HILLSBORO SCHOOL DISTRICT

Board Update: Strategic Plan Year 2 (2024-25) Accountability

August 12, 2025

Hillsboro School District 2023-2027 Strategic Plan

Portrait of a Hillsboro School District Graduate

Prepared for Career, College & Life



Empowered Learners

Inquisitive Scholars





Collaborative Communicators

Community Contributors



Know, Value, and Empower Every Student to Achieve their Dreams



Success in the Early Years



Safe & Supported Learners



Access & Opportunity



Critical Thinking & Problem Solving



Graduate Ready for Career, College and Life

Strategic Plan Accountability



Community

- Collaboration
- Family Engagement
- Feedback: Family
- Feedback: Student
- Communication
- Website
- Monitor & Adjust



Schools

- School Improvement Plan
- Data Collection
- Dashboards
- Professional Learning Communities (PLC)
- Monitor & Adjust

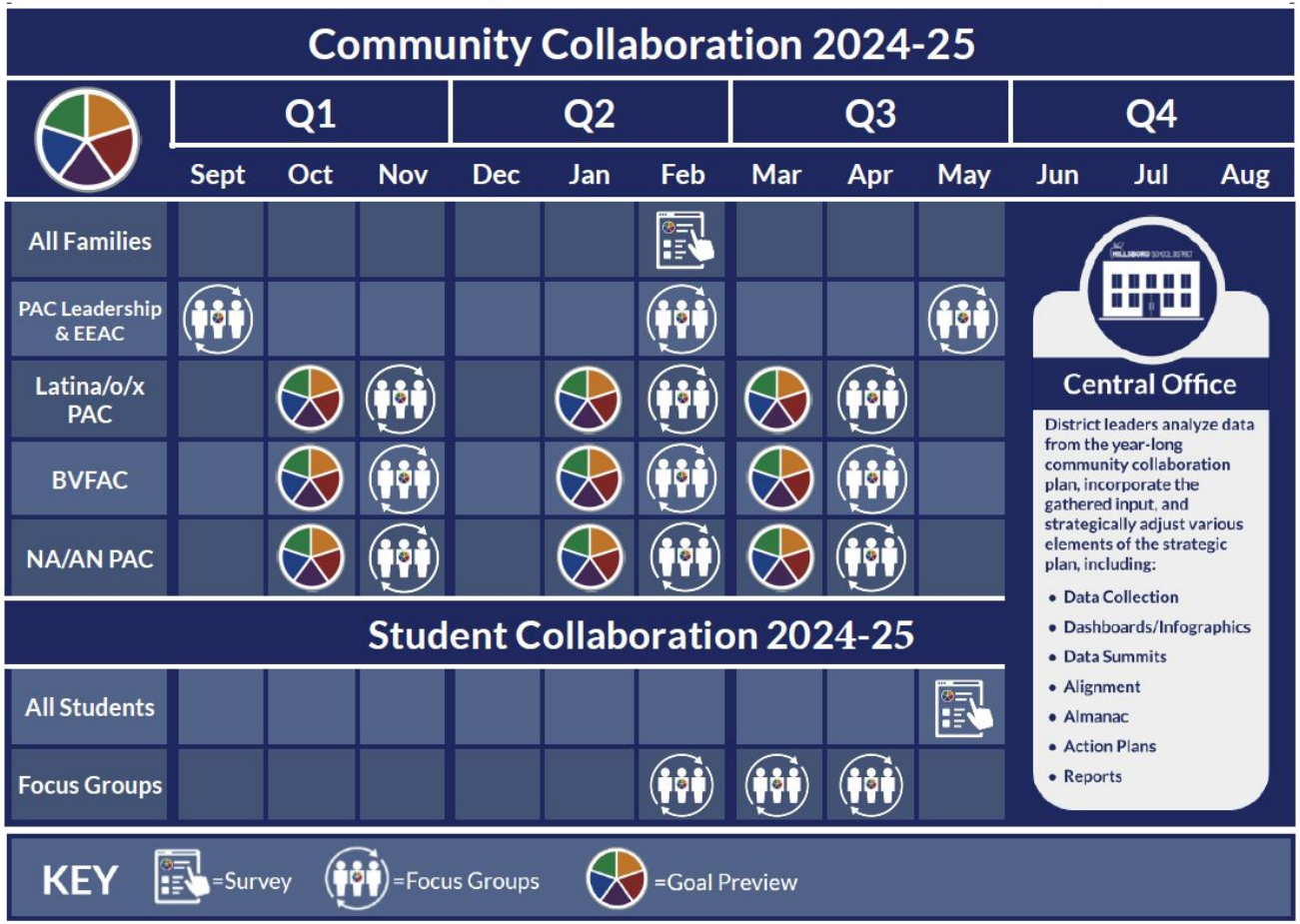


