Issue 12
August 2024

STAFF NEWSLETTER

HJUHSD
HANFORD JOINT UNION HIGH SCHOOL DISTRICT
Preparing Today's Students for Tomorrow's World

In this issue:

- Superintendent's Message
- New Administrators
- New Administrative Team Structures
- CrisisGO
- FSA Plan
- Construction Update
- New Hanford Education Foundation Structure
- New Staff

Coming Up:

District PD Days
Begin August 12th for All Certificated Staff
See Schedule Here

First Day of School
August 15th

Back to School Nights
August 21st - 6:00PM
Hanford High
Hanford West High
Sierra Pacific High

September 9th - 5:30PM
Earl F Johnson High

Hanford Education Foundation (HEF) Bourbon Trail Fundraiser Event
October 5th, 2024

PD Days begin August 12th!
First Day of School is August 15th!

Superintendent's Message

Welcome Back! Yes, I know that some of you still have a couple more weeks of vacation, but either way, we look forward to seeing most of you this week and the rest of you soon.

As you should have seen and read in the welcome back letter, we have several changes and a lot of new staff. As always, please welcome and support our new staff members as they learn how to navigate our complex world of educating and supporting students.

There is a lot of important information in this newsletter regarding our implementation of CrisisGo, new policies, and administrative changes Also, please make sure you pay attention to the HJUHSD Professional Development Days Schedule to ensure that you are back at work when and where you are supposed to be.

At the risk of being repetitive, I am including the links to our new policies and practices from the welcome back letter:

We have several new changes in our Student/Parent Handbook that you will want to familiarize yourself with as we work toward our Mission, Core Beliefs, and District Focus Areas. The new policies are as follows:

- Student Dress Code - This will be a major focus this year and now includes no pajamas.
- Academic Honesty - Updated to include AI language
- Eligibility - Significant change in that there is no longer a "U" option for Citizenship. Last year less than five teachers used this feature anyway. Citizenship is now built into Eligibility for all students.
- Early Credit Recovery Language - This has been in the works for a year with our counselors and administrators. This year we are implementing it in earnest.

I also mention the staff dress code in the letter as I feel it is important that we all follow our own rules and set the standard that we are working to enforce with our students. We know that professionalism and customer service is important to our stakeholders. There was a time when kids and parents didn't have much choice in where the went to school, so they just "had to" do what we said. That is no longer the case and we need to do everything we can to ensure students and parents feel wanted and appreciated.

Remember, every student enrolled with us translates to close to $16,000 in revenue. Right now there are over 1,000 students enrolled in charters or private schools outside of our district. That is $16 Million in revenue missing from our district budget that would have a huge impact on additional teachers, support staff, services, and materials for learning. So, if you wonder why I focus on things like "customer service" at all levels, it is because it makes a huge difference to all of us and at every level.

We are on the right track with all we have done and are working on now, but have more work to do. I appreciate all of your efforts in making this work.

Administrative Changes and New Administrators at HJUHSD

HJUHSD welcomes some familiar and some new faces into administrative positions. The first is Lance Dowd who is the new District Coordinator of Safety & Activities. This position was developed last year to implement and maintain our new CrisisGo system along with all of the required drills, coordination with first responders, safety plan compliance, and ALICE training just to name a few. In addition, this position is charged with ensuring that students and families fully understand their ability and our desire for them to participate in everything from athletics, to band, to school clubs. Over the past 10 years and especially after COVID, we have seen a steady decline in participation in extracurricular activities. Often, we come to find that students and parents choose to not participate due to perceived barriers such as cost, health insurance, etc. The goal of this position is to change those perceptions and increase participation at all sites. Keeping students involved, leads to higher enrollment and higher attendance rates. And yes, that means more revenue for our district which is always important. Darin Parson began this work last year and now Lance is taking the reins and implementing next steps in the plan. Here is a little information about Lance:

I'm extremely excited to start my new role as Coordinator of Safety and Activities. With 20 years in the district—13 years leading athletics at Hanford West and 6 years as an Administrator at Sierra Pacific—this is my first year at the district level. My primary focus will be on enhancing and advancing the safety of our schools. Additionally, I will be working to boost participation in athletics and extracurricular activities, ensuring that every student has the opportunity to engage and excel. I'm eager to contribute to our schools' continued success and well-being.

DJ Maciel - Learning Director - Hanford High

I am excited to join the HJUHSD Administration team! I was born and raised in Hanford, CA. I currently live in Laton, CA with my beautiful wife and daughter. My wife KiAsha currently serves as our District Nurse and our daughter Stella attends Jefferson Charter Academy. I graduated from Hanford High School in 2009 and attended Sacramento State University on a football scholarship, studying Sociology. I enjoy watching sports and spending quality time with my family.

