

Year 3 Instruction Strategy Highlights & Year 4 Recommendations

Focus Area 1 – Design & implement professional development opportunities around standards-based teaching & learning, the Bilingual Program Model, and Professional Learning Communities

- o Developed a **district philosophy** on professional development
- o Maintained **high attendance rate** for all professional development opportunities
- o Provided **ongoing training and coaching** on each topic to ensure sustained practices
- o Provided professional development opportunities on over **35 distinct topics reaching over 1000 unduplicated teachers**, including training in the bilingual program model
- o Maintained **feedback** on each professional development session, majority of which were **positive**
- o **Aligned expectations K-12** for standards-based teaching and learning, assessment, and professional learning communities
- o Provided **principal and teacher leader training** each month focused on implementing new standards, assessments, and collaborative structures

Focus Area 2 – Curriculum resources for teaching, formative assessments, and instructional technology

- o Teacher teams developed **pacing guides** for literacy and math at the elementary level
- o Teacher teams developed **Planned Course Statements** for all secondary school courses
- o Teacher teams developed **common formative assessments** and interim assessments in literacy for elementary grades
- o Teacher teams developed **interim and end-of-course assessments** for all secondary courses
- o Implemented **tech-innovation grants in over 35 classrooms**
- o Developed **instructional resources** for all teachers including sample lessons, classroom demonstration videos, resource guides, assessment tracking systems, and curriculum guides
- o Developed **Assessment Warehouse** for interim assessments

Focus Area 3 – Communication structures to foster shared decision-making & instructional leadership

- o **Met monthly with stakeholder groups** including classified, licensed, administrator, parent and students and developed improvement plans based on feedback
- o Developed and sustained **teacher leadership structures** for district decision making including committees for dual language planning, grade book development, elementary report card, math resource development, assessment planning and development, music programming and electives, technology planning, secondary math curriculum and college and career planning

Year 4 Recommendations

- Continue to provide quality professional development opportunities to accelerate Standards-Based Teaching and Learning, the Bilingual Program Model, and Professional Learning Communities, while adding Technology Enhanced Learning Environments
- Continue to provide instructional resources and tools that support standards based teaching, including formative and interim assessments, curriculum guides, and technology, with an increased focus on data management and performance reporting to support lesson planning and individualized instruction.
- Maintain and strengthen existing communication and leadership structures in order to increase teacher voice in decision-making and problem solving.

Year 3 Engagement Strategy Highlights & Year 4 Recommendations

Focus Area 1 – Utilize a variety of media to communicate with stakeholders

- **Facebook likes** have increased to **1042** from 500 in August (increase of 542 year-to-date)
- **Twitter followers** have increased to **1001** from 492 in August (increase of 509 year-to-date)
- **Mike Scott** now has a **Twitter** account with **184** followers
- District **mobile app** was launched in October and has **3,534 downloads**
- **Live Twitter feeds** are now available on the District website:
 - Mike Scott's on the **Superintendent page**
 - District's on the **homepage**
- District is producing more **videos** to capture patrons' attention and help tell our stories
- **Glencoe** and **Lenox** have moved to **DNN sites**; **improvements** have been made to **Hilhi, Brown, and Miller Education Center websites**.
- **Volunteer webmasters** were solicited from Intel; a training was held for 13 of them in January.
- Volunteer/Donation Highlights:
 - **Elks Holiday Basket program** served **499** families in December.
 - **Elks Lodge** formed a partnership with **Reedville** and **Rosedale** Elementary Schools to start a **weekend food backpack program**.
 - **Intel volunteers** visited 13 classrooms in 8 elementary schools and 10 classrooms in three middle schools for **National Engineers Month** in February.
 - **Assistance League** held seven different shopping trips for middle and high school students in need serving **209 students at a value of more than \$26,000!**

Focus Area 2 – Increase the number of opportunities to promote meaningful engagement