Central Office

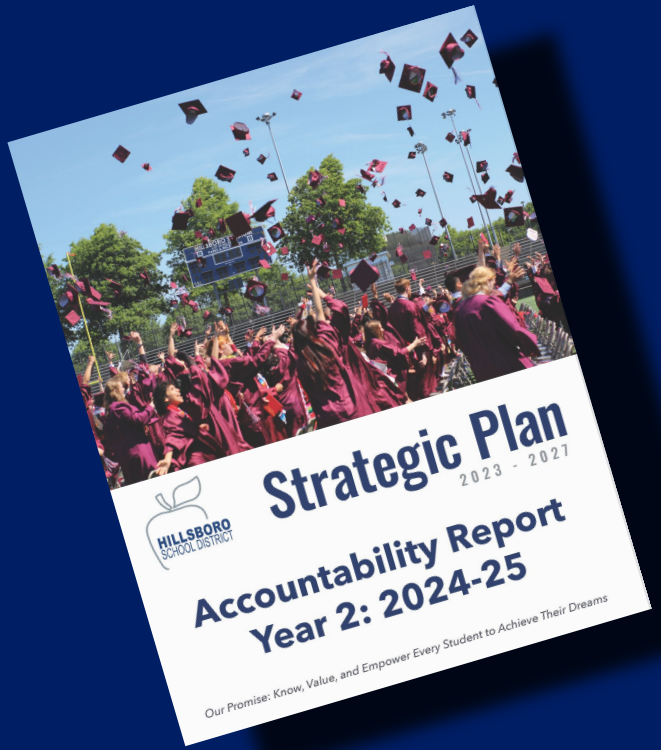
- Alignment
- Almanac
- Action Plans
- Data Collection
- Dashboards/Infographics
- Data Summits
- Reports
- Monitor & Adjust

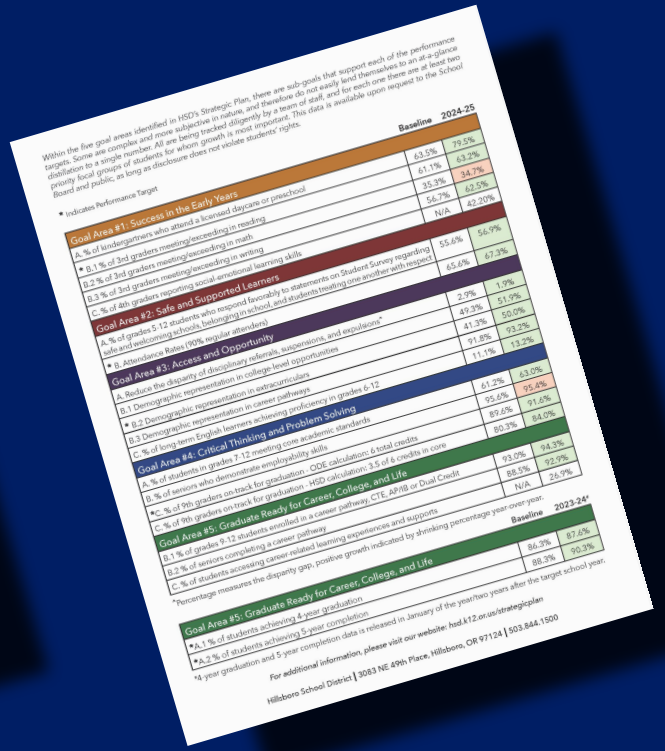
Community Collaboration & Accountability Plan

HSD Strategic Plan Accountability



Strategic Plan Accountability Report Year 2





Within the five goal areas identified in HSD's Strategic Plan, there are sub-goals that support each of the performance targets. Some are complex and more subjective in nature, and therefore do not easily lend themselves to an at-a-glance distillation to a single number. All are being tracked diligently by a team of staff, and for each one there are at least two priority focal groups of students for whom growth is most important. This data is available upon request to the School Board and public, as long as disclosure does not violate students' rights.