This will be my 10th year in education. I spent my first two years teaching at Liberty Middle School in Lemoore, as a self-contained SDC teacher. For the past 7 years, I've had the joy of being an Education Specialist at Hanford High School, most recently overseeing the Access Program and the PLC Lead. Since 2014, I've coached in various roles for HHS Varsity Football and was the Defensive Coordinator for the past 6 football seasons. I also dabbled in coaching HHS Varsity Boys basketball during the 2014-2015 season.

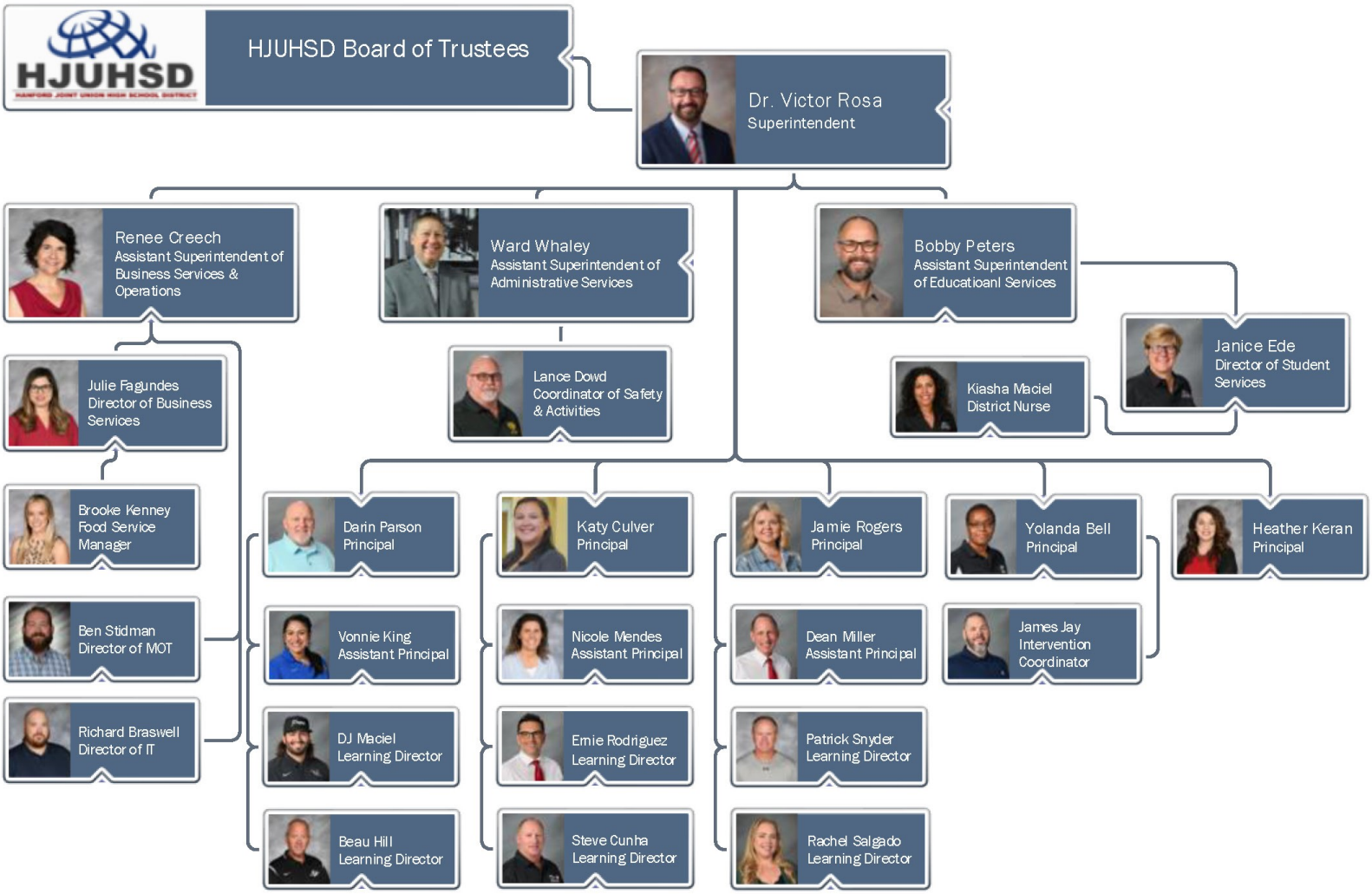
I am grateful for the opportunity to start my administration career with my alma mater, Hanford High School, and I know that I would not be who I am today without the many educators, coaches, and administrators who supported me along the way (most still in the District). I look forward to serving our students, staff, and community and hope to make an impact. Go Pups!

