



Highland Park ISD

Board Goals Overview

MISSION

The Highland Park Independent School District, grounded in an unyielding commitment to tradition, excellence, community, and integrity, provides an unrivaled and well-rounded education in academics, athletics, arts, and service, equipping all students to be citizen leaders and lifelong learners.



PRIORITY #1: Well-Educated & Well-Rounded Students

Objectives

- 1.1** Increase academic growth and mastery in all content areas
- 1.2** Provide a well-rounded offering of arts and extracurricular activities that enhance the development of character and community
- 1.3** Protect the physical and emotional well-being and safety of students

Goals

- 1.a** **Improve math outcomes at all levels**, such that by 2028, the percentage of students scoring masters on Grade 4 Math STAAR grows from 54% to 65%, the percentage of students scoring masters on Algebra I EOC increases from 60% to 70%.
- 1.b** **Improve reading, writing, and grammar outcomes at all levels**, such that by 2028, the percentage of students scoring masters on English II EOC increases from 33% to 40%, the percentage of students scoring above 550 on the Standard English Conventions strand for PSAT 8 increases from 23% to 40%, and the percentage of students scoring above 550 on the Standard English Conventions strand for PSAT 10 increases from 22% to 50%.
- 1.c** **Improve science and social studies outcomes at all levels**, such that by 2028, the percentage of students scoring masters on Grade 5 Science STAAR increases from 27% to 45%, the percentage of students scoring masters on Grade 8 Science STAAR increases from 38% to 60%, the percentage of students scoring masters on Biology EOC increases from 44% to 64%, the percentage of students scoring masters on Grade 8 Social Studies STAAR increases from 44% to 63%, and the percentage of students scoring masters on US History EOC increases from 83% to 85%.
- 1.d** **Improve instruction in all areas**, such that by 2028, the percentage of students who need outside tutoring to understand course content (based on the annual climate survey) decreases from 54% to 25%.
- 1.e** **Improve student well-roundedness and over all well-being**, such that by 2028, the percentage of high school students who participate in extracurricular activities/athletics (based on the annual climate survey) is 80%, the percentage of high school students who have forgone an activity or elective they were interested in because it would have hurt their GPA decreases from 45% to 25% and the percentage of high school students who agree or strongly agree that their extracurricular participation has had a positive impact on their personal growth and well-being is 90%.



PRIORITY #2: Exemplary & Committed Staff

Objectives

- 2.1** Improve the culture and retention of current staff while recruiting exemplary new hires
- 2.2** Ensure competitive compensation and benefits for staff
- 2.3** Invest in staff development and continuous improvement

Goals

- 2.a** **Improve staff retention aligned to HPISD expectations**, such that by 2028, the percentage of staff turnover due to compensation or poor work environment decreases from 20% to 10% and 75% of teachers achieve a student achievement goal identified in their annual appraisal.



PRIORITY #3: Engaged Parents & Community

Objectives

- 3.1** Improve parent and community satisfaction
- 3.2** Strategically leverage and engage with community partners

Goals

- 3.a** **Improve parent and community satisfaction with their child's school experience**, such that by 2028, the percentage of parents who rate the overall quality of the education of their child's school as good or excellent increases from 90% to 95% and the percentage of parents who would likely recommend their child's school to another increases from 52% to 75%.



PRIORITY #4: Strategic Financial Stewardship

Objectives

- 4.1** Optimize annual operating resources to meet district priorities
- 4.2** Implement a long-term plan to strategically manage facilities and assets to support student experiences
- 4.3** Facilitate strategic alignment and deployment of community-raised funds to meet district priorities

Goals

- 4.a** **Optimize budget**, such that by 2028, the percentage of teachers with their masters or national board certification being compensated in the top quartile in North Texas will grow from 46% to 100%.