* Indicates Performance Target

	Baseline	2024-25
Goal Area #1: Success in the Early Years		
A. % of kindergartners who attend a licensed daycare or preschool	63.5%	79.5%
* B.1 % of 3rd graders meeting/exceeding in reading	61.1%	63.2%
B.2 % of 3rd graders meeting/exceeding in writing	35.3%	34.7%
B.3 % of 3rd graders meeting/exceeding in math	56.7%	62.5%
C. % of 4th graders reporting social-emotional learning skills	N/A	42.20%
Goal Area #2: Safe and Supported Learners		
A. % of grades 5-12 students who respond favorably to statements on Student Survey regarding safe and welcoming schools, belonging in school, and students treating one another with respect	55.4%	56.9%
* B. Attendance Rates (90% regular attenders)	65.6%	67.3%
Goal Area #3: Access and Opportunity		
A. Reduce the disparity of disciplinary referrals, suspensions, and expulsions*	2.9%	1.9%
B.1 Demographic representation in college level opportunities	49.3%	51.9%
* B.2 Demographic representation in extracurriculars	41.3%	50.0%
B.3 Demographic representation in career pathways	91.8%	93.2%
C. % of long-term English learners achieving proficiency in grades 6-12	11.1%	13.2%
Goal Area #4: Critical Thinking and Problem Solving		
A. % of students in grades 7-12 meeting core academic standards	61.2%	63.0%
B. % of seniors who demonstrate employability skills	95.4%	95.4%
* C. % of 9th graders on track for graduation - ODE calculation: 6 total credits	89.2%	91.6%
C. % of 9th graders on track for graduation - HSD calculation: 3.5 of 6 credits in core	80.3%	84.0%
Goal Area #5: Graduate Ready for Career, College, and Life		
A. % of students in grades 9-12 students enrolled in a career pathway, CTE, AP/IB or Dual Credit	93.0%	94.3%
B.1 % of grades 9-12 students enrolled in a career pathway	88.5%	92.0%
B.2 % of seniors completing a career related learning experiences and supports	N/A	26.9%
C. % of students accessing career related learning experiences and supports		

Goal Area #5: Graduate Ready for Career, College, and Life	Baseline	2023-24*
* A.1 % of students achieving 4-year graduation	86.3%	87.6%
* A.2 % of students achieving 5-year completion	88.3%	90.3%

*Percentage measures the disparity gap, positive growth indicated by shrinking percentage year-over-year.

*4 year graduation and 5 year completion data is released in January of the year/two years after the target school year.

For additional information, please visit our website: hsd.k12.or.us/strategicplan

Hillsboro School District | 3083 NE 49th Place, Hillsboro, OR 97124 | 503.844.1500

Performance Target #1: 2024-25

Performance Target #1 3rd Grade Reading



Focal group Hispanic/Latina/o/x +2.4
Focal group Accessing Special Education +4.3

63.2%

Baseline Year
2022-23
61.1%

Overall average +2.1 from baseline year

Year 4 Goal
2026-27
70%

Hillsboro School District Strategic Plan 2023-2027

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GOAL #1: Success in the Early Years

Universal Growth Target Metric 1.B.1: % of 3rd graders meeting/exceeding in reading

All Schools

3rd Grade

All Genders

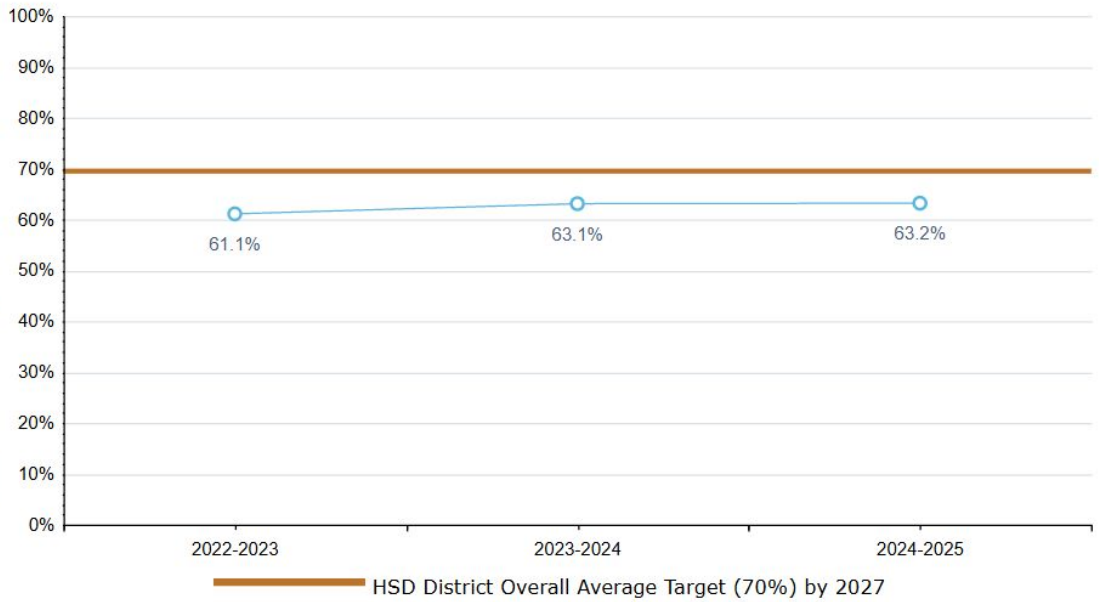
All Races

All Assessments

Students Assessed

1,249 Students
(96.8% of 1,290 Total Students)