Steve Cunha - Learning Director - Hanford West

Hello! My name is Steve Cunha. With 24 years of experience in education, I am excited to step into my new role in educational leadership as a Learning Director/Athletic Director at Hanford West High School. Over the years, I've had the opportunity to teach a wide range of subjects, including Biology, Anatomy and Physiology, Integrated Science, and Physical Education. My career has also allowed me to coach football and serve as an athletic trainer, experiences that have deepened my commitment to both academic and athletic excellence. I am eager to bring my background and passion to this new role, where I hope to foster an environment where both students and staff can thrive.

I have been married to my beautiful wife JJ for 22 years. We have two children, my daughter Darian (20) will be continuing her education at College of the Sequoias along with working as a Preschool Aide MIQ in Lemoore. My son Bryson (17), is going to be a senior at Sierra Pacific High School. I have been a lifelong resident of Hanford, I graduated from Hanford High School in 1993. After graduation, I continued my education at College of the Sequoias where I played football for the Giants! When my playing career was over I transferred to CSU Fresno where I earned my Bachelors of Science degree in Kinesiology with an emphasis in Sports Medicine. When I have free time you will find me at the lake of river water skiing, wakeboarding, and wakesurfing!!!

Changes to District and Site Administrative Teams



CRISIS GO

Our district has implemented an emergency communication system named CrisisGo for staff at all sites and facilities. As part of the district's implementation of CrisisGo, an application has been installed on all district-issued devices. CrisisGo will allow teachers, staff and administrators the ability to report and respond to emergency situations. All members within the school or facility group, will receive an alert and a checklist of information of what to do in each emergency situation.

CrisisGo also provides a means of enhancing communication between faculty and administration in the event of an emergency. Accessing and using the emergency and reporting features of CrisisGo will be made easier with Single Sign On (SSO) through Google. CrisisGo will be on all district staff devices and we strongly encourage everyone to download the application to their phone to expand on our desire to provide the safest learning environment for both students and staff.

CRISIS GO

Downloading the CrisisGo app onto your phones is your fastest means of getting alerts and responding. This is optional as the app will be on your desktop and Chomebook, but it is recommended.

HJUHSD
HANFORD JOINT UNION HIGH SCHOOL DISTRICT

SchoolCafé
A CYBERSOFT SOLUTION

nutrislice

School meals are not only for students! HJUHSD Food Services offers a variety of breakfast and lunch meals at low cost for adults on campus. Multiple options are available daily including yogurt parfaits, fresh salads, or a hot burger with fries. Pay with cash or create an online account at school-cafe.com. To see our menus and what is offered, go to nutrislice.com.
See you in the cafeteria!

Please keep in mind, the system is active and once you log in with your Google Account information, you are officially in the system. Please do not attempt to send out alerts or "test" the system until you have been trained on site in sessions that are scheduled for the first couple weeks of school. The system is fairly simple, but we don't want to have alarms going off unnecessarily. Also, remember that the emergency alerts override your sound and silent mode settings much like an Amber Alert. Although this can be changed in your phone settings later, please wait for training before altering settings. Thank you for your cooperation and patience as we implement something that is new, but also very much needed in our district.

American Fidelity Coming to HJUHSD for FSA & Other Benefits

ALL EMPLOYEES MUST MAKE AN APPOINTMENT!

Hanford Joint Union High School District has remained a partner with American Fidelity for our Section 125 **Flexible Spending Account (FSA) and Dependent Care (DCA) benefits** and other optional benefit programs for the new school year!

American Fidelity will be visiting school sites starting August 7th to provide an opportunity to meet prior to school starting to avoid the Fall rush.

All benefit eligible employees must schedule an individual appointment and meet one-on-one with an American Fidelity Representative to confirm their 2024 Section 125 benefits.

Early Bird Special - If you complete your meeting prior to August 15th, you will be entered into a *raffle for a chance to win a $50 gift card!*

What is Section 125?
Section 125 is an Internal Revenue Code that allows employers to offer eligible benefits to their employees on a tax-sheltered basis. An election form must be completed to determine what benefits will be tax-sheltered. Things like Flexible Spending Accounts, Dependent Day Care Accounts, Cancer, Accident, and Hospital protection benefits are benefits that are eligible.

AMERICAN FIDELITY™
a different opinion

What is next?
Soon you will begin receiving communications from the district and from American Fidelity regarding how to complete your enrollment. These communication pieces will provide more details on the options available to you and information to help you prepare for your enrollment.

In-Person meetings at our District Office will be offered on **August 7th, 9th & 12, 2024, with appointments at the sites thereafter.** The appointments may take up to 30 minutes depending on your benefit plan needs.

You may schedule your appointment a few different ways:
https://enroll.americanfidelity.com/9DD83895
Call 1-866-504-0010
Email: afes-fresnobranch@americanfidelity.com

To provide a better understanding of what is expected of you during this enrollment period, the below FAQs will provide a brief overview.

