

Hillsboro School District Strategic Plan 2011-2016
Year 2 Strategy Area Report

Instruction	
Description:	<i>Ensure that systems of instructional improvement lead to the highest levels of learning for all students and staff</i>
Y2 Action Plan status:	100%

Y2 Key Takeaways	- Hillsboro Online Academy is being expanded to include upper elementary grades; STEM, Dual Language and AVID programs implemented with quality - College and Career Pathways project has brought together a variety of stakeholders to clearly articulate options for students - Curriculum maps and planned course statements complete in all core areas, aligning to Common Core State Standards and Next Gen Science Standards - Principals and teacher teams meeting in Professional Learning Communities to develop curriculum, common assessments, and instruction planning for all students
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Y3 Draft Action Items	- Design and implement collaborative professional development opportunities around standards-based teaching and learning, the Bilingual Program Model, and PLCs - Implement Naviance for college and career profile management - Finalize College and Career Pathways plan; develop informational materials - Continue to develop resources to support staff in utilizing effective instructional practices - Use feedback loops to foster shared decision-making with stakeholders
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Engagement	
Description:	<i>Inform, involve and engage all stakeholders</i>
Y2 Action Plan status:	85%

Y2 Key Takeaways	- New website fully operational and being continually optimized; year-over-year website visits up 16% (323,196 vs. 277,964) - Featured Student section, Featured Staff member section, and Video postings are driving traffic to the website - Social media (Facebook, Twitter, Oregonlive blog) is being used consistently as a communications vehicle; average photo block posts are over 40/month - Volunteer Coordinators are maximizing community involvement in our schools
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Y3 Draft Action Items	- Continue standardizing and optimizing District website - Develop style guide for school websites - Increase use of social media - Provide multiple opportunities for stakeholders to get information from and provide feedback to the District - Expand/strengthen system for managing volunteer opportunities/partnerships
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Equity	
Description:	<i>Ensure increased awareness and action in the implementation of equitable systems, programs and practices.</i>
Y2 Action Plan status:	80%

Y2 Key Takeaways	- Staff are participating in ongoing training to increase cultural competency (Uniting to Understand Racism, Beyond Diversity, Coaching for Educational Equity) - Hiring practices have been revised to include standardized questions on cultural competency and equity, bilingual screening matrix, etc.; 58 bilingual staff have been hired since May 2013 - A total of 24 Parent Leadership Institutes were provided at six elementary schools with a total of 326 parents in attendance
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Y3 Draft Action Items	- Continue offering professional development opportunities to staff and community members - Track student participation rates in extracurricular activities and advanced coursework - Increase parent and community outreach - Implement and refine recruitment, hiring and retention processes to support the instructional needs of all students
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Facilities	
Description:	<i>Utilize resources effectively and equitably, and plan for future growth</i>
Y2 Action Plan status:	98%

Y2 Key Takeaways	- Enrollment Study and Facilities Needs Assessment completed - Prioritized list of Maintenance/Facilities projects completed and used in development of 2013-14 Budget and November 2013 General Obligation Bond issue
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Y3 Draft Action Items	- Continue to participate in South Hillsboro and South Cooper Mountain Technical Advisory Committees to track timing of future development. - Update Prioritized Maintenance/Facilities project list to incorporate newly identified issues.
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Safety	
Description:	<i>Create and ensure a safe learning and working environment</i>
Y2 Action Plan status:	90%

Y2 Key Takeaways	- Site safety plans are in place and drills are being conducted on a regular basis - Initial investigation/groundwork completed for anti-bullying campaign - School safety video for staff is now included in district-wide training - Collaboration with Hillsboro Police and Fire is a model in the state
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Y3 Draft Action Items	- Establish anti-bullying and harassment campaign - Continue partnership with emergency service providers to coordinate and strengthen safety efforts - Reorganize and enhance safety page on website - Simplify, promote and practice emergency procedures across all District facilities
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Instruction