63.2%
Proficient



Focal Group/Program Selector: Students accessing/experiencing:

☐ Dual Language Program ☐ Special Education Services ☐ Talented and Gifted

☐ English Language Services ☐ Ever EL ☐ Migrant Services

HSD Growth Targets

All Students
⇑ 3.4
Annual Percentage Points Growth Target

Hispanic/Latina/o/x
⇑ 9.9
Annual Percentage Points Growth Target

Accessing Special Education Services
⇑ 18.1
Annual Percentage Points Growth Target

Metric Data Source: Running Records Wonders/Maravillas

Performance Target #1 Action Plan Reflection

- Continued grade level collaborations successfully provided PD in foundational skills and fluency, expanded use of UFLI supplemental phonics. curriculum, and LETRS training which increased 1st-4th grade literacy skill development as reflected in Phonics Survey (1st-6th) and Running Records (1st-6th).
- Entering year 3 of Data Cycles with principals focused on literacy.
- 2nd cohort of teachers in Science of the Bilingual Reading Brain training.
- Next Steps: increase of grade-level collaborations and focus on writing, collect Street Data for focal groups, and continue LETRS training.

Performance Target #2: 2024-25

Performance Target #2 Regular Attendance



Focal group Native American/Alaska Native +16.7
Focal group Native Hawaiian/Pacific Islander -1.6

67.3%

Baseline Year
2022-23
65.6%

Overall average +1.7 from baseline year

Year 4 Goal
2026-27
80%

Hillsboro School District Strategic Plan 2023-2027

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GOAL #2: Safe & Supported Learners

Universal Growth Target Metric: 2.B Increase the percentage of regular attendees (90% or better)

All Schools

All Grades

All Genders

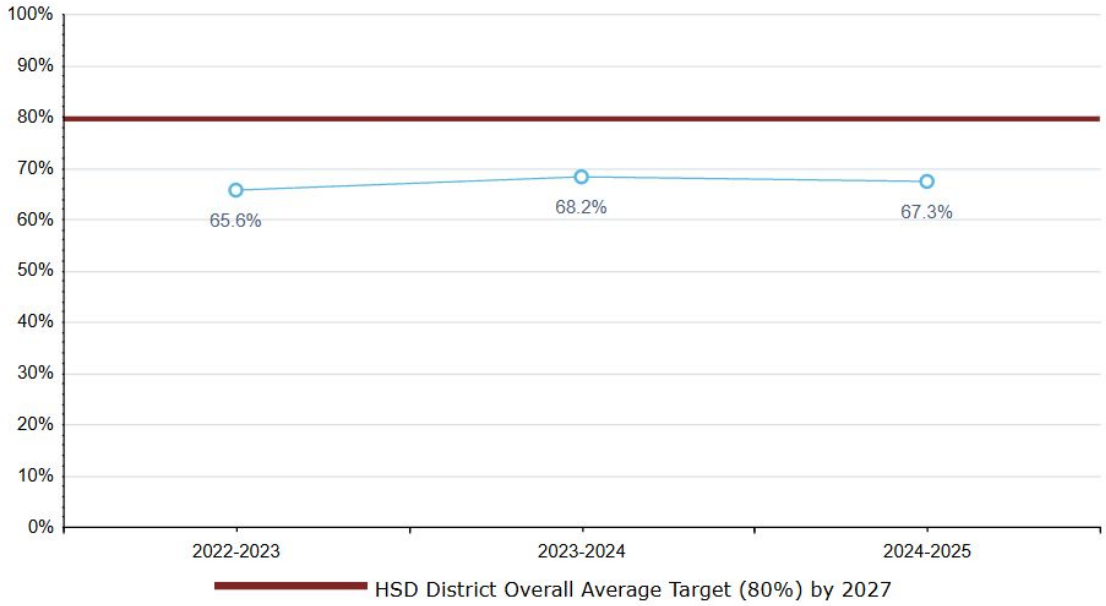
All Races

Regular Attendees

12,207
(67.3% out of 18,128)

67.3%
Regular Attendees

Semester 1: **68.1%**
Semester 2: **64.2%**



Focal Group/Program Selector: Students accessing/experiencing:

