

# **HAMLIN COLLEGIATE ISD**

## **Strategic Plan**



**Adopted Sept. 17, 2019**

# HAMLIN COLLEGIATE ISD

Hamlin Collegiate began the process of developing a strategic plan in the fall of 2017. This process began when the faculty and staff met to participate in an activity that led to a discussion of what we “Never and Always” want people to “See, Hear or Feel about HCISD. For example, this group of employees said the following:

We never want people to feel unloved, isolated, or hopeless; and never want people to hear HCISD gives up on a student or we have bad kids; and never want to see apathy, disrespect or discord.

On the other hand, our teachers said they always want our students to feel safe, valued, and welcome; and always want them to hear encouragement, laughter, and supportive talk; and always want them to see a clean and well-kept school, a loving environment, and a sense of family.

What was developed from these comments and others, and a deeper discussion of what we believe were our Core Values: **HCISD is STUDENT CENTERED, TAKES PRIDE IN OUR PERFORMANCE (PIPER PRIDE, #PIPERPOSSIBILITIES), AND is PASSIONATELY HOPEFUL.**

From these CORE VALUES or “non-negotiables,” the administrative team worked to craft a Mission Statement that would capture the essence of these values. **The mission of Hamlin Collegiate ISD is to build a strong foundation that will motivate students to grow, learn, and conquer the challenges they will face in tomorrow’s world.** The mission statement should reflect our “why!” It is why we exist. It should drive our work and all that we do.

After the faculty, staff, and administrative team developed the Core Values and Mission, the Board, in collaboration with the Superintendent, developed the following Vision Statement.

**Hamlin Collegiate will be a high-performing district of choice that connects students to a productive and rewarding future.**

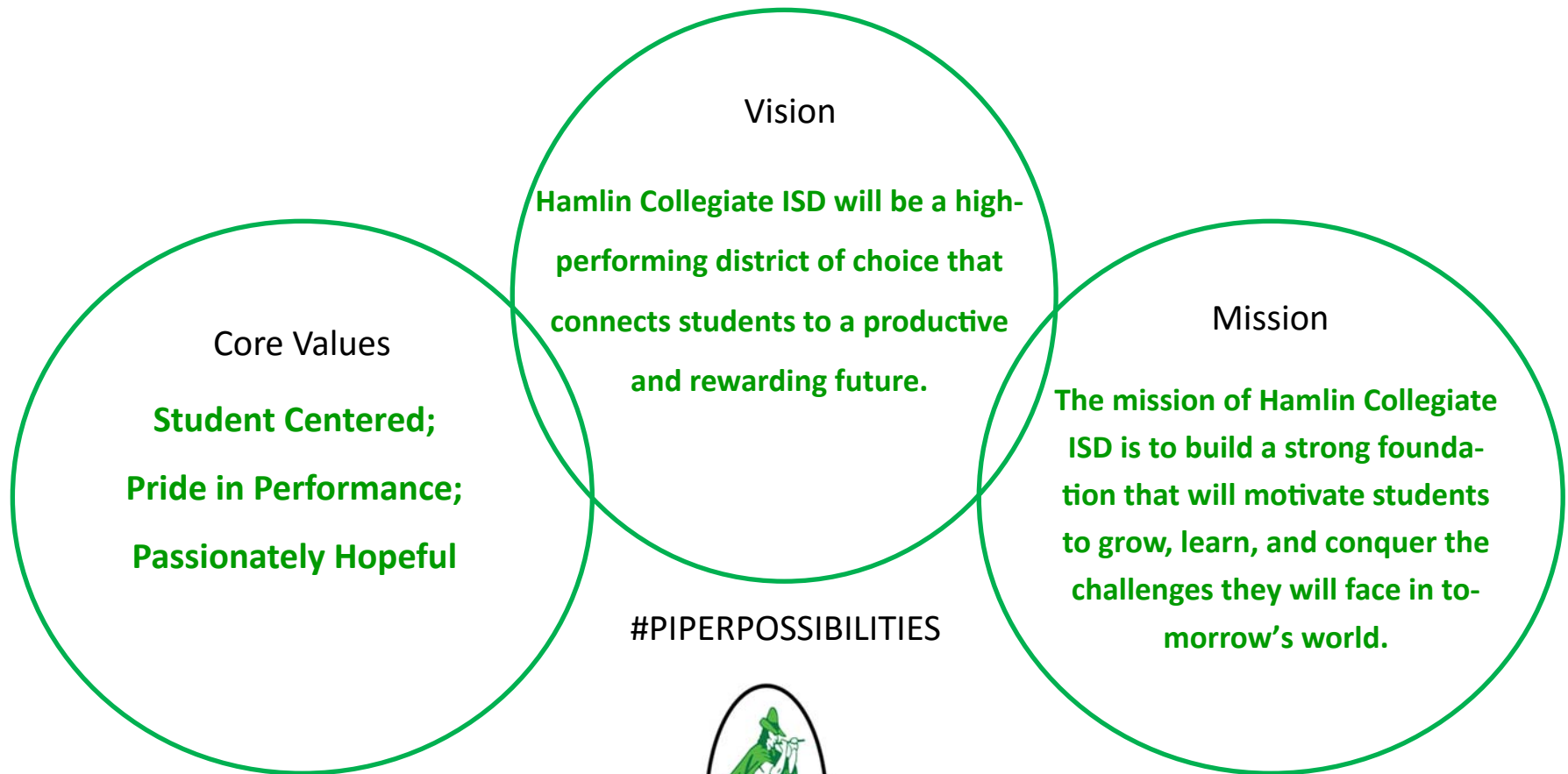
To continue our journey of continuous improvement, the Board of Trustees adopted 3 Goals and subsequently the administrative team developed Key Progress Indicators (KPIs) that will enable the District to measure progress and then report that progress to our stakeholders and to the Board. The Mission, Vision and Values, as well as the Board goals and KPIs, are part of this strategic plan.

