

STAFF NEWSLETTER



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Coming Up:

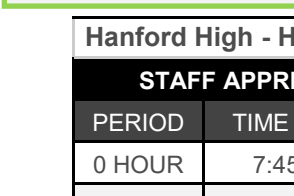


Spring Break is April 3rd -10th

These dates do not affect payroll this year, but keep in mind that time-sheets will be due two days after we return.

Spring Wellness Challenge

The Insurance Committee is meeting this week to determine this year's challenge. Expect an email Friday or during Spring Break with details and we hope you will all participate!



Superintendent's Message

I wish all of you a good and restful spring break with your loved ones. We have had a pretty normal year overall and we are seeing progress with kids and parents getting back into the swing of how school is supposed to work. It isn't perfect yet and attendance is still not nearly what it used to be, but definitely improving.

This is not to say that there is not a whole lot of interesting happenings and thoughts about what we should and should not be doing as public schools. It is easy to say that these things are happening from afar, but we are not immune as a district and are dealing with quite a bit of confusion and lack of understanding from parents and the community. Not a lot mind you, the vast majority are reasonable and appreciative of educators, but we do address several calls, comments, and meetings as we work toward a better

understanding and factual information. The reality is that we are in a time in which everyone feels that everything should be customized to them and them alone. We know that is unrealistic and that we work toward doing what is best for most and customize as much as we can for the benefit of individual students. We cannot make everyone happy, but I can say that I am very proud of our staff for the work they are committed to doing and do every day. As educators, we need to stand by one another, support each other, and remember to be patient and build understanding with all of our stakeholders.

Hang in there, try to block out the noise, and know that what you come to work for and do every day matters.

Changes to Staff Appreciation Day

As most of you are familiar with, we have a Staff Appreciation Breakfast on our annually designated Staff Appreciation Day. This year, that date is May 17, 2023. At that breakfast, we have traditionally recognized retirees and done a few prizes for event winners. Last year, we added several raffle prizes as well. In addition, the management team has traditionally prepared the breakfast for staff. It is a lot to do in a very short time frame and we are always pressed for time, which can make the event feel rushed and not very "appreciative" in nature.

So, this year we are making some changes. Instead of a breakfast, the admin team will be barbecuing burgers and hotdogs with plenty of fixings for a Staff Appreciation Lunch. We will have a minimum day schedule and the event will be held at the Hanford West Cafeteria which has doors that open into the quad for some corn hole and outdoor space. This will allow us to not be as rushed, properly acknowledge retirees, and arrange for many more raffle items. The Hanford Education Foundation has already donated funds for several gift cards and we are hitting up local businesses and donors for much more. Unfortunately, Community Day School cannot legally have Minimum Days, so they will not be able to join us, however, we are making it up to them with their own BBQ on site. In addition, our dedicated bus drivers rarely get to participate in these types of events due to safely transporting our students at these times. We will be taking BBQ over to them a bit earlier that day as well. Thank you all for your understanding on these limitations in scheduling.

Neighbor Bowl Modernization & Athletic Field Renovations

Neighbor Bowl will soon be starting a major and much anticipated renovation. Neighbor Bowl is named after longtime Principal, Jacob Neighbor, and not because it "belongs to the neighborhood" as some in the community would like to believe. The remodel will definitely highlight the bowl as a district facility used by all of our schools and will be branded much more as its namesake. The new LED scoreboard and tunnel will allow each school to customize the bowl at their games to reflect school colors and logos.

