

Hillsboro School District Strategic Plan 2011-2016
Year 1 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>
Y1 Action Plan status:	95%

Y1 Key Takeaways	- Options work well on its way with expanding Dual Language, STEM, and AVID programs as well as the launch of Hillsboro Online Academy (80+ full-time students) - Bilingual Program Model established, with plan for year-over-year advancement - Strong focus on delivering professional development to staff focusing on standards, professional learning communities, and assessment
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Y2 Draft Action Items	- Strengthen and expand Options programs - Align HSD instructional model to ensure K-12 implementation of effective teaching practices, including our Bilingual Program Model - Expand the role of instructional leadership across all schools, departments and classrooms - Develop the tools and resources necessary to implement the Common Core State Standards (CCSS) at all levels, as well as prepare for a new state assessment system (Smarter Balanced Assessment Consortium, or SBAC) - Targeted professional development for staff, continued use of Professional Learning Communities (PLCs)
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Engagement	
Description:	<i>Inform, involve and engage all stakeholders</i>
Y1 Action Plan status:	90%

Y1 Key Takeaways	- Website and social media analytics indicate that awareness of District/school information is strong and positive overall - A strong emphasis was placed on stabilizing websites and adding functionality for enhanced user experience - Many avenues exist for patrons to get District/school information and get involved - Groundwork was laid to strengthen and expand our outreach to the community and subsequent school-organization partnerships
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Y2 Draft Action Items	- Launch new District website, include student-submitted articles, add avenues for two-way communication with patrons - Collaborate with partners like the City of Hillsboro for cross-promotion of messages, events - Increase use of technology to increase engagement - videos, webinars - Expand the role of our school-based parent organizations to act as large focus group/key communicators - Expand volunteerism, partnerships, donations through our new Volunteer Coordinators
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Equity	
Description:	<i>Ensure increased awareness and action in the implementation of equitable systems, programs and practices.</i>
Y1 Action Plan status:	90%

Y1 Key Takeaways	127 staff members successfully completed Uniting to Understand Racism workshops this year, bringing District total to over 840 - All administrators completed the final three workshops in a series of six leadership workshops focused on cultural responsiveness - Increased hiring of bilingual and culturally competent staff through implementation of a bilingual screening protocol and equity-focused interview questions. - Strengthening existing partnerships with higher education teaching programs with a focus on developing culturally responsive teachers and recruiting for bilingual candidates - Completed eight Parent Leadership Institutes focused on education and empowerment for Latino parents at the elementary school level
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Y2 Draft Action Items	- Target equity-focused professional development to classified groups - Increase recruitment efforts toward hiring bilingual staff - Expand partnerships with higher education undergraduate and graduate programs with a focus on developing culturally responsive teachers and recruiting for bilingual candidates - Develop a comprehensive plan around anti-bullying and harassment, K-12 - Develop a plan to systemically address equitable access to curricular and extracurricular opportunities
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Facilities	
Description:	<i>Utilize resources effectively and equitably, and plan for future growth</i>
Y1 Action Plan status:	100%

Y1 Key Takeaways	- Population and Facilities studies are complete and will be used to guide long-range facilities planning for the District - Hundreds of thousands of dollars have been saved in utility and garbage hauling costs by staff enacting efficiency and recycling programs - Hillsboro School District is at the table in land use/planning discussions in and around Hillsboro, and has many partnerships with local
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Y2 Draft Action Items	- Lay out initial long-range planning options to Board, staff and community - invite feedback - Complete high-needs maintenance projects and continue to implement cost-saving measures - Expand partnerships in South Hillsboro and Cooper Mountain areas
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Safety	
Description:	<i>Create and ensure a safe learning and working environment</i>
Y1 Action Plan status:	100%