- **87 different events** (informational meetings, staff/parent listening sessions, Coffee Chats, focus groups, parent training sessions, etc.) have been held, engaging **2283 patrons**. In addition, the **Bi-National Community Health Fair** held on October 6 at Hilhi drew more than **1,000 Spanish-speaking participants!**
- **Communications training/outreach**:
 - **Effective Communications/Customer Service** training was developed and delivered to **elementary office managers** as well as **the classified staff at Reedville**.
 - **Informational presentation** on the Hillsboro School District was developed and delivered to the **United Methodist Women** on April 2 (~40 people).
 - **20 Questions in 20 Days provided** a platform for responsiveness to patron questions.
- A comprehensive **boundary adjustment process** was held between January and March 2014, involving hundreds of patrons. This process drew praise for its openness and transparency, and for the number of opportunities people had to get information and provide feedback.
- A **communications audit** was conducted March 17-18 by representatives from the National School Public Relations Association. The auditors did a comprehensive review of all current communications methods and channels, and held 20 focus group meetings with different stakeholder groups to gain perspective on what's working well and what's still needed.

Year 4 Recommendations

- Focus on current media tools to reach stakeholders: District mobile app, website, Facebook, Twitter, videos
- Create an integrated marketing plan for the District
- Continue improving and standardizing school websites
- Promote College & Career Pathways project
- Collaborate with the LRPC to prepare for the next construction bond

Year 3 Equity Strategy Highlights & Year 4 Recommendations

Focus Area 1 – Comprehensive Professional Development Plan

- Approximately **330 staff, parents, and community partners** participated in multiple ongoing **professional development opportunities** offered by the District. All sessions were well attended and feedback was overwhelmingly positive.
- Administrators participated in **3 equity focused dialogue sessions** facilitated by John Lenssen.

Focus Area 2 – Comprehensive Recruitment, Hiring and Retention Plan

- The Human Resources Department has worked in **collaboration with local universities and organizations** on efforts toward increasing the **cultural and linguistic diversity** of staff, including:
 - Western Oregon University
 - Portland Metro Education Partnership
 - Portland State University-Bilingual Teacher Pathways Program
 - Oregon Department of Education
 - Portland Community College
 - African Youth Organization
- Data has been collected on **why staff chooses to work in the Hillsboro School District** and why staff leaves employment with the District. This data will help inform recruitment and retention efforts.
- HR has **revised the hiring protocol** to create a more streamlined and culturally responsive process. Hiring administrators have been trained on this revised process.
- The District was awarded the **Oregon Department of Education Minority Educator Retention Grant**, intended to fund Districts to plan, develop, and pilot models for retaining culturally and/or linguistically diverse teaching staff.
- The Office of Equity held **four focus groups** with Hispanic parents from Free Orchards, Mooberry, WL Henry and Lincoln Street to gain a better understanding of the experiences of Hispanic families in our District.

Year 4 Recommendations

- Continue to meet the needs of various groups in the school district by expanding the professional development strategies and delivery models.
- Support equity work at each school and department and continue to create inclusive educational and work environments.
- Continue to work with the Oregon Department of Education toward minority teacher recruitment and retention.
- Create opportunities to connect with our community through outreach efforts focused on hiring a diverse workforce.

Year 3 Facilities Strategy Highlights & Year 4 Recommendations

Focus Area 1 – Long-Range Planning Committee: Construction projects & maintenance issues

- **Long Range Planning Committee** met on October 3rd, November 14th, December 12th, February 13th, March 13th, April 17th and May 15th. Much of the work of the committee is reviewing with the City of Hillsboro and Washington County the progress of development in the **South Hillsboro and South Cooper Mountain areas**.
- As a result of the work done by the Long Range Planning Committee in tracking developments within this district, a need was recognized for **boundary adjustments** for several elementary schools. This boundary adjustment process took place between January and March, 2014.
- A **40-acre site** adjacent to the South Hillsboro development area was purchased in April, 2014 as a **future high school site**. With the addition of this site HSD now owns 90 in or immediately adjacent to the South Hillsboro development area on which to building 4 elementary schools, 1 middle school and 1 high school.
- District participated in **concept planning of South Cooper Mountain** development on September 19th, January 9th and April 3rd.
- Continued to maintain and update **High Priority Maintenance Project** list. The following items from this list have been or will be completed before the end of summer, 2014:
 - Replaced paper-backed insulation at Brookwood Elementary, Mooberry Elementary, North Plains Elementary, Ladd Acres Elementary and Minter Bridge Elementary
 - Upgraded/Replaced emergency egress lighting at North Plains Elementary, Lenox Elementary, West Union Elementary, Glencoe High School, Evergreen Middle School, Jackson Elementary, Patterson Elementary, McKinney Elementary, Mooberry Elementary, Peter Boscow, Poynter Middle School, Brookwood Elementary, Eastwood Elementary, Miller Education Campus-East, WL Henry Elementary, Brown Middle School, Century High School, Ladd Acres Elementary, Butternut Creek Elementary, Indian Hills Elementary, Reedville Elementary, Tobias Elementary, Farmington View Elementary, Groner Elementary, Minter Bridge Elementary and Hilhi
 - Replace bleachers at Hare Stadium, retro-fit bleachers at Glencoe High School.
 - Reconstruct storm drainage system at Reedville Elementary School.
 - Update video surveillance system at Glencoe and Hillsboro High Schools.
 - Upgrade internet phone systems to all all-call throughout building at Eastwood Elementary, Farmington View Elementary, WL Henry Elementary, Mooberry Elementary and West Union