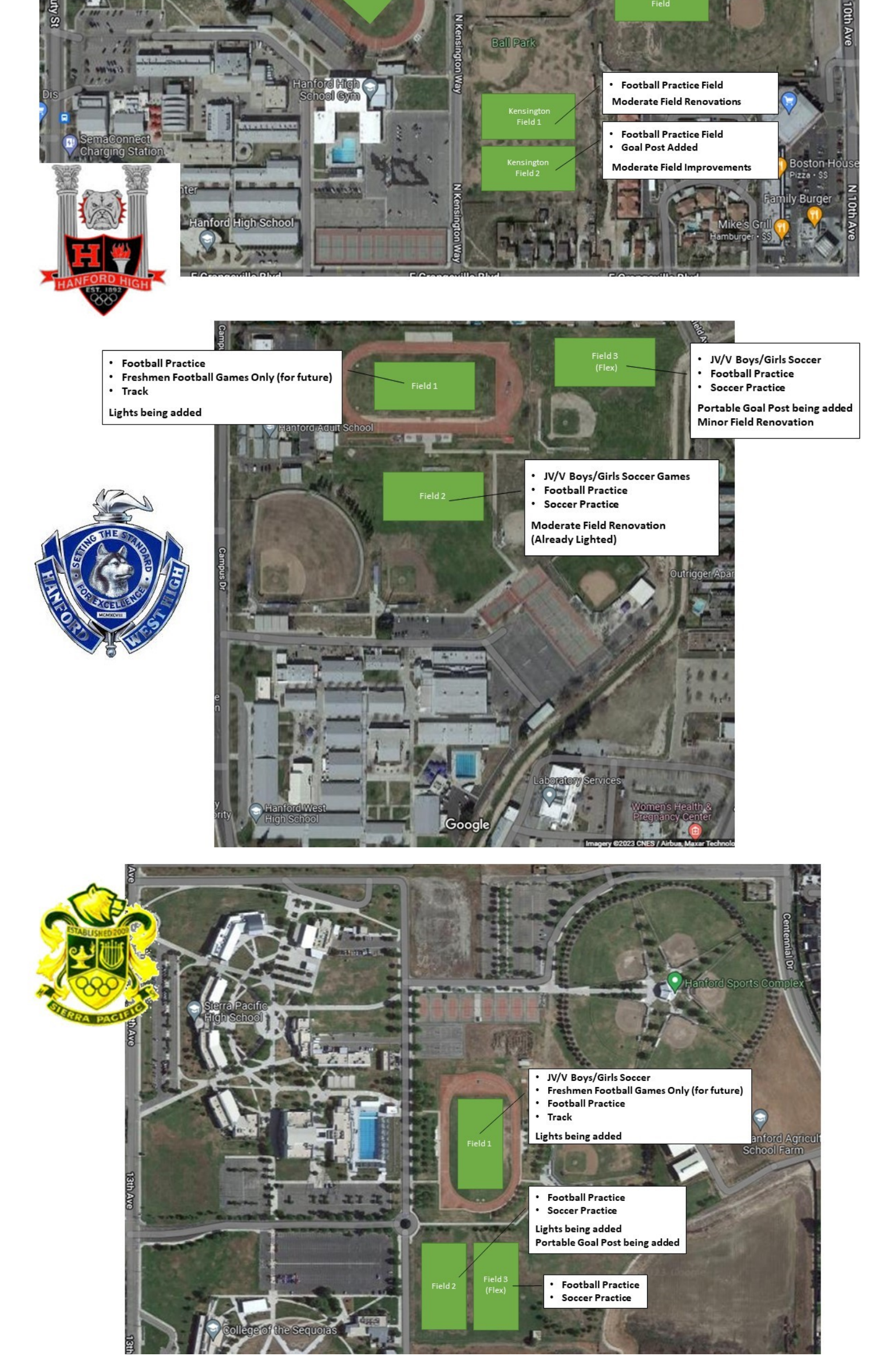
A very large portion of the budget is going toward ADA compliance in the way of adjusted steps, new ramps, and wheelchair seating areas on both the home and visitor side. The largest change will be a new entrance off of Kensington with a new ticket booth, snack bar, and restroom building at the entrance gates. Construction should last a year and will have minimal impact on graduation and football season. The timeline will allow for graduations to still take place in the bowl, but we will likely have different entrances for guests and students. Students and families will also have to congregate on the field after the ceremony rather than Dooty Field as we had been doing. During football season, there will also likely be diverted traffic flow to get in.

This is all very exciting and for detailed plans go to our website - <https://ca50000496.schoolwires.net/Page/3591>