FAQs:

Open Enrollment to Complete Compliance Paperwork
American Fidelity's salaried, career account managers will help you understand how your total benefits package fits together. Because benefits can be confusing, your account manager will walk you through all available options, answer any questions you may have, and help you build a package that is perfect for you. Whether you elect to maintain your current benefits or make any changes, it is essential that you schedule an appointment and complete your enrollment to ensure accuracy and complete compliance documents.

Flexible Spending/Dependent Daycare Benefits
As the new Flex and Dependent Daycare Provider, you will be provided information prior to your enrollment that will help you budget how much money you should place in the account, if applicable. By participating in this benefit, you will be able to pre-tax out-of-pocket medical, dental and vision expenses, which will lessen taxes paid. You will have a Debit Card available for the Health Flexible Spending Account. The Dependent Daycare is reimbursement only. American Fidelity offers an online portal to manage your account as well as Mobile App.

American Fidelity also offers supplemental benefits, including:
Health Flexible Spending Accounts (Section 125 eligible)
Dependent Daycare Accounts (Section 125 eligible)
Disability Income Protection
Life Insurance
Accident Protection (Section 125 eligible)
Cancer Protection (Section 125 eligible)
Hospital Assist Protection (Section 125 eligible)
Group Critical Illness Protection
Retirement Savings Accounts

These benefits help provide protection for you and your family in addition to your medical insurance. Benefits are paid directly to you and can help offset out-of-pocket expenses or any gaps in coverage. There is no obligation to participate in these supplemental benefits.

Construction Updates!

There have been several summer projects going from a ton of new carpeting at Hanford West to another temporary portable at Sierra Pacific. These pictures only show a tiny amount of the work that has been happening to prepare for the return of students and a lot of it is still in the works.

Earl F. Johnson has a new kitchen, walk-in fridge, and serving window that will make for better options and service for students there.

Hanford High School has seen a tremendous amount of work as projects begin to wrap up there. The new Kensington Parking Lot will be done for the start of school and the new tennis courts should be done by the end of September. Although they may look closer to completion than that, the concrete must cure for a month before the next coat can go on. The front office and student services areas at Hanford High are also getting major facelifts with a whole new attendance area and a new Wellness Room. Mr. Parson has also added a bunch of new signage and banners.

