



Strategic Plan

2023 - 2027

Implementation Status Report 2025



A mid-point assessment of our progress toward and fidelity to the key strategies of:

**ENGAGEMENT ♦ COMMUNICATION ♦
INVESTMENT ♦ IMPROVEMENT**

EXECUTIVE SUMMARY

The District's current Strategic Plan has two main structural elements:

1. The "ends" or goals for student achievement, and
2. The "means to the ends" of how we conduct the work.

Our essential question at the midpoint of implementation is *how do we know we are taking the most effective actions possible to achieve maximum results toward our Strategic Plan goals?*

The following seeks to objectively review the major efforts underway to ensure effective implementation and to identify areas where changes can and should be made in years three and four.

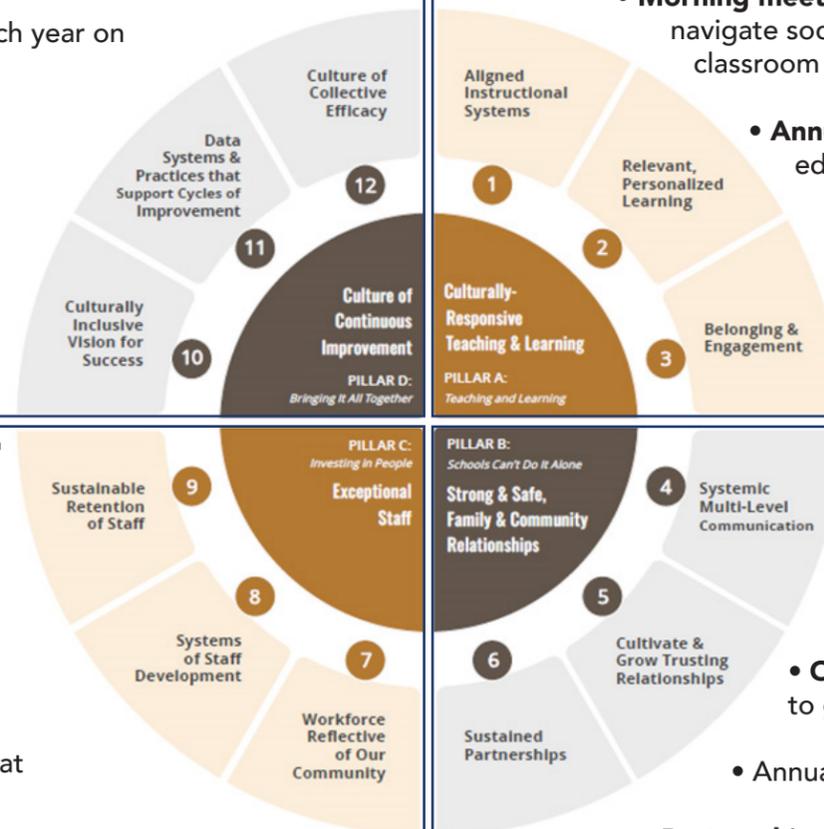
PILLAR D: CULTURE OF CONTINUOUS IMPROVEMENT

SUCCESSSES:

- Data dashboards allow for real-time tracking of data on key **performance targets** and focal student groups.
- **Data digs** with all administrators three times per year allow for continual adjustment and improvement based on school-specific data.
- Reports to School Board in October, February, and August each year on Strategic Plan progress.

OPPORTUNITIES:

- Ensure focal group data tracking is accurate year-over-year.



PILLAR A: CULTURALLY RESPONSIVE TEACHING & LEARNING

SUCCESSSES:

- All schools anchor their **school improvement** plans to the Strategic Plan.
- Mid-year status report provided during annual Academic Conferences with executive administrators
- **Morning meeting/advisory** structure utilizes culturally responsive practices to navigate sociocultural realities, build relationships, and navigate classroom cultures.
- **Annual student survey** to assess students' perception of their educational experience.

OPPORTUNITIES:

- Keep seeking and implementing ways to best quantify students' sense of belonging.
- Seek funding sources to sustain extracurriculars.

PILLAR C: EXCEPTIONAL STAFF

SUCCESSSES:

- Completed contract negotiations with both licensed and classified employee unions, which included **salary increases** to improve retention and enhance competitiveness with surrounding districts.
- **Professional development** opportunities provided in areas that are aligned with Strategic Plan priorities.

OPPORTUNITIES:

- State funding situation required increasing staffing ratios and moving some staff to new positions. These changes have made it harder to support staff growth and maintain staffing consistency. We will continue to **advocate for additional funding**.

PILLAR B: STRONG & SAFE FAMILY & COMMUNITY RELATIONSHIPS

SUCCESSSES:

- **Outreach** to all families with **intentional** focus on affinity groups to get feedback on Strategic Plan elements.
- Annual family/staff/community **survey** to solicit feedback.

- **Partnership** to better meet the needs of families (law enforcement, social service agencies, community-based nonprofits, family and community advisory groups, family outreach events).

OPPORTUNITIES:

- Place FAQ on website with additional information about topics that receive frequent inquiries.

DISTRICTWIDE KEY STRATEGIES



ENGAGE students with high-quality, culturally responsive curriculum delivered in a manner that meets their academic and social-emotional need, in order for students to be career and college ready.



COMMUNICATE and involve families and community-based organizations to develop meaningful partnerships that ultimately provide support and resources for students.



INVEST in staff recruitment, retention, and ongoing professional development alongside continued advocacy for resources at the state and federal level.



IMPROVE by continually reviewing, reflecting upon, and analyzing data and feedback in order to enhance systems, processes, and approaches to best serve constituents.

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