☐ Dual Language Program ☐ Special Education Services ☐ Talented and Gifted

☐ English Language Services ☐ Ever EL ☐ Migrant Services

HSD Growth Targets

All Students
⇑ 6.4
Annual Percentage Points Growth Target

Native American/ Alaska Native
⇑ 8.8
Annual Percentage Points Growth Target

Native Hawaiian/ Pacific Islander
⇑ 15.0
Annual Percentage Points Growth Target

Metric Data Source: Synergy Attendance Data

Performance Target #2 Action Plan Reflection

- Collaboration with the Data/Systems team improved data tracking and analysis.
- Development of leadership systems, communication, and PD structures.
- Updates to communication materials, differentiating interventions, and increasing integration in other instructional improvement initiatives.

Performance Target #3: 2024-25

Performance Target #3 Extracurricular Participation



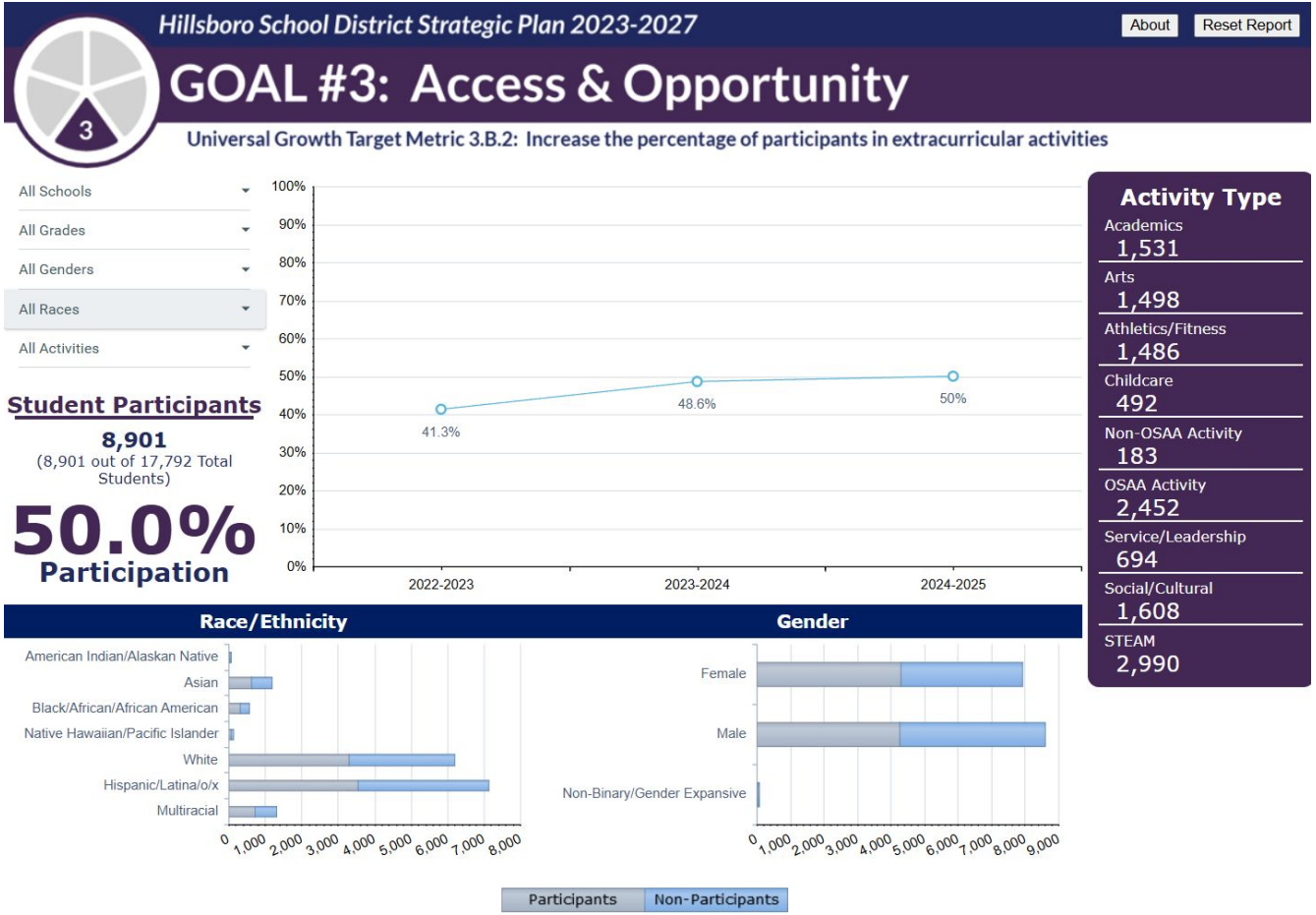
Focal group Hispanic/Latina/o/x +10.5
Focal group Identify as Female +9.8

