

Hahnville High School 25-26 School Success Plan



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MISSION, VISION, BELIEF STATEMENTS

<p style="text-align: center;">District Mission Statement</p> <p>The mission of St. Charles Parish Public Schools is to develop empathetic, involved, productive, and responsible citizens by providing every student high-quality educational opportunities that empower each to become enthusiastic life-long learners.</p>	<p style="text-align: center;">School Mission Statement</p> <p style="text-align: center;">Hahnville High School exists to ensure that all students learn and achieve at high levels (grade level or above).</p>
<p style="text-align: center;">District Vision Statement</p> <p>In pursuit of excellence and equity, St. Charles Parish Public Schools provides a high-quality education that prepares students with the knowledge, skills, and values required to become productive global citizens.</p>	<p style="text-align: center;">School Vision Statement</p> <p style="text-align: center;">HHS will operate as a PLC where all stakeholders are committed to preparing students for future opportunities.</p>
<p style="text-align: center;">District Belief Statements</p> <p>We believe...</p> <ul style="list-style-type: none"> ● education is society's first Goal. ● all students can learn. ● open and honest communication and collaboration between school, home, and community build trust. ● it is imperative to educate the whole child academically, socially, and emotionally to be future ready. ● engaging in challenging and relevant work allows students and staff to meet high expectations and achieve success. ● embracing diversity fosters a culture of acceptance. ● in providing inclusive and equitable opportunities for all. ● excellence is worth the cost. 	<p style="text-align: center;">School Belief Statements</p> <p>We believe...</p> <ul style="list-style-type: none"> ● that all students will demonstrate consistent academic, athletic, artistic and social emotional growth. ● that all students can demonstrate integrity through their words and actions. ● that all students can demonstrate pride in themselves and their school.

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District Customer Excellence Standards

You and I...

- We are committed to knowing, fulfilling and sharing the district's Vision daily.
- We are professional at all times, treating all in a respectful and helpful manner.
- We are all vital to the success of the district; therefore, collaboration, communication and ongoing professional development are expected and supported.
- We contribute ideas that improve the service provided to our customers.
- We work together as a team to find positive solutions when service concerns arise.
- We handle all communication (phone calls, emails, visitors, etc.) in a timely, professional and respectful manner. We identify ourselves, provide accurate information and respond to our customers' needs.
- We take pride in our workplace and dress for success according to our job responsibilities.
- We are all responsible for providing a safe environment for all of our customers.
- We are ambassadors for the district as demonstrated in our actions and words at all times.

St. Charles Parish Public Schools
District Goals and Priorities

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Hahnville High School Governance		
Guiding Coalition Focus: Academics	Hahnville Advisory Team (HAT) Focus: Policies and Procedures	Committees Focus: School Culture
<p>Principal: Jose Gonzales</p> <p>Assistant Principals:</p> <ul style="list-style-type: none"> ● Shawn Heiden ● Jennifer Foss ● Gerard Nugent ● Jamila Martin ● Kimberly Peltier ● Fallon Drouant <p>Coordinators:</p> <ul style="list-style-type: none"> ● ELL Supports - Williams James ● HSPC: Rachel Authement ● SBLC Chair: Pam Breaux ● SDC: Melanie Blackmon-Seal <p>PLT Leaders:</p> <ul style="list-style-type: none"> ● Alg I and Alg I Int - Brooke Deville ● Alg I and Alg I Int - Amber Harter ● Alg II - Elizabeth Parrino ● Art - Kristie Gough ● Athletic PE - Erica Randolph ● Band - Daniel Terrebonne ● Biology - Justin Hochhalter ● Business - Aimee Carletta ● Chem - Julie Pellegrin ● Choir - Beth Dupuy ● Civics - Benjamin Butler ● Computer Sciences - Amy Waters ● Eng I and Eng I Int - Jon-Carlo Caballero 	<p>Principal: Jose Gonzales</p> <p>Assistant Principal: Jamila Martin</p> <p>Department Representatives:</p> <ul style="list-style-type: none"> ● CTE Dept - Carey Melvin ● Cultural Enrichment Dept - Alessandra Nugent ● English Dept - Randi Elliot ● Math Dept - Monica Ayton ● PE/ROTC Dept - Gene Moll ● Science Dept - Candice Cerny ● Social Studies Dept - Joseph Lucia ● SOS - Ali Porche ● SPED Dept - Shelly Fontenot 	<p style="text-align: center;">ACT/ACT Work Keys Committee</p> <p>Admin Rep: Kimberly Peltier Chair: Aimee Beske Faculty and Staff Members:</p> <ul style="list-style-type: none"> ● Counselors: ● CTE: Tara Williams, Brian Gough ● Cultural Enrichment: ● English - Rod Naquin, Randi Elliott, Brittany Gauthier, Ali Adams, Marjorie Ambrose, Jon Carlo Caballero ● Math: Consuelo Rodriguez , Monica Ayton, Amy Crochet ● PE/ROTC: ● Science: Derek Szush, Justin Hochhalter, Julie Pellegrin ● Social Studies: ● SPED: Liz Folse <hr/> <p style="text-align: center;">School Spirit and Celebrations Committee</p> <p>Admin Rep: Gerard Nugent and Jamila Martin Chair(s):</p> <ul style="list-style-type: none"> ● Leah Deloch - Grade Level Celebrations ● Maggie Corzo - Heritage Month Celebrations ● Victoria Walker - Welcome Wed and Staff Spot Lights ● Nick Binet - Pep Rallies ● Karen Baudry and Alessandra Nugent - Spirit Lunches ● Katie Vinet - Trunk or Treat <p>Faculty and Staff Members:</p> <ul style="list-style-type: none"> ● Counselors: ● CTE: Marc Gonzales, Tara Williams, Vincent Normand, Monique Hodson, Carey Melvin ● Cultural Enrichment: Kelly Pourciau, Megan Harms, Lucas Harms ● Custodians: Tawana Bovie ● English: ● Math: Justin Lirette, Cameron Matthews, Consuelo Rodriguez ● Paras: Keyon Weber, Donna Cetedol, Desiree LeGaux, Lori Hawes