Description:	<i>Ensure that systems of instructional improvement lead to the highest levels of learning for all students and staff.</i>
Y2 Action Plan status:	100%
Outcome 1:	<i>All students feel capable, competent and confident in their educational ability</i>
Milestones:	• Students access quality learning options and instructional programs and strategies that support their personal learning needs and goals. • Students understand and utilize assessments for self-directed learning. • Students have access to the options identified through the Options Study Team work for elementary, middle and high school students.
Q1 highlights	• AVID programs now exist at all four high schools • Dual Language at 6 ES, 1MS, 1HS; STEM at 4 ES; Hillsboro Online has over 120 students and enrollment is capped
Q2 highlights	• Two additional elementary schools planning for a 2013-14 Kindergarten Dual Language Program (Mooberry and Free Orchards) • Elementary Literacy Program aligning to the Bilingual Program Model, all middle schools implementing Focused and Integrated ELD
Q3 highlights	• Hillonline planning expansion to Elementary Schools, Fee-Based Coursework, and Services to Comprehensive High Schools • High School Implementation of Focused and Integrated ELD under way.
Q4 highlights	• Brochure development under way defining additional program offerings at Hillsboro Online Academy, including fee-based credit acceleration
Outcome 2:	<i>All students graduate with college and career-readiness skills</i>
Milestones:	• Students comprehend a variety of texts and attain highly proficient levels of literacy, as measured by state standards. • Students demonstrate high levels of mathematical and scientific reasoning, logic computation, and application.
Q1 highlights	• College and Career Pathways project team established, work is well under way • Curriculum maps being developed in Science, Social Studies, Math & Language Arts
Q2 highlights	• Entered planning stage on College and Career Pathways project, work-groups established • Curriculum Maps and Planned Course Statements nearly complete in all core areas, aligning to CCSS and Next Gen Science Standards
Q3 highlights	• Executive Planning Team Completed with representation from the Chamber, the City of Hillsboro, Western Oregon University, PCC, and the School Board. • Curriculum Maps and Planned Course Statements complete in all core areas, aligning to CCSS and Next Gen Science Standards
Q4 highlights	• Strategic planning for College and Career Pathways with key community partners continues, plan completion target: October 2013
Outcome 3:	<i>All teachers employ effective and engaging instructional practices using high-quality, research-based curriculum</i>
Milestones:	• Teachers understand and use effective formative and summative assessments. • Teachers have access to professional development that helps them use highly engaging instructional practices. • Beginning teachers have access to mentoring to help them improve their teaching practice and engage students. • Teacher evaluations are designed to reflect their effective use of best practices.
Q1 highlights	• Professional development on standards-based IEPs complete • First leadership development program for assistant principals complete - topic: balanced leadership • Professional learning community (PLC) structure in place throughout the system
Q2 highlights	• Principals and teacher teams meeting in Professional Learning Communities to develop curriculum, common assessments, and instruction planning for all students • Professional development in effective teaching practices for English language learners under way
Q3 highlights	• Principals using academic seminars and professional learning community structures to enhance teaching aligned to standards • Classroom teachers partnering with specialist teachers both in special education and ELL services to increase access to core instruction
Q4 highlights	• Planned course statements, curriculum maps, and formative assessments have been developed and are in use
Y2 Key Takeaways	• Hillsboro Online Academy is being expanded to include upper elementary grades; STEM, Dual Language and AVID programs implemented with quality • College and Career Pathways project has brought together a variety of stakeholders to clearly articulate options for students • Curriculum maps and planned course statements complete in all core areas, aligning to Common Core State Standards and Next Gen Science Standards • Principals and teacher teams meeting in Professional Learning Communities to develop curriculum, common assessments, and instruction planning for all students
Y3 Draft Action Items	• Design and implement collaborative professional development opportunities around standards-based teaching and learning, the Bilingual Program Model, and PLCs • Implement Naviance for college and career profile management • Finalize College and Career Pathways plan; develop informational materials