50.0%

Baseline Year
2022-23
41.3%

Overall average +8.7 from baseline year

Year 4 Goal
2026-27
66%


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GOAL #3: Access & Opportunity
Universal Growth Target Metric 3.B.2: Increase the percentage of participants in extracurricular activities
All Schools
All Grades
All Genders
All Races
All Activities
Student Participants
8,901
(8,901 out of 17,792 Total Students)
50.0%
Participation
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
41.3%
48.6%
50%
2022-2023
2023-2024
2024-2025
Activity Type
Academics
1,531
Arts
1,498
Athletics/Fitness
1,486
Childcare
492
Non-OSAA Activity
183
OSAA Activity
2,452
Service/Leadership
694
Social/Cultural
1,608
STEAM
2,990
Race/Ethnicity
American Indian/Alaskan Native
Asian
Black/African/African American
Native Hawaiian/Pacific Islander
White
Hispanic/Latina/o/x
Multiracial
0
1,000
2,000
3,000
4,000
5,000
6,000
7,000
8,000
Gender
Female
Male
Non-Binary/Gender Expansive
0
1,000
2,000
3,000
4,000
5,000
6,000
7,000
8,000
9,000
Participants
Non-Participants

Performance Target #3 Action Plan Reflection

- Maintain our strong community partnerships and engaged staff have expanded student opportunities.

- Focal groups continue to outpace overall growth in participation.
  - Students who identify as female represent 52% of participants, while 48% identify as mal.
  - Students who Hispanic/Latina/o/x are 1% point away from participating at same level as their enrollment %.

- Next steps include our potential for growth needs to come from community partnerships as we have expended our internal financial resources.

Performance Target #4: 2024-25

Performance Target #4 9th Grade On-Track



Focal group Hispanic/Latina/o/x +2.3 ODE, +5.7 HSD
Focal group Accessing Special Education +0.1 ODE, +0.8 HSD

91.6%
ODE Calculation

84.0%
HSD Calculation

Baseline Year
2022-23
ODE: 89.6%
HSD: 80.3%

ODE: Overall average +2.0 from baseline year
HSD: Overall average +3.7 from baseline year

Year 4 Goal
2026-27
95%

GOAL #4: Critical Thinking & Problem Solving

Universal Growth Target Metric 4.C: Increase the percentage of 9th graders on-track for graduation

All Schools

All Genders

All Races

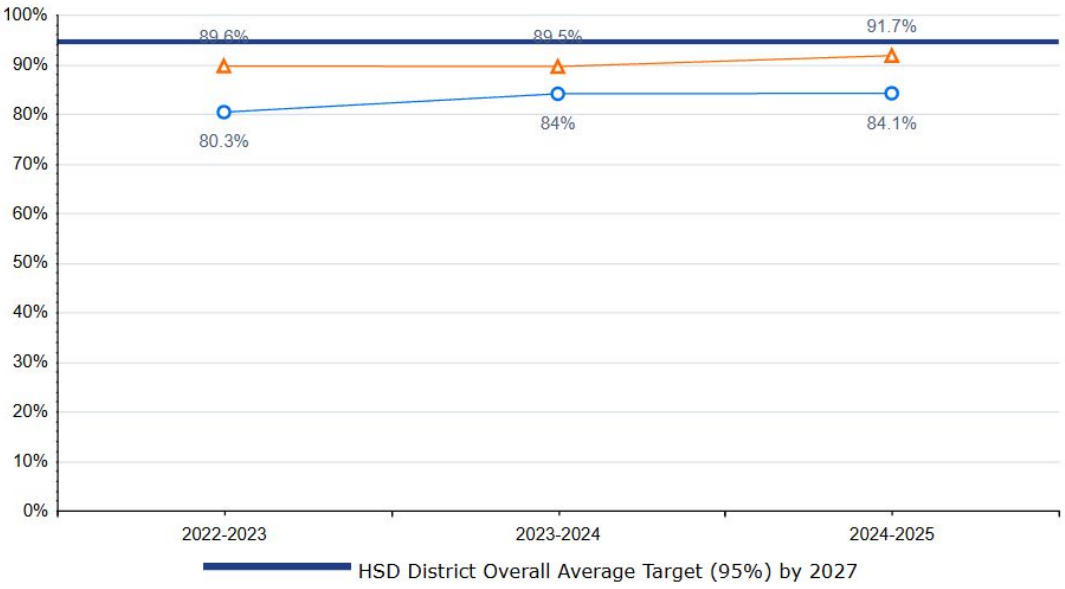
9th Grade On-Track

1,204
(84.1% out of 1,432)

84.1%
HSD On-Track

○ **HSD On-Track:** Percent of 9th graders who have earned or are on track to earn a minimum of 6 credits AND at least 3.5 credits of core classes (MA, LA, SS, SC).

