

Hawley Public Schools

2019-2020 Strategic Plan

Target Area – Culture

Create a culture where everyone feels safe and welcome.

Strategies to Attain Goal:

1. Building TRUST at all levels – TEAM BUILDING.

How: Acclimate all staff; build better staff/staff relationships; peer observations of other curriculums, grades, classrooms; department/grade level mtg with Supt.; classroom drop-in by administration & school board members; positive message board in lounge; invite all staff to events; team building activities, and Wellness activities.

Who: Administration, faculty, Wellness Committee, and MEEP Teams

When: Now and ongoing

Assessment: Check if goals were met & staff feedback; use in-service days & early outs for team building (including activities) for all staff district-wide

2. Create a safe & open environment for all students through genuine respect for everyone/everything.

How:	<u>High School</u>	<u>Elementary</u>
	Character Education-Top 20	PBIS
	Emotional Check-ins	Second Step Curriculum
	HS Lunch Buddies	HS Lunch Buddies
	SEL	SEL
	Peer Mentor Program	DARE
		Emotional Check-ins/Bullying Awareness

Who: Principals & staff / counselor

When: Ongoing

Assessment: Community Focus Group feedback & principal referrals

3. During the 2019-20 school year, Hawley ISD will work with staff and community to educate and address the chemical abuse and mental health issues students face.

How: Bring in speakers on continued basis; SRO availability; resources available to parents/students/teachers; participate fully in HYPE; begin discussion to continue efforts beyond grant for HYPE; use results of MN Student Survey
Investigate health & wellness activities through Partnership 4 Health

Who: Administration, counselors, SRO, social worker, classroom teachers, HYPE coordinator

When: Ongoing during school year

Assessment: Feedback from students, staff, community

4. Peer Observation Learning Experience in the elementary & high school

How: Teachers will observe one period of another teacher's classroom. The principal will sub for the observer.

Who: Teachers and principal

When: 1x/year

Assessment: Checklist for completion, end of the year MEEP mtg feedback

5. Establish a plan to evaluate culture in the high school

How: Develop a strategy to assess during the monthly MEEP mtgs

Who: HS MEEP team

When: Monthly

Assessment: Completion of plan by the May MEEP mtg

Target Area – Student Achievement

Goal – All student achievement goals will be determined by the Q Comp Plan and the Data Team to include individual classroom goals, building goals, and district goals.

Strategies to Attain Goal:

1. At the high school, by year’s end, no more than 2% of students will need to repeat a class.

How: Success class; TEAM teacher check in; calls home after grading period; continue to improve the *Student Assistance Team* process

Who: TEAM teachers, counselor, principal

When: Beginning of year and ongoing

Assessment: Final grades for the year

2. Continued implementation of essential skills in the high school

How: Incorporation and emphasis on essential skills in classrooms

Who: Teachers

When: Fall & Spring

Assessment: Pre & post survey using a 10 point scale

3. At Hawley Elementary, staff will work to improve the building reading proficiency scores of our students by 3% as measured by MCA III Reading results

How: Daily 5; include Title Paraprofessionals into monthly WIN meetings with specific targeted interventions; literacy coaching for staff; monthly data grade level meeting; Guided Reading: Fountas & Pinnell; WIN; Aimsweb; STAR; Renaissance Place; Foster Grandparent Program

Who: All teachers, paraprofessionals, principal

When: Ongoing throughout the year

Assessment: MCA III scores for grades 3-6 and STAR data for other grades

Target Area – Communication

Goal – To enhance communications between: parents and staff, students and staff, grade levels, curriculum areas, buildings, staff and administration, staff and school board.

Strategies to Attain Goal:

1. Maintain communication from the District Office to all staff.

How: Continue with weekly emails; distribution of board agendas; clarification of job Responsibilities; budget updates & training; purchase orders flow chart

Who: Superintendent & district office staff

When: August workshop & throughout the year

Assessment: Staff, grade level/curriculum meetings with Superintendent

2. Create resources to enhance digital communication and website navigation with more clearly defined ownership of platforms.

How: Create short videos and “how to” documents with pertinent procedural information

Who: HS Student TAs, administration, technology coordinator

When: Throughout school year

Assessment: Improve survey results on social media presence and site navigation; tutorial completion

3. At Hawley Elementary, continue communication with parents, students, and community.

How: Each teacher will set communication expectations and avenues; shared calendar; various apps; Herald; morning announcements with Pledge; enhance social media communication; JMC Gradebook

Who: Teacher, principal, MEEP Team, support staff

When: Ongoing throughout the year

Assessment: Parent feedback, monthly MEEP meetings update

4. Communicate to staff about mental health resources and procedures

How: Reaching out to parents for cooperation, having building counselor as main contact, school based mental health, send minutes from student assistant meeting to all teachers & paraprofessionals.

Who: Counselors, social workers, nurse, and administration

When: Ongoing mental health training for all staff

Assessment: Staff & student feedback; HS SAT recap emails and updates

Target Area – Technology

Goal – Technology integration that will enable our students to successfully meet academic standards and to be prepared for tomorrow’s world.

Strategies to Attain Goal:

1. G-Suite Planning, Training & Implementation

How: Plan, train and implement g-suite with staff and students (emails and google drive) and eventually add in google classroom and google site (spring/fall 2020). Training components will be on-going and include a student etiquette component

Who: Staff

When: Ongoing throughout the year

Assessment: Full implementation of email and drive with high school students and staff by May 2020

2. Staff and students will learn & demonstrate respectful device etiquette.

How: Consistent enforcement by all teachers; MEEP team meet with high school students; deliberate communication with students on teachers’ use of devices; HS tech etiquette day, and internet safety for elementary students

Who: HS MEEP team and all personnel

When: Throughout school year

Assessment: Teacher and student council feedback