Moving forward, we will continue our transformational work at Hamlin Collegiate Elementary School with our Montessori Program and whole-child philosophy, Project Based Learning, and STEM/Agri-Life Research Projects. At Hamlin Collegiate High School this work will include: Avid, Project Based Learning, STEM/Agri-Life Research Projects, Industry Certifications, and Associate Degree attainment.

The future is bright at Hamlin Collegiate ISD as we are “Developing Tomorrow’s Leaders.”

# HAMLIN COLLEGIATE ISD

## DEVELOPING TOMORROW'S LEADERS



**Work Hard, Love Kids & Be Positive**

# HAMLIN COLLEGIATE ISD

#PIPERPOSSIBILITIES



DEVELOPING TOMORROW'S LEADERS

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**Work Hard,  
Love Kids, and  
Be Positive**

# Steps to Success



- **Goal #1-ACADEMIC-Hamlin Collegiate ISD will increase 3<sup>rd</sup> grade “Met Standard” ELA/Reading scores from the current rate of 45% to 60% by 2023.**
  - Goal #1 aligns to TEA’s strategic plan to “Build a foundation of reading and math, in that it is much easier to close the achievement gap if we never let it start.”
- **Goal #2-CAREER/MILITARY (CCMR)-Hamlin Collegiate ISD will increase its overall CCMR score from 81% to 100% by 2023.**
  - Goal #2 aligns to TEA’s strategic plan to “Connect High School to Career and College.”
- **Goal #3-FACILITIES-Hamlin Collegiate ISD will increase facility repair/renovation project completion from the current state of completion to 100% by 2023.**
  - Student learning will be enhanced by providing a safe and secure learning environment.

## Hamlin ISD Priority 1: Build a Foundation of Reading and Math

**Goal 1: Hamlin ISD will increase 3rd grade "Meets" standard for ELA/Reading scores from the current rate of 45% to 60% by 2023.**

Key Performance Indicators (Strategy)	Person Responsible	Resources Needed	Milestones	Timeline
The number of classroom walk-throughs will increase from weekly to 3x's/week for all teachers.	Campus Principals	<ul style="list-style-type: none"> <li>Walk through documents/software</li> <li>Administrative team</li> </ul>	<ul style="list-style-type: none"> <li>Implementation data</li> <li>Teacher orientation</li> <li>Student-centered data</li> </ul>	<ul style="list-style-type: none"> <li>August 2019 PD &amp; training</li> <li>August 2019 Implementation</li> </ul>
The number of student data conferences will increase from once per year to no fewer than 8 times/year by May 2020. Parents will be included in these conferences no fewer than twice/year.	Campus Principals	<ul style="list-style-type: none"> <li>Data notebooks for each student.</li> <li>Student Data</li> <li>Data Record Sheet(s)</li> </ul>	Teacher orientation	Monthly September 2019 to May 2020
Increase student centered learning to 80% by May 2020.	Administrative Team	<ul style="list-style-type: none"> <li>PD on common instructional framework</li> </ul>	<ul style="list-style-type: none"> <li>Teacher Orientation</li> <li>Tracking Data</li> </ul>	Monthly September 2019 to May 2020

## Hamlin ISD Priority 1: Build a Foundation of Reading and Math

**Goal 1: Hamlin ISD will increase 3rd grade "Meets" standard for ELA/Reading scores from the current rate of 45% to 60% by 2023.**

Key Performance Indicators (Strategy)	Data Reporting	Date Reported
The number of classroom walk-throughs will increase from weekly to 3x's/week for all teachers.	Board reporting measure is simply a checkmark; however, we might want to provide additional data. Red, Yellow, Green. NOTE: Include data for flex classes. Student engagement, high cognition, curriculum implementation, and overall fidelity check. (See Goal 2, strategy 3)	January (Annually thru 2023)
The number of student data conferences will increase from once per year to no fewer than 8 times/year by May 2020. Parents will be included in these conferences no fewer than twice/year.	Person completing the conference=principal, teacher, counselor, Dean of TL and Dean of Student Services, and others TBD. DOCUMENTATION IN THE DATA NOTEBOOK AND DRIVE	January (Annually thru 2023)
Increase student centered learning to 80% by May 2020.	Student centered or teacher centered environment. Walk through checklist data.	January (Annually thru 2023)



