

# 2024-2025 Governing Board Initiatives/Goals

## Strategic Anchor 1

### Teaching and Learning/Student Success

1. Increase the districtwide proficiency rate by 2% as measured by AASA ELA & Math and ACT ELA & Math.
2. Continue the development and implementation of district instructional maps.
3. Adopt and implement a comprehensive district instructional coaching model/framework to ensure common practices throughout the district and clarity on the role of instructional coaches.
4. Develop district Professional Learning Communities (PLC) and Multi-Tiered Systems of Support (MTSS) Frameworks to ensure district-wide alignment to the strategic plan, Danielson, and clarity on using data and research-based practices within a collaborative culture.
5. Continue to provide resources that support the social-emotional growth of each student and foster the development of positive student behavior.
6. Continue to enhance feeder program offerings and explore unique academic and extra-curricular program offerings for elementary sites to support parent choice/boost enrollment.

## Strategic Anchor 2

### Highly Effective Personnel

1. Continue providing meaningful professional development and support to all employee groups.
  - Utilizing feedback from school administrators, refine and continue the quarterly administrator calibration walk-through process which supports ongoing professional learning of the Danielson tool, inter-rater reliability, and collaboration among school leaders.
  - Support and increase ongoing professional development for classified employees.
  - Continue to provide professional development for certified employees aligned to Danielson, state standards, and instructional programs.
  - Maintain consistent onboarding for both classified and certified staff throughout the school year.
2. Continue to evaluate and seek effective means to pass on potential benefit cost savings to employees.
  - Continue to provide on-site health program opportunities for employees.

## Strategic Anchor 3

### Communication and Community Relations

1. Establish systems and processes for site-level communication including website and mass notifications for the Higley community.
  - Host website training to empower staff to utilize all tools available to streamline workflows.
  - Enhance marketing campaigns to increase elementary enrollment.
  - Launch consistent quarterly marketing campaigns.
  - Website updates to include instructional offerings at each site.
  - Transition teacher pages to site-based directory pages for consistency.
  - Prominently list board meeting dates on district website.
  - Promote board meeting dates on social media.
2. Establish relationships in our community to enhance student learning opportunities.
  - Strengthen partnerships with local businesses and nonprofit groups.
  - Curate and maintain contact lists for stakeholder groups including HOAs, businesses, PTOs, and non-profits for routine communication, sponsorship opportunities, and event invitations.
  - Establish a subscription option for the district e-newsletter that allows partners and new community members to receive monthly news highlighting HUSD.

## Strategic Anchor 4

### Finance and Operations

1. Security
  - Remaining schools updated with Verkada cameras.
  - Installing physical barriers to prevent vehicle incursions.
2. Legislation
  - Bring legislative changes forward as they arise.
3. Revenue
  - Increase revenue from alternative sources (print shop, Commerce Bank (EFT), disposals, etc.)