Y1 Key Takeaways	- Groundbreaking safety scenario training planned and held in cooperation with multiple partners - will become a model - Analysis of District safety infrastructure showed no major changes necessary - Safe Routes to School committee analyzed and reestablished all bus and walk zones in the District - District's student threat assessment model is being used by all other Washington County districts and agencies
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Y2 Draft Action Items	- Conduct additional and different emergency scenario trainings for staff and students to increase readiness - Refine the new student survey to ensure the results collected will be actionable in helping to create safer school environments - Continue working with partners and committees to ensure student safety is optimized
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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>
Y1 Action Plan status:	95%
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	Project Management Plans in place for all action items
	Third high school has begun AVID implementation
Q2 highlights	Leadership selected for online school Hillsboro Online Academy
	Selected schools for expansion of Dual Language & STEM options
Q3 highlights	Options programs, including Dual Language, STEM, and Online Academy, completed and in implementation phase
	Assessment Plan completed and ready for implementation.
Q4 highlights	Prepared and provided professional development for staff engaged in Dual Language, STEM, AVID and Hillsboro Online Academy
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	ELL Program Model Completed & Implementation Plan in use
	1st draft of "10 Milestones for Post-Secondary Success" created
Q2 highlights	HSD ELL Program Model articulated and shared with all staff
	First draft of Milestones for Post-Secondary Success shared with Board
Q3 highlights	Milestones Project (Academic Indicators) completed and aligned to Achievement Compact
Q4 highlights	Designed multi-year advancement plan for our Bilingual Program Model and began planning for CTE expansion project
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	Training on 5D is under way
	All schools completed PLC survey
Q2 highlights	First draft of comprehensive professional development plan completed
Q3 highlights	Professional development plan for 2012-13 developed for principals and teachers focusing on Standards, PLCs and Assessments
Q4 highlights	Developed leadership training plan to support implementation of HSD Instructional Model, prepared and provided summer training opportunities

Y1 Key Takeaways	• Options work well on its way with expanding Dual Language, STEM, and AVID programs as well as the launch of Hillsboro Online Academy (80+ full-time students) • Bilingual Program Model established, with plan for year-over-year advancement • Strong focus on delivering professional development to staff focusing on standards, professional learning communities, and assessments
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Y2 Draft Action Items	• Strengthen and expand Options programs • Align HSD instructional model to ensure K-12 implementation of effective teaching practices, including our Bilingual Program Model • Expand the role of instructional leadership across all schools, departments and classrooms
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Engagement

Description:	<i>Inform, involve and engage all stakeholders</i>
Y1 Action Plan status:	90%
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	Social Media presence launched Hot News Survey administered - 351 responses received
Q2 highlights	New webpages created for Dual Language, Social Media & Secondary Websites, and Parent Groups Baseline social media metrics gathered--lots of activity on Facebook & Twitter
Q3 highlights	All elementary school websites received upgraded skins, site search engine capable of searching PDF files, website analytics, and Google Translate Partnered with The Venetian to show "Speaking in Tongues" documentary and host panel discussion on Dual Language
Q4 highlights	Survey of community conducted to assess potential local option support revealed that perception of the District is positive overall
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	First Listening Session held 11/3/11 New webpage launched: "Donations, Partnerships & Volunteer Opportunities" to centralize & advertise needs of all our schools in one location 3905 volunteers registered and passed background checks
Q2 highlights	Workshop on grant writing and social media held January 26 Second Parent Group leadership meeting held December 6 Monthly PAC (Parent Advisory Council) meetings have been revitalized
Q3 highlights	New student survey created to gauge student perceptions of their school from all areas of the Strategic Plan Superintendent Listening Session on 4/19/12 had high attendance from Latino parents Staff focus group meetings have now been held by Mike & Steve at all schools
Q4 highlights	Database of District Information/Engagement Opportunities has been created and is available on our website for patrons' reference
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	So far 9 schools have identified 35 ongoing partnerships Talks under way to develop partnership with EcoMedia to help fund some of our large environmental projects
Q2 highlights	New partnerships formed between Intel & West Union and Intel & Mooberry
Q3 highlights	Worked with TriMet to secure reduced-price bus passes/tickets for the homeless students in all Washington County school districts Partnership inventory project under way, led by administrative candidate Bill Kaemmer
Q4 highlights	Two new "volunteer" Volunteer Coordinators have been identified and will begin working with schools and local organizations to increase and strengthen school-community partnerships
Y1 Key Takeaways	• Website and social media analytics indicate that awareness of District/school information is strong and positive overall • A strong emphasis was placed on stabilizing websites and adding functionality for enhanced user experience • Many avenues exist for patrons to get District/school information and get involved • Groundwork was laid to strengthen and expand our outreach to the community and subsequent school-organization partnerships
Y2 Draft Action Items	• Launch new District website, include student-submitted articles, add avenues for two-way communication with patrons • Collaborate with partners like the City of Hillsboro for cross-promotion of messages, events • Increase use of technology to increase engagement - videos, webinars • Expand the role of our school-based parent organizations to act as large focus group/key communicators