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Engagement

Description:	<i>Inform, involve and engage all stakeholders</i>
Y2 Action Plan status:	85%
Outcome 1:	<i>District and school awareness is high among all stakeholders</i>
Milestones:	• Consistent, relevant and timely information is provided to all stakeholders. • Awareness is increasing
Q1 highlights	• Facebook likes up 23.4% and Twitter followers up 17.1% vs. Y1,Q4 • Work on new website 95% complete
Q2 highlights	• New website launched in December 2012
	• Hispanic Outreach workers administered our Technology Survey in person to 88 parents and community members, generating valuable feedback for our study team
Q3 highlights	• New website fully operational and being continually optimized thanks to addition of new Webmaster, Justin Arey. • Average time on page up 20% year-over-year (3:40 to 4:23 minutes).
	• Reorganized schools section to provide more information and enhance usability.
Q4 highlights	• Year-over-year visits up 16% (323,196 vs. 277,964)
Outcome 2:	<i>Multiple opportunities for authentic engagement and involvement are provided for all stakeholders</i>
Milestones:	• Involvement and volunteerism are increasing. • Existing partnerships are strong and new partnerships are continually explored and cultivated.
Q1 highlights	• Co-hosted town hall by Oregon's Chief Education Officer, Dr. Rudy Crew, placed video on website • Parent group leadership meetings expanded - more meetings and higher participation
Q2 highlights	• Volunteer coordinators managed holiday donation programs that served 644 District families.
Q3 highlights	• Facebook likes - 372; "Reach" spiked dramatically at 3,805 in early May due to Doodle 4 Google winner story (average reach 100-500 per story). • Photo block updates: February - 15, March - 27, April - 42. • Videos posted to homepage: Century's anti-drunk driving video, STEMposium video featuring Quatama students. • Kid Fit and Prom Safety PSAs posted to home page.
Q4 highlights	• Superintendent Web Chat with Oregonian May 28, 2013, and Listening Session webinar held on June 3, 2013
Outcome 3:	<i>Stakeholders feel ownership in our district and schools</i>
Milestones:	• Response to our annual community survey is increasingly positive. • Voters support District ballot measures.
Q1 highlights	• Volunteer Coordinators have sorted and distributed 500 stuffed backpacks from Intel, 5 pallets of school supplies, and 1 pallet of Bundles & Blankets • New, dynamic volunteer project listing on website • Connections made with schools and community members
Q2 highlights	• Student survey revised with team; ready for administration to students in spring 2013.
Q3 highlights	• Robust volunteer/donation opportunities section of website. • Schools were recently "adopted" for service projects by SOLVE (Free Orchards) and Synopsys (Brown Middle School).
Q4 highlights	• Board voted unanimously to place \$25 million General Obligation Bond on November 2013 ballot for technology, facilities and safety
Y2 Key Takeaways	• New website fully operational and being continually optimized; year-over-year website visits up 16% (323,196 vs. 277,964) • Featured Student section, Featured Staff member section, and Video postings are driving traffic to the website • Social media (Facebook, Twitter, Oregonlive blog) is being used consistently as a communications vehicle; average photo block posts are over 40/month • Volunteer Coordinators are maximizing community involvement in our schools
Y3 Draft Action Items	• Continue standardizing and optimizing District website • Develop style guide for school websites • Increase use of social media • Provide multiple opportunities for stakeholders to get information from and provide feedback to the District