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<ul style="list-style-type: none"> • Eng II and Eng II Int - Destiney Martin • Eng III - Rebecca Schouest • Eng IV - Gauthier, Brittany • Env Sci - Danisha Toney • For Lang - Maggie Corzo • Geom - Victoria Walker • Industry - Christopher Henning • ROTC - Richard Lochren • Singletons - Leah Deloch • ELL - William James • SPED - Elizabeth Folse • Theatre - Lucas Harms • US Hist - Megan Messina 	<ul style="list-style-type: none"> • PE/ROTC: Erica Randolph, Richard Lochren, Malter Scobel • Science: Emil Talavera, Candice Cerny, Taylor Breaux • Social Studies: Megan Messina, Christine Gillies, Joseph Lucia, Rita Robichaux • SOS: Ally Porche, Jessica Barker • SPED: Joshua Bellaire, Josh Dunmiles, Ervin Hodges, Shelly Fontenot, Holly Robicheaux, Jennifer Matthews, Rhett Peltier, Elizabeth Junker, Peter Barrilleaux, Candice Reed
	<p>Faculty Engagement Committee</p> <p>Admin Rep: Jennifer Foss Chair(s): Faculty and Staff Members:</p> <ul style="list-style-type: none"> • Counselors: • CTE: Aimee Carletta, Desiree Brunet, Skyler Houston, Sammi Taylor, Amy Waters • Cultural Enrichment: Beth Dupuy • Custodians: • English: Destiney Martin, • Math: Beth Parrino, Holly Cheramie, Brooke Deville, • Paras: Desiree Legeaux, Dalise Walgamotte, • PE/ROTC: Lindsey Reynolds, • Science: Paige Kilcrease, • Social Studies: Nick Binet, • SOS: Leslie Cooper, Angela Dempster, Beth Seyfert, • SPED: Robin Jourdan, Jenny Hebert, April Black
	<p>SEW/SSC Committee</p> <p>Admin Rep: Shawn Heiden and Dr. Marquita George Chair(s): Richard Abarr, Brittany Bonnaffons, Karlie Castellanos, Allison Cranford Faculty and Staff Members:</p> <ul style="list-style-type: none"> • Counselors: Anitra Boyd, Paige Wallther • CTE: Pat Chevalier, • Cultural Enrichment: Kristie Gough, Kim Lusco, Amanda Adams, • English: Ashandre' Luquette, Becky Schouest, • Math: Amber Harter, • Paras: Savannah Norville, LaShanae Honor, Kandice Richardson, Kiala Thibodaux, Ashley Durocher • PE/ROTC: Gene Moll, • Science: Emil Talavera • Social Studies: Ellen Orr, • SOS: Denise Robin, • SPED: Joshua Bellaire

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Goal A: Student Achievement Data

Table 1: HHS Graduation Cohort

District Objective: District Cohort Graduation Rate will meet or exceed 95%

HHS Objective: HHS Cohort Graduation Cohort Rate will meet or exceed 95%.

Site									
	2017	2018	2019	2020	2021	2022	2023	2024	2025
Louisiana	78.2	81.4	80.1	84	83.4	82.7	83.2	<i>Not Yet Released</i>	
St. Charles Parish	81.6	86.2	86.4	87.6	90.2	91.5	90.1	91.7	
Destrehan	81.6	83.9	87.2	89	90.1	92.1	89.3	90.9	
Hahnville	81.5	88.6	85.8	86.2	90.3	91.3	91.6	92.8	

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Table 2: HHS LEAP SCORES - % MASTERY AND ABOVE BY SEMESTER

District Objective: LEAP 2025 Mastery and Above will meet or exceed 75%
HHS Objective: HHS LEAP 2025 Mastery and Above will meet or exceed 44%.

Course	2022-2023			2023-2024			2024-2025			Change (23-24 to 24-25)		
	Fall	Spr	All	Fall	Spr	All	Fall	Spr	All	Fall	Spr	All
All	36	46	41	45	42	43	43	34	39	-2	-8	-4
English I	55	50	52	51	50	50	36	55	46	-15	+5	-4
English II	38	57	48	48	46	47	64	25	45	+16	-21	-2
Algebra 1	46	36	40	50	32	40	63	31	44	+13	-1	+4
Geometry	35	47	42	52	49	51	55	26	40	+3	-23	-11
Biology	30	37	33	52	34	43	24	37	31	-28	+3	-12
U.S. Hist	15	40	30	21	36	30	23	31	28	+2	-5	-2
Civics	NA	NA	NA	NA	NA	NA	Available Summer	Available Summer	Available Summer	NA	NA	NA

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Table 3: HHS ACT Scores

District Objective: ACT® (12th Grade Best Score Results) will meet or exceed the Phase X Targets
HHS Objective: ACT® (12th Grade Best Score Results) will meet or exceed 19.

Year	20-21	21-22	22-23	23-24	24-25
ACT Composite	18.8	17.9	18.4	18.73	18.6

Table 4: HHS ACT Work Keys Scores

District Goal: ACT® WorkKeys (12th grade results for Seniors with highest ACT® score below 18) will meet or exceed Phase X Targets
HHS Objective: ACT WorkKeys will meet or exceed 65% of all graduates scoring less than an 18 will score at a silver or higher.