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Equity

Description:	Ensure increased awareness and action in the implementation of equitable systems, programs and practices.
Y1 Action Plan status:	90%
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	6 UUR dialogue sessions, 3 CFEE retreats, 2 PEG institutes currently scheduled Guidelines for job postings developed and shared with all administrators
Q2 highlights	Conducted general and targeted recruiting and organized two informational sessions with PSU representatives and interested classified staff about the Bilingual Teacher Pathway Program As of December 2011, 44 staff members have participated in the 2-day Beyond Diversity workshop
Q3 highlights	Three elementary schools participated in and successfully completed an all-staff Uniting to Understand Racism dialogue session over the past six months. Parents were invited to participate and attended the sessions as well.
Q4 highlights	Job descriptions and interview process have been revised to include requirements around and questions that assess the candidate's cultural competency
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	Data collection of underrepresented student participation rates in advanced courses and extracurricular activities under way
Q2 highlights	Data collected on student participation rates in advanced courses and extra-curricular activities, analysis in process
Q3 highlights	Targeted recruiting efforts and support have resulted in the highest HSD participation rate for the Bilingual Teacher Pathway program. There are currently four students in the program and an additional five will begin this fall. All are current HSD paraprofessionals who are bilingual and come from culturally diverse backgrounds.
Q4 highlights	Collaborating with Operations Director and Technology Services to design a uniform data collection system within our student information system to track participation Initial plan of action for addressing access has been created
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	12 Parent Leadership Institute workshops planned for 2011-12 All secondary staff members participated in anti-bullying workshop
Q2 highlights	Oregon Leadership Network steering committee gave unanimous support to efforts of OLN data partnership to systemically study the current behavioral management system and its impact on traditionally marginalized students
Q3 highlights	Parent Leadership Institute workshops led by Hispanic outreach workers have resulted in an increase in participation rates for Hispanic families attending district-wide events.
Q4 highlights	Office for Equity provided translation of 74 documents and interpretation services to 32 families in eight different languages this quarter
Y1 Key Takeaways	• 127 staff members successfully completed Uniting to Understand Racism workshops this year, bringing District total to over 840 • All administrators completed the final three workshops in a series of six leadership workshops focused on cultural responsiveness • Increased hiring of bilingual and culturally competent staff through implementation of a bilingual screening protocol and equity-focused interview questions. • Strengthening existing partnerships with higher education teaching programs with a focus on developing culturally responsive teachers and recruiting for bilingual candidates • Completed eight Parent Leadership Institutes focused on education and empowerment for Latino parents at the elementary school level
Y2 Draft Action Items	• Target equity-focused professional development to classified groups • Increase recruitment efforts toward hiring bilingual staff