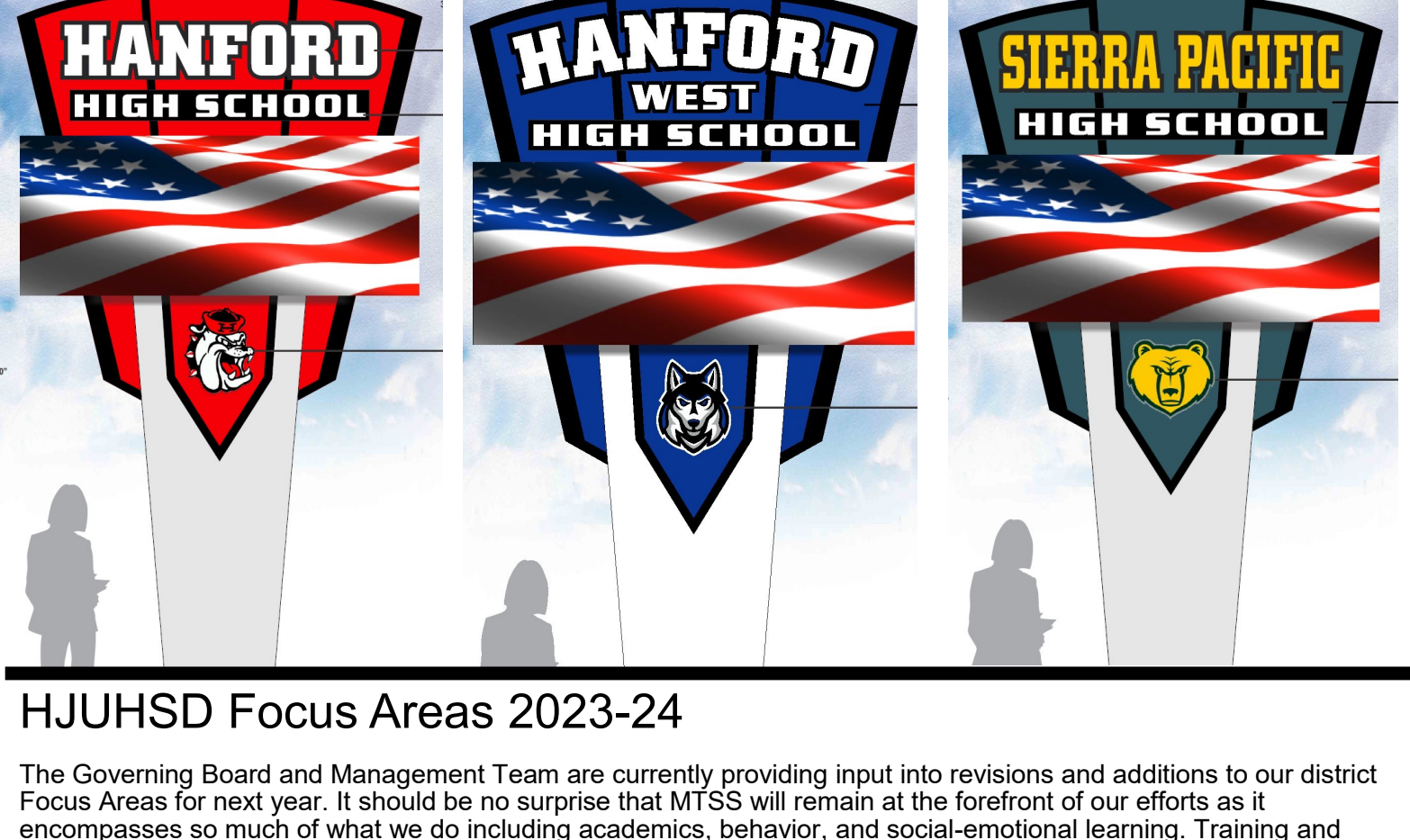
Athletic Field Renovations

As part of District Focus Area regarding facilities and grounds, several athletic field projects are happening over the next year at Hanford High, Hanford West, and Sierra Pacific. There are some images below, but we are basically working to add practice space and options, improve field quality, and some lighting for practice. The goal of having more fields is also to allow for proper rest of fields to keep them looking their best.



Remember These?

They are still happening and are being constructed by the sign company. In addition, EFJ and Hanford Adult/Hanford Online are getting LED units that are a bit lower in height and scale. Lead times on just about everything these days has made this install take longer than we wanted, but it is looking like a late spring early summer install. These are going to look great and provide a lot of information to the community.

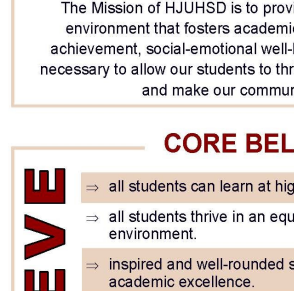


HJUHS Focus Areas 2023-24

The Governing Board and Management are currently providing input into revisions and additions to our district Focus Areas for next year. It should be no surprise that MTSS will remain at the forefront of our efforts as it encompasses so much of what we do including academics, behavior, and social-emotional learning. Training and professional development in this area however, is getting a bit more laser focused on specific areas for growth and progress. Our continued PLC work also directly aligns with MTSS Tier I instruction and KAGAN continues to be our most effective and simple route toward Tier I Social-Emotional Learning. Additionally, we will focus heavily on our most at risk populations of students including our English Learners, Students with Disabilities, African Americans, and Foster & Homeless Youth.

We should all be proud that we are working in a time where our professional development is relevant to our work and tied directly to areas of focus and specific goals. I hope we never end up with a "flavor of the year" approach that was so prevalent when many of us at the district were teaching and beginning as administrators.