New HHS Attendance Counter

HWHS Gym Floor

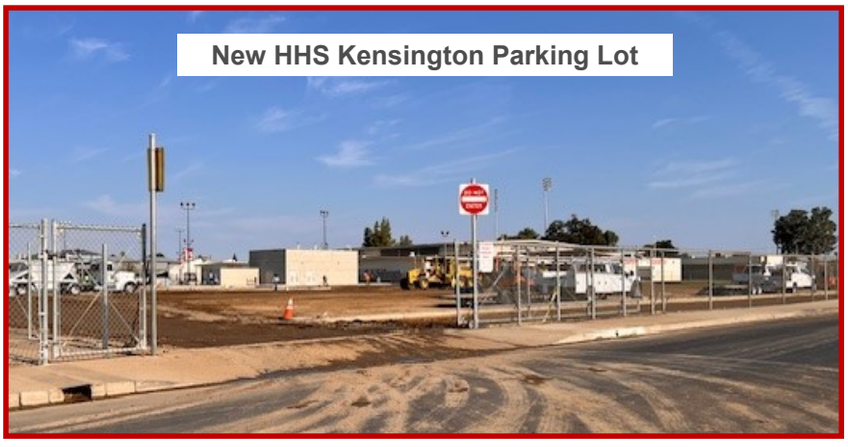
New Signage

New EFJ Walk in

New EFJ Kitchen

New SPHS Portable

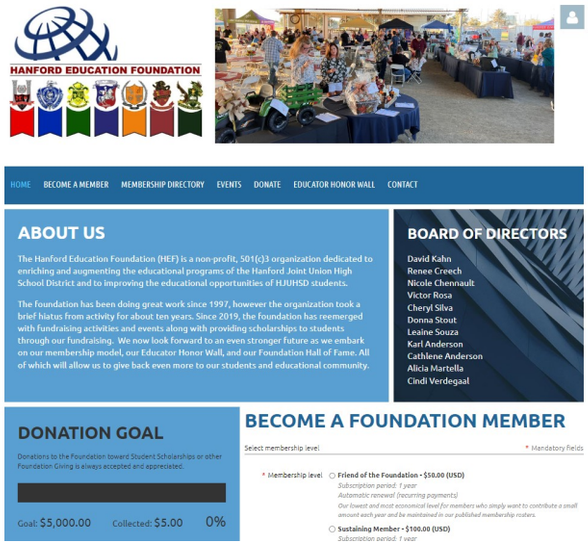
New HWHS Carpeting


New HHS Kensington Parking Lot

New HHS Tennis Courts

New Hanford Education Foundation Support Options

The Hanford Education Foundation (HEF) is a separate, not for profit entity that directly supports HJUHSD students and staff. In our efforts to resurge the foundation from its over ten year hiatus, the foundation board and its many committee members have been working hard on fundraiser that have already provided more than $15,000 is student scholarships as well as providing dozens of prizes for staff appreciation events. The HEF Bourbon Trail event is now in its fifth and very successful year and the HEF Board has agreed it is time to take things to the next level. So, here is what we now have going on. We hope that our staff, alumni, retirees, and community will come together to make the foundation a thriving source for student scholarships and projects as well as staff incentives. Our new Foundation Website has details on all that is listed below in greater detail as well as ways you can support. Whether is attending one of our events, becoming a Foundation Member, buying an Educator Honor Wall Tile, or a simple one time donation, it all helps and goes to a great cause. There are options on there as to how to volunteer as well. Here are some of the new things the Foundation is doing and ways in which you can participate:



- Become a Foundation Member (Website has perks for each level)
  ⇒Friend of the Foundation $50 per year
  ⇒Sustaining Member $100 per year
  ⇒Supporter Membership $500 per year
  ⇒Patron Membership $1,000 per year
- Educator Honor Wall
  ⇒Add your name or honor a past educator or colleague with this permanent installation at the new District Office

- Attend an Event!
  ⇒ HEF Bourbon Trail October 5, 2024 (Get tickets now!)
  ⇒ HEF Hall of Fame Gala February 22, 2025 (This is the first annual and inaugural class of inductees!)
- Make a Donation!

Welcome New HJUHSD Staff!

Not all team members were able to submit information in time, but please make all of our new staff feel welcomed!

Amy Harden

Science Teacher - Hanford High School

Hello everyone! I love to be called Amy. This will be my first year teaching high school, but not my first year teaching. I was a Naval Instructor. I taught a data analytics course. However, I graduated from Fort Valley State University with my bachelors in Biology. I also possess a MBA with a Healthcare Administration concentration. I am a really cool, humorous individual. I love children! I hope I can make a difference and also encourage children to become future scientist.

Annika Da Silva

Math Teacher—Sierra Pacific High School

Born and raised in Tulare. Graduate or Tulare Union and then Bachelor's from UMass Global. Spent two years as a sub in Tulare before landing this position. I love the beach and spending time with my boyfriend and my family. I can speak, read and write Portuguese fluently and I have visited Portugal a few times. I hope to introduce students to the industry and encourage them to pursue careers in agricultural endeavors. I bring a diverse background to the table and my professional goal is to foster an inclusive environment for future generations of agriculturalists.

Saúl Ayala

History Teacher—Hanford High School

I am Mexican, 45 years old, but I can pull off 44 and 11 months easily. I enjoy reading, video games, and tabletop games. I am married with three wonderful children: an 18-year-old, a 16-year-old, and a 10-year-old. This is my first year as a full-time teacher, and I am filled with excitement and dread. Nonetheless, I am looking forward to a busy and wonderful year.

Andrea Hooyer

Special Education Teacher—Hanford West High School

Special Education is always changing which makes it challenging for all. I think of my job as a detective trying to solve a mystery. I work to make my teachers' jobs easier by finding different ways for our struggling students to access new information. I love the ocean. And.....when I grow up I want to be a mermaid.

Kyle Eastis

Food Service - Hanford High School

My name is Kyle, and I'm thrilled to be joining Hanford high school district. I come with a diverse background in education, management, and quality control. My previous experiences as an assistant manager and working in a tomato plant have equipped me with a strong work ethic and a detail-oriented approach. Outside of work, I'm passionate about comic books, cartoons, and the nostalgic pop culture of the 80s and 90s. I look forward to bringing my enthusiasm and dedication to the team and am excited to contribute to our collective success.

Raquel Gonzalez

Secretary - Sierra Pacific High School

Hello everyone! My name is Raquel Gonzalez and I am excited to begin a new chapter at Sierra Pacific. I've been married for 17 years and have two amazing, teenage boys; my family is everything to me! I am also in my last year at Arizona State finishing my undergraduate studies in Speech and Hearing Sciences. In my "free time", I enjoy doing some nature photography and crafting.

Ulysses Navarro

English Teacher - Sierra Pacific High School

I'm excited to be joining the team! This will be my 3rd year teaching overall, so I'm hopeful that I can learn a lot from the wealth of knowledge here. When I'm not teaching, I enjoy reading, writing, woodworking, and spending time with my fiancée and our two dogs.