Year	22-23	23-24	24-25
# of students w ACT<18		161	185
Silver		82	66
Gold		15	8
Platinum		2	2
Total % of Students with <18 scoring at Silver or Above	53%	61%	41%

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Table 5: Graduates Earning College Credit or Industry Based Certifications					
District Objective: <ul style="list-style-type: none"> Percentage of graduating students earning college credit (AP, DE, and/or CLEP) will meet or exceed 50%. Percentage of Jump Start graduates earning Industry Based Certifications will meet 100% HHS Objective: <ul style="list-style-type: none"> Percentage of graduating students earning college credit (AP, DE, and/or CLEP) will meet or exceed 50%. Percentage of Jump Start graduates earning Industry Based Certifications will meet 100% 					
HHS Grads Earing Certifications or College Credit					
	2022	2023	2024	2025	Change from 2022 to 2025
% of cohort w/ Basic IBC (110)	35.6%	53.7%	55.9%		
% of cohort w/ Advanced IBC (150)	7.4%	10.1%	16.4%		
% of cohort w/ AP 3+ (150)	12.0%	7.5%	15.9%		
% of cohort w/ AP 1 or 2 (110)	12.5%	16.4%	20.2%		
% of cohort w/ Dual Enrollment Credit (110)	19.6%	22.1%	27.4%		
% of cohort w/ CLEP 50+ (150)	6.9%	10.4%	8.4%		
% of cohort w/ Associates Degree (160)	0.0%	0.0%	0.0%		

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Table 5a: 24-25 HHS AP Test Results By Subject			
Grouping	Total # of Exams Taken	# of Exams w/score of 3+	% of Exams w/score of 3+
SY 20-21	400	90	23%
SY 21-22	320	100	31%
SY 22-23	472	138	29%
SY 23-24	476	227	48%
SY 24-25	501	264	53%
Class	22-23 Exams 3+	23-24 Exams 3+	24-25 3+
Biology	5	7	12
Calculus	3	11	11
English/Language Comp.	13	20	36
English Literature	8	29	9
Envi. Science	34	26	76
Human Geography	36	47	59
Physics	0	1	0
Psychology	8	6	6
US History	25	45	48
World History	5	24	6
Drawing	1	3	1

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- Table 5b: Add Clep Data
- Table 5c: Add DE Data
- Table 5d: Add IBC Data

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Goal A: Increasing Student Achievement Action Plan

DISTRICT GOAL: To prepare students for success in postsecondary education, careers and life.

 [Copy of Goal A: Student Achievement -Phase X Operational Plan 23-26 Mid Year Rev\(23-24\)](#)

 [Goal A_ Student Acheivement -Phase X Operational Plan 23-26.p\(24-25\)](#)

District Priority: Ensure each student learns at high levels.

Team Responsible:	Action Step:	Details:	Timeline:	Funding:	Method of Monitoring
<p>Admin and Guiding Coalition</p>	<p>1. Build capacity of administration and teacher leadership to support the implementation of Professional Learning Communities</p>	<p>a. Engage in ongoing professional learning</p> <ul style="list-style-type: none"> i. PLC Conferences ii. Book Studies for Admin and Guiding Coalition iii. Team Schedule PL Days iv. Create a data tracker or all pertinent SSP data in one sheet 	<ul style="list-style-type: none"> • July 2025 Admin and New PLT Leaders • Added PLT leaders at Conf in 25-26 • Coaching and Tier One Conf for Selected Leaders • Powerful Guiding Coalitions Fall 2025 • Throughout the school year • By Jan 2026 	<ul style="list-style-type: none"> • HHS School Operations PD and Staff Development Budgets 	<ul style="list-style-type: none"> • Record of Trainings in (PLT/GC Tab) •  Faculty Rosters, Mas... •  25-26 ILT Meetings •  Guiding Coalition 25-... and Admin agenda •  Guiding Coalition SS...

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<p>Guiding Coalition</p>	<p>2. Identifying, Tracking and Responding to Data for Essential Learning</p>	<p>a. Use the Guiding Coalition SSP Tracker to:</p> <ul style="list-style-type: none"> a. ID and share Ess Learning b. Report and Monitor Learning <p>b. Model and Share Practice of Tier One/In Class Interventions and Extensions</p> <p>c. Implementation of Flex Tuesday Small Groups for Tier 2 Interventions</p>	<ul style="list-style-type: none"> • Weekly Guiding Coalition and ILT Meetings • Weekly Guiding Coalition and ILT Meetings • Rosters Finalized by Mondays at 1:30; Small Group Interventions each Tuesday 	<ul style="list-style-type: none"> • Materials and summer meetings through Staff Development, School Operations or Summer SSP funds 	<ul style="list-style-type: none"> •  Guiding Coalition 25-... •  Guiding Coalition SS... •  25-26 ILT Meetings •  Flex Roster 25-26
<p>Guiding Coalition, EL, and Attendance PLTs</p>	<p>3. Increase Cohort Graduation Rate Data</p>	<p>a. Monitor and respond to student learning, attendance and behavioral deficits through Tier One in class and Tier Two Flex interventions</p> <p>b. LEAP Remediation through Flex Small Groups</p> <p>c. EL Team Meeting to plan and provide PL for all faculty and staff to support, monitor, and respond to EL student learning</p> <p>d. Priority 25% tracking to identify, monitor and provide interventions</p>	<ul style="list-style-type: none"> • Weekly Guiding Coalition, ILT and PLT Meetings • Weekly on Tuesdays • Weekly EL Team and ILT Meetings • Weekly Guiding Coalition, ILT and PLT Meetings 	<ul style="list-style-type: none"> • Materials and summer meetings through Staff Development, School Operations or Summer SSP funds 	<ul style="list-style-type: none"> • Team PLT agendas • Guiding Coalition Agenda • Guiding Coalition SSP Tracker •  25-26 ILT Meetings •  Flex Roster 25-26