## Hamlin ISD Priority 2: Connect High School to Career and College

### Goal 2: Hamlin ISD will increase its overall CCMR score from 81% to 100% by 2023.

Key Performance Indicators (Strategy)	Person Responsible	Resources Needed	Milestones	Timeline
Implement Montessori for PK/Head Start through grade 6 students by August 2023.	Dr. Burks Michelle Jones Lauri Pond	<ul style="list-style-type: none"> <li>Curriculum &amp; Classroom Materials</li> <li>PD</li> <li>Funding</li> </ul>	Implementation of... <ul style="list-style-type: none"> <li>3-5 year olds</li> <li>Grades 1-3</li> <li>Grades 4-6</li> </ul>	<ul style="list-style-type: none"> <li>August 2019</li> <li>August 2020</li> <li>August 2021</li> </ul>
Increase dual credit participation from 23% to 90% by May 2023.	Matt Pond Cindy Hastings Katrina Bogle	<ul style="list-style-type: none"> <li>Funding for Tuition &amp; Books</li> <li>Technology</li> </ul>	<ul style="list-style-type: none"> <li>Student Schedule</li> <li>Credit Hours Earned</li> </ul>	Each Semester beginning 2019-2020SY
Flex time will include individualized instruction 12 times/6 weeks.	Michelle Jones Matt Pond Cara Thomasson	<ul style="list-style-type: none"> <li>Student Schedules</li> <li>Curriculum &amp; Materials</li> <li>Team Leaders</li> </ul>	<ul style="list-style-type: none"> <li>Flex Calendar</li> <li>Student Data eg. UIL participation</li> <li>Fidelity Check</li> </ul>	Each 6 Weeks beginning September 2019 to May 2020

## Hamlin ISD Priority 2: Connect High School to Career and College

**Goal 2: Hamlin ISD will increase its overall CCMR score from 81% to 100% by 2023.**

Key Performance Indicators (Strategy)	Data Reporting	Date Reported
Implement Montessori for PK/Head Start through grade 6 students by August 2023.	<ul style="list-style-type: none"><li>Annual reporting</li></ul>	August (Annually thru 2022)
Increase dual credit participation from 23% to 90% by May 2023.	<ul style="list-style-type: none"><li>Graph plottable</li><li>*May move to include success rates in the future.</li></ul>	October & February (Annually thru 2023)
Flex time will include individualized instruction 12 times/6 weeks	<ul style="list-style-type: none"><li>Walkthroughs are required during this time to ensure fidelity.</li></ul>	January & August (Annually thru 2023)

**Hamlin ISD Priority 3: Student learning will be enhanced by providing a safe and secure learning environment.**

**Goal 3: Hamlin ISD will increase facility repair/renovation project completion from the current state of completion to 100% by 2023.**

<b>Key Performance Indicators (Strategy)</b>	<b>Person Responsible</b>	<b>Resources Needed</b>	<b>Milestones</b>	<b>Timeline</b>
Complete the initial board approved priority list by 2020. (Safety & ADA)	Dr. Burks	<ul style="list-style-type: none"> <li>\$1 million- fund balance</li> </ul>	<ul style="list-style-type: none"> <li>Prepare Specs &amp; Bids</li> <li>Award Project</li> <li>Project Completion</li> </ul>	July 1, 2019 - August 2020
Complete critical project list including sidewalks, carpet, ADA, safety, drainage issues, etc. by 2020.	Dr. Burks	<ul style="list-style-type: none"> <li>Budget allocation</li> </ul>	<ul style="list-style-type: none"> <li>Prepare 2019-2020SY priority list</li> <li>Install key fobs</li> <li>Secure entries</li> </ul>	July 1, 2020
Complete the remainder of the board approved renovation/repair project list by 2023.	Dr. Burks	<ul style="list-style-type: none"> <li>\$3 million estimate-TBD-MTN/Bond/Other</li> </ul>	<ul style="list-style-type: none"> <li>Funding Analysis</li> <li>Education &amp; Promotion</li> <li>Successful Bond</li> </ul>	Fall 2020-Summer 2023

**Hamlin ISD Priority 3: Student learning will be enhanced by providing a safe and secure learning environment.**

**Goal 3: Hamlin ISD will increase facility repair/renovation project completion from the current state of completion to 100% by 2023.**

Key Performance Indicators (Strategy)	Data Reporting	Date Reported
Complete the initial board approved priority list by 2020. (Safety & ADA)	<ul style="list-style-type: none"> <li>• Checklist of board determined priority items.</li> <li>*List based on board’s 2018 needs assessment.</li> </ul>	January and August 2020
Complete critical project list including sidewalks, carpet, ADA, safety, drainage issues, etc. by 2020.	<ul style="list-style-type: none"> <li>• Checklist of board determined critical projects.</li> <li>*List based on board’s 2018 needs assessment.</li> </ul>	January and August 2020
Complete the remainder of the board approved renovation/repair project list by 2023.	<ul style="list-style-type: none"> <li>• Checklist of board determined renovation/repair projects.</li> <li>*List based on board’s 2018 needs assessment.</li> </ul>	January and August (Annually thru 2023)