You will also notice some expansions on the School Safety Focus Area. If we have learned anything from COVID and various disasters like train derailments and flooding, it is that we need to expand our disaster preparedness. We will continue with lock down drills and trainings such as ALICE, because an active shooter remains a concern. In addition we are working with a company to better align our plans with a multitude of crisis management tools and working toward a simpler way for staff and parents to access a usable safety plan and reference document. This process has already begun, and based on input so far on the focus areas, we are on the right track. Of course, this will mean some time dedicated to these new implementations on our PD days in the fall, but it will be well worth it. For reference, the current Focus Areas are below or [click here](https://tinyurl.com/yzx8u4xc) for a larger version <https://tinyurl.com/yzx8u4xc>



MISSION

The Mission of HJUHS is to provide a positive learning environment that fosters academic and extra-curricular achievement, social-emotional well-being, and the life skills necessary to allow our students to thrive within our community and make our community thrive.

CORE BELIEFS

- all students can learn at high levels.
- all students thrive in an equitable educational environment.
- inspired and well-rounded students can achieve academic excellence.
- creating and maintaining healthy relationships with all students, staff, families, and the community fosters a positive school culture.
- collaborating with families and the community to educate our students allows us to achieve our goals.
- focusing on academic, behavioral, and social-emotional support leads to individual student success.
- a commitment to equity ensures diversity and individuality.
- in providing a caring, safe, and supportive culture that focuses on respect for all students, staff, families, and community.
- in accountability from our students, staff, and families.
- we are better together.

DISTRICT FOCUS AREAS 2022-2023

Multi-Tiered System of Supports (MTSS)

HJUHS will continue to focus on overall academic achievement by further developing and expanding our work to create a districtwide Multi-Tiered System of Supports (MTSS). The focus areas for all sites this year include:

1. Training in the MTSS model and development of shared understanding of how RTI is a Multi-Tiered System of Supports.
2. Added support for credit recovery, learning loss mitigation, and Independent Study options.
3. Training and coaching in RTI, Tier 1 instructional strategies to ensure students are receiving the best "First Instruction" possible in all academic areas from core to CTE to replace the need for interventions.
4. Increase administrative visibility in classrooms during regular instruction.
5. Continued refinement and dissemination of a tiered discipline model with focus on:
 - clear and shared behavioral expectations with the classroom and campus-wide (Tier 1).
 - addressing these expectations to students and parents regularly.
 - developing and utilizing Tier 2 interventions and supports for students who require assistance.
 - 6. Development of a tiered social-emotional support and intervention model with focus on:
 - embedding Social Emotional Learning (SEL) into regular instruction.
 - ensuring staff, students, and parents are aware of the supports that are available.
 - creating a model for Tier 2 early detection, intervention, and monitoring to mitigate crises (Tier 3) interventions.

FACILITIES & GROUNDS

HJUHS will continue to focus on improving the overall aesthetics of our facilities and grounds, including athletic fields, to better serve our students, staff, parents, and community.

1. Reorganization of grounds staff to most effectively service all areas and provide dedicated and consistent service to each site.
2. Assessment of irrigation design, set-up and scheduling with adjustments and repairs made as needed as well as schedules for seeding, fertilizing and down-time.
3. Establish communication protocols between site administration, coaches, grounds crew, and maintenance.
4. Update schedule for maintaining site aesthetics including painting, signs, logos, student conduct, flowerbeds, and walkways.
5. Facility upgrades to Neighbor Bowl and general safety upgrades to include lighting of additional athletic fields and speed deterrents within campuses.

COMMUNICATION & MARKETING

HJUHS will continue to focus on all facets of communication between all district stakeholders by:

1. Further developing and implementing internal communication protocols with a focus on transparency, efficiency, and accountability.
2. Ensuring staff, students, parents, and the community have ease of access to district and school staff with a focus on communication, timely response, and resolution.
3. Increased parent and community outreach by the district and schools to increase parent involvement and input.
4. Continuing to use and explore all forms of media designed for communication.
5. Continuing training and implementation of ParentSquare.
6. Marketing district and school programs and accomplishments regularly through a variety of mediums including the website, social media, print media, video, and through participation and visibility at school and community functions.
7. Continue to market and reclaim HJUHS students who have exited district schools through HOC.

SCHOOL SAFETY

HJUHS will continue to review and implement the District and Schools' Safety Plan in an effort to better protect students and staff from threats (human-caused emergencies such as crime and violence) and hazards (natural disasters, disease outbreaks, and cyberattacks) and to provide a safe and healthy learning environment for our students and staff. This will be revised and completed by March 1st of each year through collaboration with the District's Safety Committee. The district will further focus on school safety with the action, training, and monitoring of programs, software, and equipment including:

- School Resource Officers (SROs)
- Development of a Safety Plan Summary or Quick Reference Guide
- Raptor (Emergency Response Program)
- Stop-i (Bullying and Incident Reporting System)
- Cyber Threat and Disaster Recovery Plan