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District Priority: Develop strong pathways to college, career, and workforce.					
Team Responsible:	Action Step:	Details:	Timeline:	Funding:	Method of Monitoring
Guiding Coalition and ACT/ACT WorkKeys Committee	4. Increase ACT/ ACT Work Keys Scores	<ul style="list-style-type: none"> a. Provide PL for Teachers on ACT and ACT WOrk Keys Teaching and Learning b. Provide in Class ACT and ACT Work Keys Teaching, Learning and Monitoring on Student Progress c. Provide Flex interventions for Juniors and Seniors for ACT improvement d. ACT Bootcamp e. ACT After School Tutoring 	<ul style="list-style-type: none"> • PL Days and Off Campus Training for ACT Team • Weekly Guiding Coalition, ILT and PLT Meetings • Weekly on Tuesdays • TBA • Tues-Thurs Weekly 	<ul style="list-style-type: none"> • Materials and summer meetings through Staff Development, School Operations or Summer SSP funds • Increasing Student Achievement Funds 	<ul style="list-style-type: none"> • Team PLT agendas • Guiding Coalition Agenda • Guiding Coalition SSP Tracker • ☰ 25-26 ILT Meetings • ✚ Flex Roster 25-26
Counselor Team, Admin, Guiding Coalition	5. Increase Graduates Earning College Credit or Industry Based Certifications through IBCs, AP, CLEP and DE	<ul style="list-style-type: none"> a. Counselor Team plan to increase enrollment in <ul style="list-style-type: none"> i. TOPS University, TOPS Tech dual enrollment courses ii. Advanced Placement courses b. Provide AP and DE teacher PL to: <ul style="list-style-type: none"> i. share and implement Best Practices c. Develop and refine systems to monitor progress toward attainment of advanced college credits 	<ul style="list-style-type: none"> • Counselor Team and ILT Meetings • TBD • Guiding Coalition and ILT Meetings 	<ul style="list-style-type: none"> • Materials and summer meetings through Staff Development, School Operations or Summer SSP funds • Increasing Student Achievement Funds 	<ul style="list-style-type: none"> • Team PLT agendas • Guiding Coalition Agenda • Guiding Coalition SSP Tracker • ☰ 25-26 ILT Meetings

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Goal B: Student Well-being and Belonging Data

Table 6: Student Competency and Well-Being Measures (Panorama SEL Survey data)

District Goal: Increase social emotional learning (SEL) competencies within our students by 5%

HHS Objective: Increase social emotional learning (SEL) competencies within our students by 5%

	Baseline 2022-2023	2023-2024	2024-2025	2025-2026	Target
District Data: Grades 6-12	75%				80%
HHS Data:					
District Goal: Meet or exceed 70% favorable response rates for social-emotional learning competencies.					
HHS Objective: Meet or exceed 70% favorable response rates for social-emotional learning competencies.					
	Baseline 2022-2023	2023-2024	2024-2025	2025-2026	Target
District Data: Emotional Regulation	50%	43%			70%
HHS Data: Emotional Regulation	52%	47%			70%
District Data: Managing Challenging Feelings	53%	53%			70%
HHS Data: Managing Challenging Feelings	53%	50%			70 %

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Table 7: HHS Student Discipline Data

District Goal: Decrease percentage of suspension incidents by 3%.
HHS Objective: Decrease all incidents by 25%

	2022-2023	2023-2024	2024-2025	2025-2026	Target 2025-2026
Willful Disobedience		289	98		74
Verbal Altercations		51	26		20
Fights	54	16	18		14

Table 8: HHS Attendance Data

District Goal: Meet or exceed 97% average daily attendance rate.
HHS Objective:

- **Average Daily Attendance Goal:**
- **SSC Attendance on SEL Wednesday and Flex Tuesday - goal of 90%**

	2022-2023	2023-2024	2024-2025	2025-2026	Target 2025-2026
Average Daily Attendance					
SSC Average Attendance					90%

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Table 9: Counselor Data - In Class Tier One Presentations and Small Group Data 21-25

District Goal: Increase the percentage of “yes” responses from students on the School Counselors’ Needs Assessment by 5%

HHS Objective: Increase the percentage of “yes” responses from students on the School Counselors’ Needs Assessment by 5%

Statement	2022-2023	2023-2024	2024-2025	2025-2026	Target 2025-2026
My school counselor has created small groups to support students with academic, social and career development needs.			45%		50%
My counselor has presented classroom lessons to support my personal, social, academic and career development.			33%		38%

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Goal B: Student Well Being and Belonging Action Plan

DISTRICT GOAL - To support the academic, social, emotional, nutritional, and physical health needs of all students in a welcoming learning environment that fosters a sense of well being and belonging.

Goal B: Student Well-being and Belonging - Student Support - Operational Plan 23-24

District Priority: Student Support

- Increase social-emotional learning (SEL) competencies within our students
- Increase school counselors' availability and time utilized to provide Tier I counseling lessons and Tier II small groups

Team Responsible:	Action Step:	Details:	Timeline:	Funding:	Method of Monitoring
SEL/SSC Committee	1. Implementation of Tier One SEL Curriculum - 7 Mindsets in SSC Classes for 25-26 School Year	<ul style="list-style-type: none"> a. HHS SEL Champions Team formation and PL at 7 mindsets Conference b. School Wide Training of Faculty and Staff on 7 Mindsets c. Creation of Resources Hub d. Weekly SEL Team Meetings w admin 	<ul style="list-style-type: none"> ● Team formed by April 25 ● 7 Mindsets Conf July 25 ● Fall PD, Monthly Planning Period Meetings, PL Days ● Summer 25 ● Weekly 	<ul style="list-style-type: none"> ● Materials and summer meetings through Staff Development, School Operations or Summer SSP funds 	<ul style="list-style-type: none"> ● Weekly Team Meeting Agenda
Counselor Team	2. Increased School Counselor availability	<ul style="list-style-type: none"> a. Coffee with the Counselors Events b. Lunch Kiosk c. After School Tutoring Counseling Available in the Library where tutoring occurs d. Tables at Open House and Parent Teacher Conference Nights e. Scheduling Fair f. Grade Level Parent Nights 	<ul style="list-style-type: none"> ● Monthly ● Daily ● Tues-Wed all year ● Three times during the year ● September 22, 2025 ● Once a year 	<ul style="list-style-type: none"> ● HHS Funds 	<ul style="list-style-type: none"> ● Counselor Weekly Meeting Agenda ● Counselor Weekly ...