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Facilities

Description:	<i>Utilize resources effectively and equitably, and plan for future growth</i>
Y1 Action Plan status:	100%
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	PSU Demographics Study & Mahlum Architects Facilities Analysis under way
	Draft contracts in place with property owners in South Hillsboro
Q2 highlights	Business Office now monitoring enrollment on a monthly basis
	Completed Facilities & Population Studies due in February/March
Q3 highlights	40 acres purchased from GLC-South Hillsboro LLC on May 23rd.
	Facilities and demographic studies completed.
Q4 highlights	PSU population study complete and presented to School Board; this study, which includes estimated enrollment increases for the South Hillsboro UGB expansion, will help inform our facilities needs over the next five years
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	List of prioritized maintenance projects completed in summer 2011
	SB1149 funds used to complete energy conservation projects
Q2 highlights	Continuing to use SB1149 funds to complete energy conservation projects
	Facility Assessment Update form used to gather information on needed projects
Q3 highlights	Facilities study has identified high priority maintenance and improvement projects
	Maintenance department reports a 10 month cost savings of \$62,846 by recycling milk cartons rather than putting them in the dumpster
Q4 highlights	The facilities study by Mahlum Architects includes prioritized improvements for each facility in the District; this report was presented to the Board and will help us determine how to best invest in our facilities given limited resources
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	Contract in place with Hillsboro Parks & Recreation to maintain our competition fields
	Member of South Hillsboro Planning Project Team & Aloha-Reedville Technical Advisory Committee
Q2 highlights	Participating in South Hillsboro planning project
Q3 highlights	Member of Aloha-Reedville Technical Advisory Committee
Q4 highlights	District continues to look for ways to work closely with our community partners. Possible future partnerships include co-locating facilities in the soon-to-be-developed South Hillsboro area.

Y1 Key Takeaways	- Population and Facilities studies are complete and will be used to guide long-range facilities planning for the District - Hundreds of thousands of dollars have been saved in utility and garbage hauling costs by staff enacting efficiency and recycling programs - Hillsboro School District is at the table in land use/planning discussions in and around Hillsboro, and has many partnerships with local agencies
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Y2 Draft Action Items	- Lay out initial long-range planning options to Board, staff and community - invite feedback - Complete high-needs maintenance projects and continue to implement cost-saving measures - Expand partnerships in South Hillsboro and Cooper Mountain areas
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Safety

Description:	<i>Create and ensure a safe learning and working environment</i>
Y1 Action Plan status:	100%
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	Safety Summit held 8/9/11 for all administrators
	School-based staff training on Go Binders complete & monthly safety drills taking place at all schools
Q2 highlights	Earthquake tabletop exercise held with principals
	Safe Routes to School committee established
Q3 highlights	Prepared training video for active shooter presentation to admin team outlining emergency response
Q4 highlights	Completed review of safety infrastructure and determined no major changes necessary
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	Hillsboro Safety Threat Assessment Team (HSTAT) fully operational, meets monthly
Q2 highlights	School climate survey committee established
	Safe Students committee re-established
Q3 highlights	Student completion of the Oregon Student Wellness Survey and the development of a District school climate survey for future use
Q4 highlights	Administered pilot of District-created student wellness survey and reviewed results
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	Hillsboro Safety Threat Assessment Team (HSTAT) fully operational, meets monthly
	Members selected for district-wide Safe Students Committee
Q2 highlights	School emergency scenario training completed at South Meadows in cooperation with Police, Fire, WCCA, EMS, Life Flight, and agencies across the county
Q3 highlights	The Safe Routes to School Committee established with city and county partners to determine District walk zones
Q4 highlights	Presented HSTAT (student threat assesment) model at Safe Schools Committee and determined all Washington County districts and agencies will utilize our model
Y1 Key Takeaways	• Groundbreaking safety scenario training planned and held in cooperation with multiple partners - will become a model • Analysis of District safety infrastructure showed no major changes necessary • Safe Routes to School committee analyzed and reestablished all bus and walk zones in the District • District's student threat assessment model is being used by all other Washington County districts and agencies
Y2 Draft Action Items	• Conduct additional and different emergency scenario trainings for staff and students to increase readiness • Refine the new student survey to ensure the results collected will be actionable in helping to create safer school environments • Continue working with partners and committees to ensure student safety is optimized