

WE BELIEVE IN...

our beautiful and capable students, high expectations, inclusiveness, collaboration, continuous improvement, and systemic accountability.

VISION

HPS students will graduate ready to transform our world.

MISSION

In partnership with our families and community, inspire and prepare ALL students to meet success in and beyond school.



DISTRICT MODEL FOR EXCELLENCE

Strategic Plan 2018-2022

DISTRICT PRIORITIES



STRATEGIES

- Deliver a guaranteed and viable curriculum.
- Use relevant and timely data for continuous improvement.
- Implement a holistic community school model.
- Develop effective partnerships.
- Enhance effective two-way communications.
- Achieve longterm sustainability through data-driven planning, implementations, and monitoring.
- Ensure ALL students and staff feel safe, valued and respected.
- Ensure all staff support a common set of values and beliefs, and are equipped to support students' physical and social-emotional needs.

MAJOR GOALS BY 2022

- Increase ELA proficiency in grade 3 by 22%.
- Increase graduation rate by 9%.



- Increase the number of community schools in each zone.



- Work towards a balanced and equitable district budget.



- Decrease chronic absenteeism by 7%.
- Increase student perceptions of feeling safe and valued.



STRATEGIC ACTIONS

Central office and school leaders worked together to identify these actions on which to focus in the plan's implementation. We believe that if implemented well, these actions will put us on track to provide high-quality educational experiences and opportunities for ALL students.



DISTRICT MODEL FOR EXCELLENCE Strategic Plan 2018-2022

Teaching & Learning

- Develop innovative school designs in identified schools as a part of the District Model for Excellence restructuring plan.
- Ensure all students with disabilities have access to the core curriculum with appropriate supports and accommodations within a continuum of services.
- Ensure all English learners have access to the core curriculum with appropriate supports.
- Require that all schools implement a limited number of evidence-based instructional strategies.
- Ensure teachers have access to and use high-quality, student-centered curriculum resources.
- Develop a school-based, job-embedded professional growth system for teachers and administrators.

Family & Community Partnerships

- Assess current community school models to understand their structure and impact, as well as the alignment of partnerships and services to areas of identified need for students, families, schools, and communities.
- Enable effective partnerships between staff, families, and community members in support of student success.

- Revisit and redefine the HPS community school model.
- Regularly use data to make adjustments to the model and its implementation.
- Build the capacity of staff, families, and community members to form effective partnerships that support students' success.
- Create a robust plan to strengthen communication with and among stakeholders, focusing on accessible, family-friendly communications in multiple languages.
- Develop and implement a plan for supporting families and students as the district transitions to new school models.
- Leverage existing community, staff, and other stakeholder advisory groups to both support and hold the district accountable for progress on this plan.

Operational Effectiveness

- Create and communicate standard operating procedures that clarify operational processes, streamline administrative decision-making, and identify touch points for central office departments and schools.
- Clearly define and communicate autonomies and requirements for schools.
- Develop processes for providing timely and accurate information to schools.

- Develop a district-wide approach to implementing data teams in all schools with a focus on implementation and impact of the identified instructional strategies.
- Create and/or consolidate data dashboards at the classroom, school, and district levels that enable educators and administrators to assess student, school, and district progress across multiple dimensions.
- Develop and implement School Progress Reviews in which school administrators are asked to demonstrate evidence of effective implementation of prioritized actions and district administrators offer support in critical areas.
- Establish a limited number of indicators of effectiveness for every central office department and/or service area and develop a regular routine of tracking data against the indicators and planning for improvement.
- Create stand-alone middle schools and clear feeder patterns from elementary to middle to high school for all students.
- Establish transparency in budgeting and staffing processes by documenting and communicating timelines, staffing ratios, formulas, and other factors that affect resource distribution to schools.
- Align financial processes and resources to student and school needs and district priorities.

School Culture & Climate

- Analyze district and school-level culture and climate data to identify and address root causes of issues related to students and staff feeling safe, valued and respected.
- Evaluate the equity and cultural proficiency of HPS policies and procedures, instructional practices, and communication strategies and make necessary adjustments.
- Redesign the professional learning system to focus on the whole student.
- Create a universal understanding of what constitutes student abuse, neglect and harassment; conduct that neither aligns with those definitions nor reaches HPS' bar for professional conduct; and processes for handling both.
- Establish best practices for crisis management and communications in schools and central office and with families and the community.



HARTFORD
PUBLIC SCHOOLS

960 Main Street

www.hartfordschools.org
860-695-8000