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Counselor Team	3. Tier One Counselor Lessons	<ul style="list-style-type: none"> Tier 1 Grade Level Presentations 	<ul style="list-style-type: none"> Week of Sept 15-19 and again in January 	NA	<ul style="list-style-type: none">  Counselor Calend...
Counselor Team	4. Tier II Small Groups	<ul style="list-style-type: none"> Pull groups during Flex Tuesdays Use protected time weekly during SSCs on Wednesdays to work as a team to plan for the following week. 		NA	<ul style="list-style-type: none">  Flex Roster 25-26

District Priority: Student Services

- Enhance children’s wellbeing & belonging through comprehensive assessments and appropriate behavioral interventions
- Implement programs and services that support children academically, socially, emotionally & physically

Team Responsible:	Action Step:	Details:	Timeline:	Funding:	Method of Monitoring
Guiding Coalition, Counselors, and Admin	5. Tier Two Behavioral/SEL Interventions during FLEX Tuesday Small Group Time	<p>a. Flex roster notation if student referral is due to behaviors to allow for data to be gather for Tier Two Behavioral Int by counselors or MHP</p> <p>b. Team Meetings for students with pattern of behavior notation on Flex roster or for immediate need request by team of teacher, counselor, and admin</p>	<ul style="list-style-type: none"> Weekly on Flex roster After 3 behavior notations or immediately after team determination; Meetings at planning time or during Flex if possible 	<ul style="list-style-type: none"> NA 	<ul style="list-style-type: none"> Tab on  Guiding Coalition ...  Flex Roster 25-26
Admin, MHP, SBLC Chair, SPED Chair	6. Behavior Team Meetings	<p>a. Review data to identify students with pattern of behavior struggles and to create a plan of support for student</p>	<ul style="list-style-type: none"> Weekly Meetings on Tuesday after school 	<ul style="list-style-type: none"> HHS Budget 	<ul style="list-style-type: none"> Behavior Team Agenda
HAT and Admin	7. HAT - Hahnville Advisory Team	<p>a. Review policies, procedures and discipline data to find</p>	<ul style="list-style-type: none"> Monthly Meetings during Tuesday/Flex 	<ul style="list-style-type: none"> NA 	<ul style="list-style-type: none"> HAT Team Agenda

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	Meetings focused on Policies and Procedures	patterns and determine need for revisions of or for learning opportunities for faculty, staff or students.			
Attendance Team	8. Attendance Data Review and Response Plan	<ul style="list-style-type: none"> a. Create a plan to identify and respond to students skipping class b. Identify and create a plan for students who are truant or who have high number of absences 	<ul style="list-style-type: none"> • Weekly Team Meetings during school hours 	<ul style="list-style-type: none"> • NA 	<ul style="list-style-type: none"> • Attendance Team Agenda • SSP Tracker

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Goal C: Diverse, Effective and Engaged Employees

Table 10: HHS Recruitment and Hiring of Diverse, Qualified, and Prepared Teachers

District Goal:

- Increase diversity in the teacher workforce to 25%
- Increase the percent of certified teachers from to 98%

HHS Objective:

- Increase diversity in the teacher workforce to 25%
- Increase the percent of certified teachers from to 100%

Statement	2025-2026	Target 2025-2026
Teacher Workforce Diversity	22% Certified Employees of Color <ul style="list-style-type: none"> • 20/29 Black • 8/29 Hispanic • 1/29 Asian/Pacific Islander 	25%
Certified Teachers	125/130 (96%) are Certified	100%

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Table 11: HHS Continuous Improvement

District Goal:

- Increase participation in the District Praxis Prep Program to 92%

HHS Objective:

- Increase participation in the District Praxis Prep Program to 100% of all teachers with remaining Praxis tests.

Statement	2025-2026	Target 2025-2026
Praxis Prep	2 with remaining Praxis tests to take	100% usage of Praxis Prep for teachers with tests remaining

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Table 12: HHS Retention of Employees

District Goal:

- Increase retention rate of teachers to 93%
- Increase retention rate of teachers of color to 93%

HHS Objective:

- Increase retention rate of teachers to 98%
- Increase retention rate of teachers of color to 98%

Statement	2024-2025	2025-2026	Target 2025-2026
Retention Rate of Teachers and Certified Employees	96%		98%
Retention Rate of Teachers and Certified Employees of Color	22/23 (96%) Teachers of Colored Retained from 24-25 to 25-26		98%
Retention of Classified Employees			93%

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Table 13: HHS Teacher Engagement Survey Responses for Work/Life Balance and Reasonable Workload

District Goal: Increase teacher engagement:

- Work/Life Balance - to 75%
- Teachers - Workload Reasonable - to 70%

HHS Objective:

- Work/Life Balance - to 85%
- Teachers - Workload Reasonable - to 78%

Statement	Baseline 2022-2023	2023-2024	2024-2025	2025-2026	Target 2025-2026
Work/Life Balance	80%	76%	77%		85%
Reasonable Workload	71%	73%	69%		78%

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Goal C: Diverse, Effective, Engaged Employees Action Plan

DISTRICT GOAL: To employ and develop high-quality staff and provide resources to support employee success.

Goal C: Diverse, Effective, and Engaged Employees - Operational Plan 23-24

District Priority: Recruit and hire a diverse, qualified, and prepared professional and classified workforce

Team Responsible:	Action Step:	Details:	Timeline:	Funding:	Method of Monitoring
Guiding Coalition, Admin	1. Increased participation in the hiring process by faculty and staff	a. Including faculty/staff members on all interview teams and participation in demo lessons or review of tasks b. Reviewing and revising interview questions and demo lesson process with the Guiding Coalition	<ul style="list-style-type: none"> ● 25-26 school year ● Spring/April 2026 	<ul style="list-style-type: none"> ● HHS Staff Dev Budget ● NA 	<ul style="list-style-type: none"> ● Guiding Coalition Agenda ● HR Docs
Admin, HAT, SDC, SOS	2. Streamlined On-Boarding Processes and Support Structures for Employees	a. Creation of one page handouts for: <ul style="list-style-type: none"> i. Teacher Daily Expectations ii. BOY and EOY Checklist iii. Student Expectations iv. Important Dates v. Emergency Procedures vi. Directory b. Compilation of HHS Tiger Quick Reference Book	<ul style="list-style-type: none"> ● Spring 2026 ● Spring 2026 	<ul style="list-style-type: none"> ● HHS Budget 	<ul style="list-style-type: none"> ● HAT and Admin Agenda ● HHS Info Hub