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Equity

Description:	<i>Ensure increased awareness and action in the implementation of equitable systems, programs and practices.</i>
Y2 Action Plan status:	80%
Outcome 1:	<i>All staff are culturally competent</i>
Milestones:	• All staff participate in ongoing training focused on educational leadership for equity and social justice. • Hiring practices include cultural competency indicators. • Hiring practices include more culturally and linguistically diverse staff.
Q1 highlights	• Created a template for screening and interviewing bilingual candidates • UUR Dialogue Session under way at Free Orchards, four staff members attending CFEE in October
Q2 highlights	• HSD revised and expanded Recruit and Hire Process to include standardized questions on cultural competency and equity, bilingual screening matrix to assess language capabilities, and more.
Q3 highlights	• 14 staff members attended the Beyond Diversity 2 workshop at the NWRES D on March 6 & 7.
	• Interviewed 31 bilingual educators at the Oregon Professional Educator Fair and invited them to an informal reception held by Dual Language educational leaders.
Q4 highlights	• 47 classified staff members attended Beyond Diversity I & II, a two-day workshop at the NWRES D • A total of 58 bilingual staff have been hired since May 2013 (9 administrators, 19 licensed, and 30 classified) for the upcoming school year • 9 classified staff are currently enrolled in the Bilingual Teacher Pathway Program for 2013-14
Outcome 2:	<i>The educational system provides all students equal access to rigorous content at or above grade level and opportunities to participate in extracurricular activities</i>
Milestones:	• Staff perform in-depth analysis and comprehensive review of programs to ensure that high quality is maintained, new programs are implemented as appropriate and made available to all students. • Student participation rates in advanced courses and extracurricular activities are proportional to their population
Q1 highlights	• Preliminary meetings with counselors and athletic/activity directors to begin planning for systemically addressing equitable access to curricular and extracurricular opportunities
Q2 highlights	• Challenge Up - Data triangulation used to determine student placement in middle school math classes - Poynter Middle School
Q3 highlights	• Planning stages with OSP and building principals.
Q4 highlights	• The Hillsboro School District Mariachi Band "Una Voz" (One Voice) increased its membership to 14 students representing grades 6-10 and held 14 performances both in the District and in the community
Outcome 3:	<i>A welcoming and inclusive school environment exists for culturally, linguistically, socially, racially and economically diverse students, families, staff and community members</i>
Milestones:	• All schools use the equity checklist to determine areas of improvement that result in a school environment that is inclusive and free of systematic bias. • School and District activities show an increase in active participation by diverse parents and community members proportional to their population.
Q1 highlights	• 14 Parent Leadership Institute workshops planned for 2012-13 • Planning stage of District and community campaign to eliminate bullying and harassment in Hillsboro
Q2 highlights	• Parent Leadership and Empowerment graduation at Witch Hazel and Eastwood Elementary Schools: 28 parents completed the 6-week class.
Q3 highlights	• W.L. Henry and Lincoln Street Elementary Schools provided the final two workshops for the school year and a total of 40 parents were in attendance.
Q4 highlights	• A total of 24 Parent Leadership Institutes were provided at six elementary schools with a total of 326 parents in attendance

Y2 Key Takeaways	• Staff are participating in ongoing training to increase cultural competency (Uniting to Understand Racism, Beyond Diversity, Coaching for Educational Equity) • Hiring practices have been revised to include standardized questions on cultural competency and equity, bilingual screening matrix, etc.; 58 bilingual staff have been hired since May 2013 • A total of 24 Parent Leadership Institutes were provided at six elementary schools with a total of 326 parents in attendance
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Y3 Draft Action Items	• Continue offering professional development opportunities to staff and community members • Track student participation rates in extracurricular activities and advanced coursework
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Facilities

Description:	<i>Utilize resources effectively and equitably, and plan for future growth</i>
Y2 Action Plan status:	98%
Outcome 1:	<i>Changes in student enrollment are accommodated by constructing, replacing or remodeling current schools and banking land for new schools. Facilities are configured to meet enrollment and support educational best practices</i>
Milestones:	- Facilities Plan is in place and current. - Contracts are in place for land acquisition for future schools.
Q1 highlights	Comparison of enrollment projection to building capacities is complete
Q2 highlights	A long-range planning update will be provided to the board February 12th, which will include a prioritized list of maintenance projects for budget planning purposes.
Q3 highlights	- South Hillsboro - Butternut Creek Area - Met w/ Developers & City on February 20th, March 3rd and May 9th. - South Hillsboro - Newlands Development Area - Met w/ Developers on February 22nd and May 6th. - South Cooper Mountain - Technical Advisory Team met on March 19th, April 9th and May 9th.
Q4 highlights	Enrollment Study used in development of 2013-14 Budget and in development of November, 2013 General Obligation Bond Levy
Outcome 2:	<i>All existing facilities are maintained and efficiency enhancements are incorporated wherever possible</i>
Milestones:	- Facilities Plan prioritizes needed improvements. - Resources are allocated to high priority items.
Q1 highlights	Maintenance project list has been completed
Q2 highlights	Maintenance project list has been developed, costed out and prioritized by staff.
Q3 highlights	- Maintenance project list will be used during development of 2013-14 budget. - Maintenance Project list used in developing future Local Option or GO Bond levy.
Q4 highlights	Maintenance Project list, along with Enrollment Study used to develop 2013-14 Budget and November, 2013 General Obligation Bond Levy
Outcome 3:	<i>The District shares facilities and systems with community partners to enhance academic partnerships</i>
Milestones:	- Community groups are aware of opportunities to share systems and enhance partnerships with the District. - Reciprocal facilities partnerships are increasing.
Q1 highlights	- Annual meeting with Parks & Rec held in August to discuss our partnership - Meeting held with Parks & Rec in October to discuss their indoor facilities master plan
Q2 highlights	January 2013 - Met with City of Hillsboro to discuss possible co-location of facilities and future development.
Q3 highlights	- City of Hillsboro - Met to discuss possible co-location of facilities on January 25th, met with Hillsboro Parks & Rec to discuss indoor facilities on March 8th. - Member of Metro Regional School Facility Study Team - Met February 19th, March 6th and April 29th. - Finalized agreement for Community Garden at Miller Education Campus.
Q4 highlights	Met with Hillsboro Parks and Recreation staff in June, 2013 to discuss current and potential future partnership opportunities.