Tyler Beck

Ag Mechanics Teacher - Hanford High School

My name is Tyler Beck, and I am the new Ag. Mechanics Teacher at Hanford High School. I recently completed the Ag. Credential Program at UC Davis, and I will be completing the UC Davis Education Masters program early next year. As a past graduate of Hanford High School (2010), I am excited to start my teaching career at a school district that helped shape who I am today. I hope to instill the same qualities of initiative, responsibility, and empowerment in my students to help them have successful and fulfilling lives.

Jenay Calender

Science Teacher - Hanford West High School

I was born and raised in Visalia. I graduated from Azusa Pacific University in 2020 with a B.S. in Allied Health. After working as an EMT for 3 years, I decided to pursue teaching. In my free time, I enjoy traveling, hiking, and baking.

Andrew Alcala

History Teacher - Hanford West High School

This is my first year teaching after subbing in Kings County for 3 years and looking forward to the school year!

Joshua Palafox

Science Teacher - Hanford High School

Raised in Lindsay, California. Fresno State alumni.

Nicolas Walle

Special Education Teacher - Hanford High School

My name is Nicolas Walle I'm originally from Corcoran and I attended Fresno state to receive my undergraduate degree where I would graduate from in 2023 and I've been substitute teaching since 2023

Adam Mattos

Food Service - Hanford West High School

Hey everyone! My name is Adam, and I am very excited to work here. Over the past several years I have leaned into my hobbies of song-writing, sketching, music production, and cooking. They have all led me to develop unique friendships and memories that I wouldn't trade for the world. I worked at Target for the past 2 years, and recently decided I needed a change. And here I am! That's where I'm at so far. I hope we all have a great year together!

Claudia Tapia

Instructional Aide - Hanford West High School

Hi everyone, I'm Claudia, I am a wife and a mom of two girls and when they're not keeping me busy I like to spend my free time baking and going on road trips. I am excited to be joining the instructional aide team!

Brianna Bergen

English Teacher—Sierra Pacific High School

Hello everyone! My name is Brianna Bergen, but please call me Bri. I am happily married and the proud mother of two wonderful children, aged 2 and 4. My academic journey began with a bachelor's degree in psychology and continues as I pursue a Master of Science in Mental Health and Wellness and I aim to further my studies with a Doctorate in Psychology. Outside of work, I relish spending quality time with my husband and children, reading, coaching, and cooking. I grew up on a dairy farm and have always deeply admired the agricultural industry and it will always hold a special place in my heart. This background instilled in me a strong sense of community and tradition, values I hold dear and bring into every aspect of my life. Teaching English has been my dream opportunity, allowing me to align my career more closely with my passions while utilizing my education to impact the lives of students.

Dustin Bear

Band Director - Hanford High School

I went to San Jose State where I completed my Bachelor in Music Education and received my preliminary teaching credential and M.A. in Teaching. Outside of the band world, I enjoy going on day trips, attending sporting events, and often going to Disneyland.

Marissa Ramirez

Math Teacher - Hanford West High School

After dedicating eight years to the educational field, including 3 1/2 years as a math tutor at Hanford West, I couldn't be happier to make my triumphant return (this time as a math teacher)! I graduated with my bachelor's in mathematics and have been working on a master's in data analytics. As a minority in STEM, I've experienced many hardships in pursuing higher education. However, now that I have experienced success and have found myself in a leadership role, I hope to inspire diversity for the future of STEM because representation matters.

David Stahr

ESL Teacher - Hanford Adult School

My name is David Stahr, and I am excited to be a part of the Hanford Joint United High School District. I will be serving as an ESL instructor at the adult school, and I am excited for the 2024/2025 school year.

Jessie Morales

Social Science Teacher - Hanford High School

I am Jessie Morales and I am a Social Science Teacher, so of course I am always bringing up the past! I graduated from Hanford High and CSUB. The teams I root for are the 49ers and Fresno State! Go Pups!

Maria Monroy

Food Service - Hanford West High School

Hello, my name is Maria Monroy I'm 43 years old and I will be working in the cafeteria.

Renee Zubiri

Registrar - Hanford West High School

I grew up in the area and left after high school. I moved back to the are 5 years ago and have most recently been working as the registrar at Lemoore High School. I'm excited to start this new chapter at Hanford West High School.

Rosalinda Garza

School Mental Health Clinician - District

I am a LPCC and have been working in the mental health field for about 5 years. I was born and raised in the Central Valley and have been living in Kings County for about 3 years. My hobbies include working out, traveling local and internationally, and spending time with my two nieces.

Jonathan Gutierrez

Science Teacher - Hanford High School

Hello. My name is Jonathan Gutierrez. I am a first-year science teacher and CSUB graduate. I have one year of experience teaching through the TRRE resident program and seek to increase student engagement and interest in the sciences. I am ecstatic to be a part of the Hanford family.