District Priority: Develop an effective workforce focused on continuous improvement

Team Responsible:	Action Step:	Details:	Timeline:	Funding:	Method of Monitoring
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SDC	<p>3. Increasing Certified Mentors at HHS available to serve as mentors to inservice, uncertified, and Year 1-3 teachers.</p> <p>4. Personal PL choice for all faculty and staff that adds a certification or adds value to the employees resume</p>	<p>a. Identifying faculty candidates who are already prepared to serve and need to file paperwork</p> <p>b. Create a cohort of teachers with a schedule of meetings to complete mentor certification</p> <p>c. Find PL choice opportunities for all faculty and staff</p> <p>d. Create a hub for all to browse from</p> <p>e. Create a tracker to look for underserved groups</p>	<ul style="list-style-type: none"> ● By Nov 1, 2025 ● By Jan 1, 2026 ● By Jan 1, 2026 	<ul style="list-style-type: none"> ● NA ● HHS Staff Dev Budget 	<ul style="list-style-type: none"> ● SDC Certification Tracker
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District Priority: Retain a diverse, engaged, and effective workforce

Team Responsible:	Action Step:	Details:	Timeline:	Funding:	Method of Monitoring
SDC	5. Improving current Mentor process at HHS	<p>a. One to One Ratio of Mentor to Mentee</p> <p>b. Matching Mentos to Mentees based on common planning for added time and support</p> <p>c. Mentor PL Days during the summer to prepare for upcoming school year tasks</p> <p>d. Matching minority mentors to new minority teachers</p>	<ul style="list-style-type: none"> ● By May 2026 	<ul style="list-style-type: none"> ● HHS Staff Dev Budget 	<ul style="list-style-type: none"> ● HHS Mentor Checklist One Pager
SDC	6. Tracking of Teacher Certification and Supporting Teachers in Recertification and with Certification Add Ons	<p>a. Monthly teacher certification meetings for each teacher with upcoming or remaining certification needs</p>	<ul style="list-style-type: none"> ● Fall 2025 	<ul style="list-style-type: none"> ● NA 	<ul style="list-style-type: none"> ● SDC Certification Tracker

District Priority: Increase employee health and wellness.

Team Responsible:	Action Step:	Details:	Timeline:	Funding:	Method of Monitoring
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HAT, Faculty Engagement Committee, Admin	7. Decrease Faculty and Staff Absentee Rates	a. Rewards and recognition for faculty and staff with perfect attendance for month, consecutive months, for the year and for consecutive years	<ul style="list-style-type: none"> Nov 2025 	<ul style="list-style-type: none"> HHS Staff Dev Budget 	<ul style="list-style-type: none"> HAT and Faculty Engagement Agenda
Admin and Guiding Coalition	8. Provide PL days for teams once a semester to work on PLC process to manage workload	a. SEE ABOVE IN STUDENT ACHIEVEMENT			
Faculty Engagement Committee	9. Provide Multiple Engaging Events for Faculty and Staff	a. Provide on and off campus monthly events for faculty and staff	<ul style="list-style-type: none"> Fall 2025 	<ul style="list-style-type: none"> HHS Budget 	<ul style="list-style-type: none"> Faculty Engagement Agenda
Faculty Engagement Committee	10. Provide rewards and recognition for attending/participating in school events and celebrations	a. Design tracker to keep record of faculty and staff engagement in events and celebrations b. Determine and distribute rewards for faculty and staff	<ul style="list-style-type: none"> Monthly, end of semester, and end of the year 	<ul style="list-style-type: none"> HHS Budget 	<ul style="list-style-type: none"> Faculty Engagement Agenda

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Goal D: Resource Allocation

Table 14: Technology Data

District Goal:

- Decrease or maintain the annual average percentage rate of employee phishing email failures to less than 2%.
- Reduce the average completion rate for technology work orders to 15 days or less.

HHS Objective:

- Decrease or maintain the annual average percentage rate of employee phishing email failures to less than 2%.
- Reduce the average completion rate for technology work orders to 15 days or less.

Statement	2025-2026	Target 2025-2026
Phishing Failure Rates		
Completion Rate of Tech Work Orders		

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Goal D: Technology Resource Allocation Action Plan

DISTRICT GOAL - To identify and maintain resources in an equitable manner that support and enhance student success and employee growth.

☰ Goal D: Resource Allocation - Technology - Operational Plan 23-24

District Priorities: Technology

- Provide equitable technology resources that enhance student learning and administrative efficiencies
- Protect district networks and data
- Support stakeholders with current and future technology endeavors

Team Responsible:	Action Step:	Details:	Timeline:	Funding:	Method of Monitoring
Admin and TSCs	1. Reduce Phishing Failure Rates	a. Create a tracker and follow up process for faculty and staff who respond to Phishing emails	• Nov 1, 2025	• NA	• TSC Tracker
Admin and TSCs	2. Decrease Average Completion Rate of Tech Work Orders	a. Create a tracker to record tech requests and responses with dates and times b. Once a response time is established, create goals based on data	• Nov 1, 2025	• NA	• TSC Tracker
Admin and TSCs	3. Obsolescence Plan	a. Create or share obsolescence plan with admin and HAT	• Nov 1, 2025	• NA	• TSC Tracker
Admin and TSCs	4. Software Updates Plan	b. Create or share software updates plan with admin and HAT	• Nov 1, 2025	• NA	• TSC Tracker

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Goal E: Facilities Management

Table 15: HHS School Dude and Maintenance Requests Completion Rate Data

District Goal:

- Reduce or maintain the average completion time for School Dude work orders of 18.24 days.

HHS Objective:

- Reduce or maintain the average completion time for School Dude and in house maintenance work orders of 18.24 days.