Y2 Key Takeaways	- Enrollment Study and Facilities Needs Assessment completed - Prioritized list of Maintenance/Facilities projects completed and used in development of 2013-14 Budget and November 2013 General Obligation Bond issue
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Y3 Draft Action Items	- Continue to participate in South Hillsboro and South Cooper Mountain Technical Advisory Committees to track timing of future development. - Update Prioritized Maintenance/Facilities project list to incorporate newly identified issues.
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Safety

Description:	<i>Create and ensure a safe learning and working environment</i>
Y2 Action Plan status:	90%
Outcome 1:	<i>Every school and District facility provides a safe physical environment</i>
Milestones:	• Office of Safety is established and delivers annual inventory and review of the District's safety infrastructure. • All staff and students are trained in emergency protocols and procedures. • Safety information and communications are easily accessible to students, staff and the community.
Q1 highlights	• District Emergency Operations Plan is complete
Q2 highlights	• Assisted schools in evaluating building security and safety procedures to ensure efficient response to emergencies
Q3 highlights	• Evaluated schools' building safety and gathered feedback from schools on needed improvements.
	• Compiled list of recommended safety improvements district-wide.
Q4 highlights	• Completed school safety video for all staff to be included in district-wide training
Outcome 2:	<i>Every school and District facility provides a safe emotional environment</i>
Milestones:	• Systems are in place to ensure the emotional safety of students and staff.
Q1 highlights	• Attended state Student Threat Assessment Team (STAT) meeting • Planning meeting for anti-bullying campaign held with high school activity coordinators and District leadership October 23
Q2 highlights	• Facilitated anti-bullying brainstorming workshop with high school leadership students to get feedback on what they see the issues are. Presented the findings to principals and gathered feedback during leadership meeting
Q3 highlights	• State wellness survey administered to gather feedback from students.
	• District school climate survey complete and will be administered to students this spring.
Q4 highlights	• Attended the briefings at Columbine High School to gather information about school violence to present to administrators at the Safety Summit
Outcome 3:	<i>Partnership opportunities with city and county agencies are expanded to effectively utilize resources</i>
Milestones:	• Partnerships with the City of Hillsboro, law enforcement, fire, health organizations and social services provide wrap-around services for students. • Partners assist in the development of emergency procedures and staff training.
Q1 highlights	• Planning under way for parent reunification training exercise with Hillsboro Police Department
Q2 highlights	• Worked on detailed planning for parent reunification exercise with the Hillsboro Police Department. • Worked with HPD to analyze current school safety procedures
Q3 highlights	• Worked with HPD and WACO to analyze current school safety and compile recommendations for safety improvements district-wide. • Continued to plan for parent reunification; training video scheduled to be completed this spring.
Q4 highlights	• Worked with HPD to complete training video and plan parent reunification drill • Established framework to expand partnership with HPD and Juvenile Department for next year

Y2 Key Takeaways	• Site safety plans are in place and drills are being conducted on a regular basis • Initial investigation/groundwork completed for anti-bullying campaign • School safety video for staff is now included in district-wide training • Collaboration with Hillsboro Police and Fire is a model in the state
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Y3 Draft Action Items	• Establish anti-bullying and harassment campaign • Continue partnership with emergency service providers to coordinate and strengthen safety efforts • Reorganize and enhance safety page on website • Simplify, promote and practice emergency procedures across all District facilities
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