District Mission, Core Beliefs, and 2024-2025 Focus Areas

HJUHSD

HANFORD JOINT UNION HIGH SCHOOL DISTRICT

Preparing Today's Students for Tomorrow's World

MISSION

The Mission of HJUHSD 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

BELIEVE

- ⇒ 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.

WE

⇒ **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.**

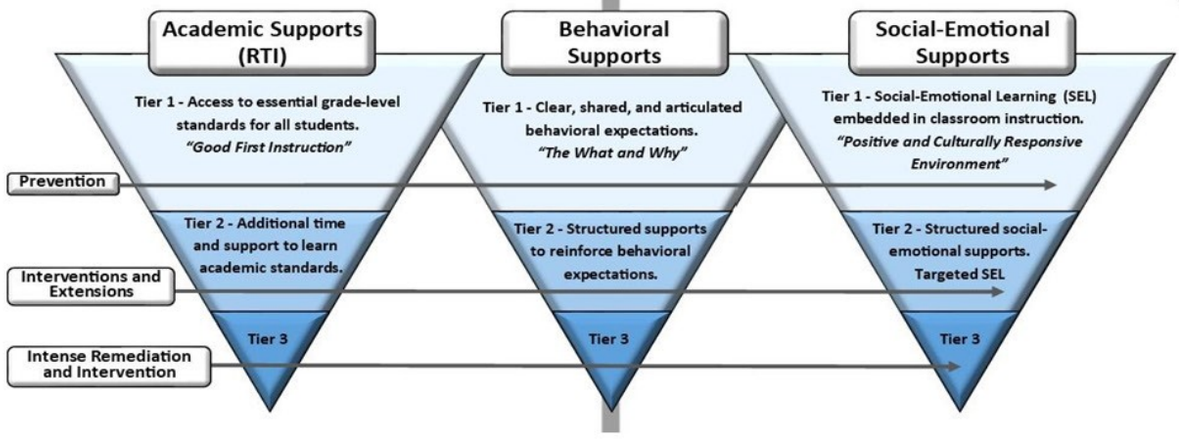
⇒ **we are better together.**

District Focus Areas 2024-2025

MTSS

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

1. Continued training in the MTSS model and development of a shared understanding of how RTI is a part of a Multi-Tiered System of Supports.
2. Increased focus on early identification and intervention for academic progress and for credit recovery at all grade levels
3. Increased focus on expansion opportunities such as Advanced Placement and Dual Enrollment
4. Training and coaching in Tier 1 instructional and Social Emotional Learning (SEL) strategies to ensure students are receiving the best "First Instruction" possible in all academic areas from core to CTE to reduce the need for interventions.
5. Increase administrative visibility in classrooms during regular instruction and utilization of our district developed District Instructional Best Practices (DIBPs).
6. Increase access and usage of Tier 2 academic, behavioral, and SEL interventions
7. Continued refinement and dissemination of a tiered discipline model with a focus on:
   a. clear and shared behavioral expectations within the classroom and campus-wide (Tier 1),
   b. articulating those expectations to students and parents regularly,
   c. developing and utilizing Tier 2 interventions and supports for students who require assistance.
8. Continued development of a tiered social-emotional support and intervention model with a focus on:
   a. embedding Social-Emotional Learning (SEL) into regular instruction,
   b. ensuring staff, students, and parents are aware of the supports that are available,
   c. creating a model for Tier 2 early detection, intervention, and monitoring to mitigate crises (Tier 3) interventions.



Biannual Board Data Report on progress monitoring and effectiveness on MTSS Metrics

MTSS Metrics for Data Reporting		
Academic	**Behavioral**	**Social-Emotional**
Zero Hour Participation	Suspension Rates	SEL Group Participation
Credit Recovery Rates	Expulsion Rates	Wellness Center Use
MTSS At Promise Lists	Pre-Referrals	Den use for SEL
F lists	DAP Participation/Completion Rates	YouthTruth Survey- Belonging
Academic Awards	Check & Connect Reports	Facility Inspection Tool (FIT)
State Test Scores	Attendance Rates	
A-G Rates		
CTE Completers		
Seal of Biliteracy		
Drop out Rates		
Co & Extracurricular Participation Rates		

State Priority Areas within Goal		
Priority 1	Basic (Conditions of Learning)	Equity, Resource Alignment, Instruction, Culture and Climate
Priority 2	State Standards (Conditions of Learning)	Assessment, Curriculum, Equity, Instruction
Priority 4	Pupil Achievement (Pupil Outcomes)	Assessment, Curriculum, Equity, Instruction
Priority 5	Pupil Engagement (Engagement)	Culture and Climate, Equity, Family and Community
Priority 6	School Climate (Engagement)	Culture and Climate, Equity, Family and Community
Priority 8	Other Pupil Outcomes (Pupil Outcomes)	Curriculum, Equity, Professional Learning