Statement	2025-2026	Target 2025-2026
School Dude Completion Rate		
In House Maintenance Completion Rate		

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Table 16: HHS School Facilities and Grounds Responses from Stakeholder Survey

District Goal:

- Meet or exceed 92% “Agree/Strongly Agree” response rate on the SCPPS Stakeholder Survey for the following statements.

HHS Objective:

- Meet or exceed 98% “Agree/Strongly Agree” response rate on the STAFF SCPPS Stakeholder Survey for the following statements.
- Meet or exceed 90% “Agree/Strongly Agree” response rate on the PARENT SCPPS Stakeholder Survey for the following statements.

Statement	Baseline 2022-2023	2023-2024	2024-2025	2025-2026	Target 2025-2026
Our school ensures that the facilities support student learning (PARENT)			79%		90%
Our school ensures that the facilities support student learning (STAFF)	96%	97%	98%		98%
The building and grounds are clean and provide a healthy place for learning (PARENT)			86%		90%
The building and grounds are clean and provide a healthy place for learning (STAFF)	93%	93%	92%		98%

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Table 17: HHS Athletics Data

District Goal:

- Evaluations for High School Coaches meet or exceed 95% proficient/highly effective for high school coaches in their respective sports.
- Increase student participation in athletic activities by 5%.

HHS Objective:

- **Evaluations for High School Coaches meet or exceed 95% proficient/highly effective for high school coaches in their respective sports.**
- **Increase student participation in athletic activities by 5%.**

Statement	2024-2025	2025-2026	Target 2025-2026
High School Coach Evaluations meeting or exceeding proficient/highly effective			
Student participation in athletic activities			

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Table 18: HHS School Safety Data

District Goal:

- Meet or exceed 88% agree/strongly agree response rate on the SCPPS Stakeholder Survey for the safety specific statements.
- The district's average Safety Rating Score through the Safe Schools Audit will be at or less than a score of 60.

HHS Objective:

- **Meet or exceed 88% agree/strongly agree PARENT response rate on the SCPPS Stakeholder Survey for the safety specific statements.**
- **Meet or exceed 92% agree/strongly agree PARENT response rate on the SCPPS Stakeholder Survey for the safety specific statements.**
- **The district's average Safety Rating Score through the Safe Schools Audit will be at or less than a score of 60.**

Statement	Baseline 2022-2023	2023-2024	2024-2025	2025-2026	Target 2025-2026
Our school provides a safe learning environment. (PARENT)			74.05%		88%
I feel physically safe at my school. (STAFF)	82%	92%	90%		92%
My school is a physically safe environment for students. (STAFF)	75%	89%	90%		92%
School Safety Audit Score					

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Goal E: Facilities, Athletics and Safety Management Action Plan

DISTRICT GOAL: To build and maintain psychologically and physically safe, clean, and supportive learning environments.

☰ Goal E: Facility Management - Facilities - Operational Plan 23-24

☰ Goal E: Facility Management - Safety - Operational Plan 23-24

☰ Goal E: Facility Management - Athletics - Operational Plan 23-24

District Priority: Facilities

- Design and maintain facilities to support student and employee success
- Develop and implement standards and processes for effective and efficient operations.

Team Responsible:	Action Step:	Details:	Timeline:	Funding:	Method of Monitoring
Safe Schools Team and Admin	1. Review and follow up on School Dude requests each month.	a. Create a tracker to school dude requests and responses with dates and times b. Once a response time is established, create goals based on data	<ul style="list-style-type: none"> • Jan 1, 2026 	<ul style="list-style-type: none"> • NA 	<ul style="list-style-type: none"> • Google Sheet
Custodians and Admin	2. Create and monitor a process for in house maintenance and custodial requests.	c. Create a tracker to record in house maintenance and custodial requests and responses with dates and times d. Once a response time is established, create goals based on data e.	<ul style="list-style-type: none"> • Jan 1, 2026 	<ul style="list-style-type: none"> • NA 	<ul style="list-style-type: none"> • Google Sheet
HAT and Admin	3. Add Student, Parent, and a member from all departments on the HAT team	f. Involve a member from all stakeholders - students from each grade level, teachers from each departments and reps from counselors, admin, SOS, custodians, paras, and cafeteria staff to serve on HAT to help guide policy and	<ul style="list-style-type: none"> • Jan 1, 2026 	<ul style="list-style-type: none"> • NA 	<ul style="list-style-type: none"> • HAT meeting agenda

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		procedure revisions including those regarding facilities use and maintenance.			
District Priority: Athletics <ul style="list-style-type: none"> Identify and implement proactive and responsive processes and practices to enhance athletic programs for students and employees 					
Team Responsible:	Action Step:	Details:	Timeline:	Funding:	Method of Monitoring
Athletics and Admin	4. Athletics Info Wall to increase awareness and participation in athletics	<ul style="list-style-type: none"> a. Create a sports info board and one pager for the website and student reference b. 	<ul style="list-style-type: none"> Jan 1, 2026 	NA	<ul style="list-style-type: none"> Admin meeting agenda
Athletics and Admin and SEL team	5. Athletics Survey seeking insight from stakeholders about interests that are unmet with our current athletic groups	<ul style="list-style-type: none"> c. In SSCs, have students submit <ul style="list-style-type: none"> i. feedback on current teams and clubs ii. Clubs and teams that students would like to add 	<ul style="list-style-type: none"> Jan 1, 2026 	NA	<ul style="list-style-type: none"> Admin meeting agenda
Athletics and Admin	6. Recruiting, training and retaining coaches for current and future athletic groups	<ul style="list-style-type: none"> d. Work with Athletics directors and admin team to determine current training practices and seek or create future events for HHS coaches 	<ul style="list-style-type: none"> Jan 1, 2026 	NA	<ul style="list-style-type: none"> Admin meeting agenda
District Priority: Safety: <ul style="list-style-type: none"> Identify and implement proactive and responsive processes and practices to enhance the safety of students and employees. 					
Team Responsible:	Action Step:	Details:	Timeline:	Funding:	Method of Monitoring
Safe Schools Team and Admin	7. Safety Audit Response	<ul style="list-style-type: none"> a. Share audit scores and strengths and challenges from audit b. Create and implement a plan of action to address audit concerns and sustain strengths 	<ul style="list-style-type: none"> Jan 1, 2026 	NA	<ul style="list-style-type: none"> Admin meeting agenda