Focus Area 2 – Equitable Learning Environments/Support Tech-Enhanced Classroom Plan

- Formed a work group which includes representatives from the Long Range Planning Committee, HSD Tech Services, Maintenance/Facilities, elementary classroom teachers, secondary classroom teachers, special education and building level administration. This work group is tasked with developing a draft plan for the **Baseline Standard for Classroom Function and Technology** which will then be presented to the Long Range Planning Committee who will review and revise and ultimately present to the School Board. This Baseline Standard will then be used to determine what needs to be done, along with the cost, to bring our existing facilities up to this Standard. This will become the starting point for future school design in the District.

Year 4 Recommendations

- Continue convening the Long Range Planning Committee to stay abreast of community development and facility maintenance issues.
- Complete the draft plan for the Baseline Standard for Classroom Function and Technology and use it, along with other data, to plan for the next construction bond.

Year 3 Safety Strategy Highlights & Year 4 Recommendations

Focus Area 1 - Develop and implement a district-wide anti-bullying and harassment campaign.

- The student led **anti-bullying and harassment campaign** is on target for phase I implementation; preparations have included:
 - Student involvement from all feeder areas and **student-led print and video campaign**
 - **Partnered with Lines for Life** to conduct workshops for Youth Advisory Council to assist students with the campaign
 - **Student safety survey** administered
 - Review of student survey to gather data for anti-bullying project
 - Presented final product to stakeholder groups
 - **Partnered with the Hillsboro HOPS** to provide **anti-bullying assemblies** throughout the District

Focus Area 2 – Simplify, promote and practice emergency procedures across all district facilities

- **Safety Summit** held in August for all administrators with the keynote topic school safety and bullying prevention
- **Safety Nuts and Bolts** presented to all administrators to communicate HSD safety requirements
- Comprehensive **school safety plan checklist** completed and reviewed for all buildings
- **Safety and Emergency Management System (SEMS)** being utilized to track monthly all District required safety information (drills, safety meetings, audits, strike teams, etc.) from buildings.
- Administered **mandatory trainings** for all employees; **Hillsboro SD continues to be the state leader for number of completed trainings**
- **District mobile app** launched by Communications Department with an **anonymous tip** function
- **Safety page** of the District website redesigned and updated with resources
- **Safety alerts** posted on the District website
- Chaired the **Safe Schools Committee** of Washington County; this group is made up of all school districts, law enforcement agencies, and county agencies in Washington County
- New **online accident tracking system** being implemented to reduce paper and workload of staff currently being used at all District sites
- A full-scale **parent reunification drill** will take place in August, including most agencies in Washington County
- **Parent safety brochure** completed to give parents and community members a better understanding of district safety terminology and procedures
- **Hillsboro Student Threat Assessment Team (HSTAT)** reviews all student Level I and II threat assessments for tracking and planning purposes
- **Chemical hygiene plan** for science safety being evaluated and redesigned to meet standards

Year 4 Recommendations

- Implement phase one of the district wide anti-bullying and harassment campaign.
- Continue streamlining, promoting and practicing safety procedures across all district facilities.