SCHOOL SAFETY

HJUHSD will continue to revise 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 accidents) 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 addition, training, and monitoring of programs, software, and equipment including:

1. Utilizing School Resource Officers (SROs) in Safety Training and Student Supports
2. District Collaboration with Local Law Enforcement, Fire, and EMS
3. Implementation of Workplace Violence Prevention Plan
4. Continued Training, and Utilization of CrisisGo for emergency plans and communication
5. Raptor (Emergency Response Program) for visitor management
6. Stop-It, Go Guardian (Bullying and Student Safety Reporting System)
7. Develop a plan to better address stated concerns of restroom access and student safety in non-classroom spaces
8. Cyber Threat and Disaster Recovery Plan
9. Develop Opioid Emergency Response protocol into the safety plan
10. Ensure practices for emergency response such as CPR, AED/Cardiac Arrest, and Annual Seizure Protocol are in place and training provided
11. Update the District's procedure plan for the use of the AEDs in HJUHSD Schools/Facilities

Biannual Board Data Report on progress monitoring and effectiveness

Safety Metrics for Data Reporting		
CrisisGo Incidents	Stop-it Reports	CPR/First Aid/AED Training Lists
CrisisGo Drill Reports	Suspension/Expulsion Data	ALICE Training
YouthTruth Survey	Climate Survey	

State Priority Areas within Goal		
Priority 1	Basic (Conditions of Learning)	Resource Alignment, Culture and Climate
Priority 3	Parental Involvement (Engagement)	Culture and Climate, Equity, Family and Community
Priority 6	School Climate (Engagement)	Culture and Climate, Equity, Family and Community

COMMUNICATION & MARKETING

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

1. Continue 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 transparency, 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 Parent Square and Aeries Parent Portal for staff, students, and parents in English and Spanish.
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 HJUHSD students who have exited district schools through HOC.

Biannual Board Data Report on progress monitoring and effectiveness

Communication & Marketing Metrics for Data Reporting		
Website Interaction Reports	Social Media Interaction Reports	School and District Event Participation
Parent Square Reports	Staff Newsletter Interactions	Traditional Media Interactions
Enrollment Data for HOC		

State Priority Areas within Goal		
Priority 3	Parental Involvement (Engagement)	Culture and Climate, Equity, Family and Community
Priority 5	Pupil Engagement (Engagement)	Culture and Climate, Equity, Family and Community
Priority 6	School Climate (Engagement)	Culture and Climate, Equity, Family and Community

DATA

HJUHSD will increase its capacity to make data-based decisions by:

1. Continued training in our data systems and appropriate data entry to build the internal capacity of users.
2. Building district capacity to extract appropriate data reports along with analysis of those reports to guide instruction in a more timely and relevant manner.
3. Develop Data User Group with a focus on effective data entry and access for reporting

Biannual Board Data Report on progress monitoring and effectiveness

Data Metrics for Reporting		
Data User Group Meeting Agendas/Notes	Training/Professional Development Data	Facility Inspection Tool (FIT)

State Priority Areas within Goal		
Priority 1	Basic (Conditions of Learning)	Equity, Resource Alignment, Instruction, Culture and Climate
Priority 2	State Standards (Conditions of Learning)	Assessment, Curriculum, Equity, Instruction
Priority 4	Pupil Achievement (Pupil Outcomes)	Assessment, Curriculum, Equity, Instruction
Priority 6	School Climate (Engagement)	Culture and Climate, Equity, Family and Community

FACILITIES & GROUNDS

HJUHSD 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. Maintain organization of grounds staff to most effectively service all areas and provide dedicated and consistent service to each site.
2. Continued monitoring of irrigation design, set-up and schedule with adjustments and repairs made as needed as well as schedules for seeding, fertilizing and downtime.
3. Maintain communication protocols between site administration, coaches, grounds and maintenance.
4. Update schedule for maintaining site aesthetics including painting, signs, logos, rodent control, flowerbeds, and walkways.
5. Facility upgrades to campuses including athletic field restrooms.
6. Develop a loss and damage mitigation plan to prevent facility misuse & abuse.

Bi annual Board Data Report on progress monitoring and effectiveness

Facilities & Grounds Metrics for Data Reporting		
Certification/Training/Professional Development Data	Work Order Data	Facility Use Data
Facility Inspection Tool (FIT)	Updates to the Board	Fire Marshal Report
Maintenance Schedule Analysis	Project completions	Youth Truth Survey

State Priority Areas within Goal		
Priority 1	Basic (Conditions of Learning)	Resource Alignment, Culture and Climate
Priority 6	School Climate (Engagement)	Culture and Climate, Equity, Family and Community

HJUHSD
HANFORD JOINT UNION HIGH SCHOOL DISTRICT
Preparing Today's Students for Tomorrow's World