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<p>Safe Schools Team and Admin</p>	<p>8. Increase Faculty and Staff Proficiency with Classroom Emergency Response Procedures</p>	<p>a. One pager for emergency responses b. Common known place for “red folders” c. All red folders replace with updated current info each year d. Add school level responses and team names to binder for reference</p>	<ul style="list-style-type: none"> • Jan 1, 2026 	<p>NA</p>	<ul style="list-style-type: none"> • Admin meeting agenda
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Goal F: Stakeholder Investment

Table 19: HHS Website Page Views

District Goal:

- Increase the annual traffic of visitors to the website by 5%.
- Increase the collective SCPPS social media following by 5%.

HHS Objective:

- Increase the annual traffic of visitors to the HHS website by 5%.
- Increase the collective HHS social media following by 5%.

PLATFORM	2025-2026	Target 2025-2026
HHS Website		
Social Media Following		

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Table 20: HHS Parent/Guardian Stakeholder Survey Participation

District Goal:

- Meet or exceed 32% participation rate for the SCPPS Parent/Guardian Stakeholder Survey.
- Meet or exceed 85% participation rate for the SCPPS Student Stakeholder Survey.
- Meet or exceed 90% participation rate for the Upbeat Employee Engagement Survey.

HHS Objective:

- Meet or exceed _____% participation rate for the SCPPS Parent/Guardian Stakeholder Survey.
- Meet or exceed _____% participation rate for the SCPPS Student Stakeholder Survey.
- Meet or exceed _____% participation rate for the Upbeat Employee Engagement Survey.

SURVEY	Baseline 2022-2023	2023-2024	2024-2025	2025-2026	Target 2025-2026
Parent/Guardian Stakeholder Survey					
Student Stakeholder Survey					
Employee Upbeat Survey					

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Table 21: Personalized Contacts

District Goal:

- Increase personalized contacts (School Status and in-person/virtual conferences) made by school personnel to families by 20%.

HHS Objective:

- Increase personalized contacts (School Status and in-person/virtual conferences) made by school personnel to families by 20%.

Platform or Event	Baseline 2022-2023	2023-2024	2024-2025	2025-2026	Target 2025-2026
School Status					
In Person Conferences					
Virtual Conferences					

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Table 22: Stakeholder Responses Data

District Goal:

- Meet or exceed 91% satisfaction rate for the selected statement on the ELL Parent Survey.
- Meet or exceed 85% Agree/Strongly Agree response rate for the selected statement on the SCPPS Parent/Guardian Stakeholder Survey.
-

HHS Objective:

- Meet or exceed 91% satisfaction rate for the selected statement on the ELL Parent Survey.
- Meet or exceed 85% Agree/Strongly Agree response rate for the selected statement on the SCPPS Parent/Guardian Stakeholder Survey.

Statement	2024-2025	2025-2026	Target 2025-2026
I feel supported by my child’s school and teachers. (ELL Parent Survey)			
My child’s school offers opportunities for families to be involved in the school and my child’s learning. (Parent/Guardian Stakeholder Survey)	65%		85%

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Goal F: Stakeholder Investment Action Plan

DISTRICT GOAL: Stakeholder Investment - To promote and develop meaningful engagement between students, families, businesses, the community and the school system.

☰ Goal F: Stakeholder Investment - Operational Plan 23-24

District Priorities:

- Increase and vary communication with stakeholders
- Increase educational access and opportunity within the community

Team Responsible:	Action Step:	Details:	Timeline:	Funding:	Method of Monitoring
Tech Team and Admin	1. HHS Website Updates, Advertising and Monitoring	a. Create process to monitor and respond to website usage	<ul style="list-style-type: none"> • Nov 1, 2025 	<ul style="list-style-type: none"> • NA 	<ul style="list-style-type: none"> • Tech Team Meeting Agenda • Admin Team Meeting
Tech Team and Admin	2. Increasing Social Media Usage and Following Plan	b. Create process to monitor and respond to social media usage c. Review current stats and create a plan to reach more in number and in diversity	<ul style="list-style-type: none"> • Nov 1, 2025 	<ul style="list-style-type: none"> • NA 	<ul style="list-style-type: none"> • Admin Team Meeting
HAT, Guiding Coalition and Admin	3. Increasing Stake Holder Survey Response Plan	d. Review current stats and create a plan to reach more stakeholders in number and in diversity	<ul style="list-style-type: none"> • Nov 1, 2025 	<ul style="list-style-type: none"> • NA 	<ul style="list-style-type: none"> • Admin Team Meeting
HAT and Admin Team	4. School Status Communication	e. Review current stats and create a plan to reach more	<ul style="list-style-type: none"> • Nov 1, 2025 	<ul style="list-style-type: none"> • NA 	<ul style="list-style-type: none"> • Admin Team Meeting

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		stakeholders in number and in diversity			
HAT and Admin Team	5. Parent, Teacher and Student Conferences	f. Review current stats and create a plan to reach more stakeholders in number and in diversity	<ul style="list-style-type: none"> Nov 1, 2025 	<ul style="list-style-type: none"> NA 	<ul style="list-style-type: none"> Admin Team Meeting
District Priority: Enhance the English Language Learner Program					
Team Responsible:	Action Step:	Details:	Timeline:	Funding:	Method of Monitoring
Admin and EL Team	6. EL PLT	<ul style="list-style-type: none"> a. EL Teacher, HSPP, SDC meet to review data and create a PL plan b. Add EL Data to SSP tracker c. Review EL grades weekly to create a plan of action for all students 	<ul style="list-style-type: none"> Oct 1, 2025 	<ul style="list-style-type: none"> NA 	<ul style="list-style-type: none"> EL Team Meeting Agenda Admin Team Meeting Agenda