



HCS D

Coherence Document

October 14, 2020

HCS D Board Meeting

Mastery of HCSD Essential Outcomes

HCSD

**G
O
A
L
S**

1. We will adopt Diversity, Equity, and Inclusion (DEI) practices that promote a greater sense of belonging for our students and creating a positive change in the world.

2. We will focus on the academic, social-emotional, and behavioral needs of our students through Multi-tiered Systems of Support.

3. We will develop comprehensive professional growth plans for all staff focused on instructional practices that are research-based, responsive, and innovative.

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

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

HCSD Priorities for 2020-21 (Focus for the Year)
Health, Safety and Well-being of our Community
Diversity, Equity, and Inclusion Practices
Instructional Practices for Remote and In-Person Learning

2020-2021 Focus Areas / Initiatives DRAFT

Middle School

- **Equitable School Community** - Create a safe and welcoming school culture in both distance learning and in person learning which is culturally responsive, inclusive and safe for all members of our community.
- **Student Learning and Engagement** - A learning and teaching environment which promotes the social and emotional learning competencies and academic growth and progress for all students. We will use data to drive instruction and reflect on students' emotional well-being. Provide all students access to high-quality materials and rigorous learning tasks. Engage and support students to develop agency through a variety of leadership roles and self-advocacy opportunities, such as, DREAM, HTV, Student Council, Assemblies, Retreat Days, Advisory and Flex period, Responsive Classroom techniques and PBIS.
- **Collective Leadership** - Foster professional learning communities, PLC's, by house and grade level to promote a collaborative culture as teams of learners and educators; to build sustainable structures to promote collaboration for decision-making, planning, learning and feedback.

Elementary

- **Multi-tier Systems of Support (MTSS): Health, Safety and Well-being:** Work on the consistent implementation of safety plans using site RTS Procedures Manual 2020/21. We want to focus on the well-being of all staff by being responsive to their needs. We want to support the needs of our students and families by providing effective social-emotional teaching and learning strategies.
- **Diversity, Equity and Inclusion (DEI):** Professional Development and School Assemblies/webinars that promote understanding, belonging and empathy while implementing the Teaching Tolerance Social Justice standards for Anti-Bias Education from the Museum of Tolerance as a foundation in our DEI work.
- **Instructional Practices - Integration of Technology for Student Engagement:** Elevated teaching and learning through technology will be implemented and includes empathy, choice and inclusion to elevate student voices and experiences, and to provide interactive lessons. Curriculum and professional development will be focused on the HCSD Essential Outcomes. Staff will develop plans for synchronous and asynchronous learning time with special attention to developmentally appropriate amounts of screen time for students.

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 a Diversity, Equity, and Inclusion Implementation Plan:** Professional learning for staff, curriculum review, parent/community engagement, refined hiring practices, and affinity groups for students and staff.
- **Support the HCS D Technology Plan:** The adopted technology plan continues to be implemented. The plan 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.
- **Equitable support for all students:** Training for all staff in supporting the social-emotional needs of students including support of homeless students and students needing mental health support.
- **Expand use of PowerSchool:** Create protocols and procedures for the use of PowerSchool to best support 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.

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 a comprehensive Reopening and Return to School Plan with protocols and procedures.**
- **As part of the Reopening Plan for all sites assure facilities are updated with signage and safety measures.**
- **Implement hiring practices that support diversity, equity, and inclusion.**
- **Develop districtwide and site safety and security teams:** Continue with the development and implementation of safety plans for all district sites.
- **Complete roll-out of the new Clock and Bell system and improve the District's emergency responses.**
- **Enhance communication protocols for current and new parents including implementation of a mobile app**
- **Move the District forward in our ongoing effort to go paperless by utilizing electronic document management systems**
- **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**
- **Explore offering employees 457 Options in addition to Mass Mutual**
- **Work with American Fidelity on ACA Compliance**



Questions and Comments