 39 General Obligation Bond.**
- **Implement Workflow Program:** Launch paperless HR systems to provide efficiency between departments and the on-boarding process
- **Implement Fixed Assets and Inventory Tracking Systems in Financial 2000**
- **Move the District toward digital cloud record retention, paperless, and eFax (Collaboration between Business and IT, may take more than a year)**
- **Develop an online Employee Handbook with HCSD Protocols and Procedures for Staff that allows evolvement.**
- **Evaluate and explore health benefits options to acquire benefits comparable with or better than CalPERS Health with lower costs**
- **Explore offering employees 457 Options in addition to Mass Mutual**
- **Work with American Fidelity on ACA Compliance**
- **Review and update procedures and protocols for student discipline and attendance**