△ **ODE On-Track:** Percent of 9th graders who have earned or are on track to earn a minimum of 6 credits.



Focal Group/Program Selector: Students accessing/experiencing:

☐ Dual Language Program ☐ Special Education Services ☐ Talented and Gifted ☐ Migrant Services

☐ English Language Services ☐ Ever EL

HSD Growth Targets

All Students
⇑ 5.5
Annual Percentage Points Growth Target

Hispanic/Latina/o/x
⇑ 9.0
Annual Percentage Points Growth Target

Accessing Special Education Services
⇑ 15.9
Annual Percentage Points Growth Target

Performance Target #4 Action Plan Reflection

- Implementation of Grade-Level Teams and On-Track Structures in grades 9-12 has shown positive results in supporting students' credit attainment.
- Valuable lessons learned throughout the year will inform continued improvement efforts.
- Entering year 3 of Data Cycles with high school principals focused on track data.
- District and building coaching cycles connected to on track systems.

Performance Target #5.1: 2024-25* (*Data on Class of 2024)

Performance Target #5.1 4-Year Graduation*



Focal group Native American/Alaska Native - Class of 2024 grad rate -14.5
Focal group Accessing Special Education - Class of 2024 grad rate +2.8
Focal group Experiencing Houselessness - Class of 2024 grad rate +6.4
Focal group Experiencing Foster Care - Class of 2024 grad rate +11.9
Data for comparison with Class of 2025 available in January 2026

87.6%
Class of 2024

Baseline Year
Class of 2022*
86.3%

Overall average +1.3 from baseline year

Year 4 Goal
2025-26
88.80%

Hillsboro School District Strategic Plan 2023-2027

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GOAL #5: Graduate Ready for Career, College & Life

Universal Growth Target Metric: 5.A.1 Increase the percentage of students achieving 4-year graduation

All Schools

All Genders

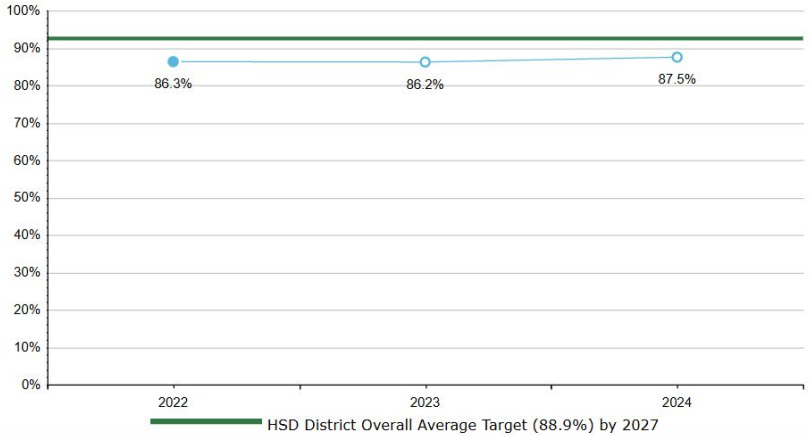
All Races

4-Year Graduates: Students earning a regular or modified diploma within four years of entering high school.

4-Year Graduates

1,350
(1,350 out of 1,542)

87.5%
Graduates



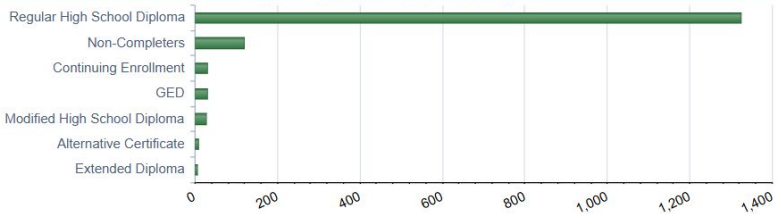
HSD Growth Targets

All Students
⇑ 0.7
Annual Percentage Points Growth Target

Experiencing Houselessness
⇑ 9.8
Annual Percentage Points Growth Target

Accessing Special Education Services
⇑ 5.8
Annual Percentage Points Growth Target

Graduation Status/Outcomes



Focal Group/Program Selector: Students accessing/experiencing:

☐ English Language Services ☐ Ever EL ☐ Talented and Gifted ☐ Special Education Services
☐ Migrant Services ☐ Houselessness ☐ CTE Concentrator ☐ CTE Participant
☐ Foster Care

Metric Data Source: ODE Graduation Data

Performance Target #5.2: 2024-25* (*Data on Class of 2023)

Performance Target #5.2 5-Year Completion*

Focal group Hispanic/Latina/o/x – Class of 2023, completion in 2024 rate +6.4

Data for comparison with Class of 2024, completion in 2025, available in January 2026



90.3%

Class of 2023, completed 2024

Baseline Year Class of 2021, completed 2022* 88.3%

Overall average +2.0 from baseline year

Year 4 Goal 2024-25 93%

Hillsboro School District Strategic Plan 2023-2027

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GOAL #5: Graduate Ready for Career, College & Life

Universal Growth Target: 5.A.2 Increase the % of students achieving 5-year completion

All Schools

All Genders

All Races

5-Year Completers: Students earning a regular, modified, extended, or adult high school diploma, or a GED, within five years of entering high school.

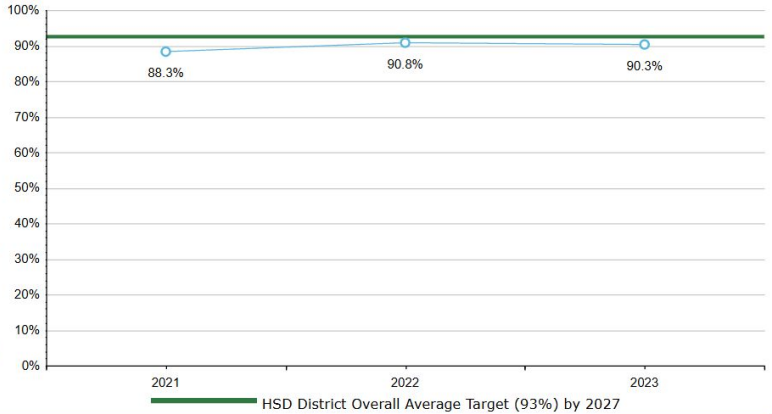
5-Year Completers

1,459

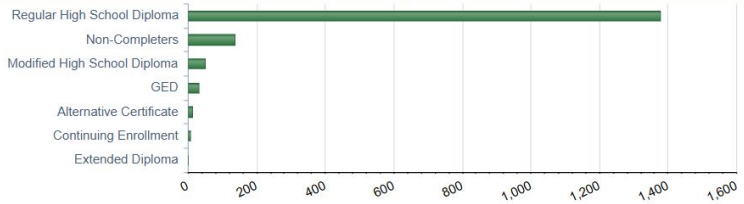
(1,459 out of 1,616)

90.3%

Completer



Graduation Status/Outcomes



HSD Growth Targets

All Students

⇑ **1.4**

Annual Percentage Points Growth Target

Hispanic/Latina/o/x

⇑ **2.2**

Annual Percentage Points Growth Target

Note: 5-Year completer data combines both 4-year graduates as well as those that used an additional year to earn a regular, modified, extended, adult high school diploma, or a GED from the same cohort of students that started high school together five years ago.

Focal Group/Program Selector: Students accessing/experiencing:

- ☐ English Language Services
- ☐ Ever EL
- ☐ Talented and Gifted
- ☐ Special Education Services
- ☐ Migrant Services
- ☐ Houselesness
- ☐ CTE Concentrator
- ☐ CTE Participant
- ☐ Foster Care

Metric Data Source: ODE Graduation Data

Performance Target #5 Action Plan Reflection

- On-Track support systems have been focused on and strengthened.
- Targeted communication with families of students at risk of not graduating has been a priority.
- Increased alignment and focus on school-wide academic programs like AVID, CCP, Dual Language, Dual Credit, and Advanced Programs.
- Progress made in Dual Language programs, while further work is needed in AVID School-Wide implementation.
- Continued community and education partnerships will lead to student access and support in post-high school planning.

Implementation Status Report 2025





Celebrations and Opportunities for Growth

20 Sub Goals from Baseline: 3rd grade math has declined, HS Employability Skills

23-24 v. 24-25 SY:

*7 Goals we have seen positive growth (ex. Literacy, Performance Fact, Active ELs, 7-12 Core)

*1 Goal Same (HSD 9th grade on-track)

*8 Goals we have declined (ex. Math, Attendance, AP/IB, HS Employability Skills)

*2 Goals we are waiting for new ODE data: (Graduation and 5th Year Completers)

*2 Goals baseline data tracking tool: (4th Grade SEL and Work Based Learning Opportunities)

*Final Celebration: We are closing the focal group gaps!