A RENEWED FOCUS

DISTRICT MODEL FOR EXCELLENCE

Strategic Plan 2018-2022
Every student is treated with dignity in a physically, emotionally and intellectually healthy and safe environment.

Every student is supported by culturally responsive teaching and learning, and positive and supportive relationships.

Every Student has a voice and agency and be prepared for college, career and civic life.
Our students and expect them to do great things in school and in life after school.

Our leaders, educators, partners and everyone shaping students’ educational experiences.

WE BELIEVE IN...

Our beautiful and capable students are filled with hopes and dreams, and have the capacity to achieve with the right opportunities and supports.
The Essence and Heart of Hartford Public Schools

Inclusiveness - Our community is better because of each of its members:
We seek to understand our commonalities, ideas, backgrounds interests and views that make us unique.

We seek to create an environment where each individual -- child and adult -- is respected, connected and valued.

Our beautiful and capable students are filled with hopes and dreams, and have the capacity to achieve with the right opportunities and supports.
The Essence and Heart of Hartford Public Schools

Collaboration - Working together to make something great:
Students collaborating through active learning.
Adults working together to achieve excellence.

Continuous Improvement- We strive to:
Be the best.
Create a supportive environment for risk taking in the name of excellence.
Constantly learn from our own and others’ work.
The Essence and Heart of Hartford Public Schools

Systemic Accountability –
We are each part of a system that must:
Ensure students’ outcomes improve at an accelerated pace.
Believe in measuring and holding ourselves accountable for progress.

Our beautiful and capable students are filled with hopes and dreams, and have the capacity to achieve with the right opportunities and supports.

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

OUR VISION
HPS students will graduate ready to transform our world.
Our Shared Priorities and Objectives

Teaching & Learning
- Quality instruction and support to ensure students graduate ready for college and life.
- Ensure ALL students feel safe and valued at HPS.

Parent & Community Partnerships
- Strengthen relationships with families, businesses, government, faith-based groups, and the community.
- Maximize use of resources, initiatives, and operations, and minimize redundancies.

School Climate & Culture

Operational Effectiveness
Aligning the Plan

PRIORITIES are the focus of our work.

OBJECTIVES are our long-term aim.

STRATEGIES are connected to the priorities and objectives, and are what we’re going to do to meet our goals and objectives.

GOALS are our four-year improvement targets.
Ensure ALL students feel safe and valued at HPS.

Quality instruction and support to ensure students graduate ready for college and life.

Increase ELA proficiency in grade 3 by 22%.

Increase graduation rate by 9%.

Strengthen relationships with families, businesses, government, faith-based groups and the community.

Deliver a guaranteed and viable curriculum. Use relevant and timely data for continuous improvement.

Implement a holistic community school model. Develop effective partnerships.

Increase the number of community schools in each zone.

Maximize use of resources, initiatives, operations, and minimize redundancies.

Ensure all staff support a common set of values and beliefs, and are equipped to support students’ physical and social-emotional needs.

Enhance effective two-way communications. Achieve long-term sustainability through data-driven planning, implementations, and monitoring.

Work towards a balanced and equitable district budget.

Decrease chronic absenteeism by 7%.

Increase student perceptions of feeling safe and valued.
How we'll know if our actions are successful.

How we're going to approach our strategies.

How we'll know if the tasks are successfully completed.

Putting the Plan into Action

Priorities

Objectives

Strategies

Goals

Actions

How we’re going to approach our strategies.

Performance Indicators

How we’ll know if our actions are successful.

Implementation Measures

How we’ll know if the tasks are successfully completed.
2018-2019 Major Actions

These represent a set of mutually reinforcing actions that support principals and teachers in becoming instructional leaders.

Major Action 1 - Teaching and Learning
Effectively implement a limited number of evidence-based instructional strategies: Guided Reading K-5 and/or Close Reading 6-12.

Major Action 2 - Operational Effectiveness
Implement data teams in all schools with a focus on implementation and impact of Guided and/or Close Reading.

Major Action 3 - Operational Effectiveness
Implement School Progress Reviews in which school administrators are asked to demonstrate evidence of effective implementation of non-negotiables 1 and 2 with district administration support in critical areas.
Actions Supporting Teaching and Learning

**Action** - Require that all schools implement a limited number of evidence-based instructional strategies (Guided Reading K-5; Close Reading 6-12).

**Performance Indicator** - Increased % of administrators and teachers observed implementing evidence-based instructional practices (Guided Reading K-5; Close Reading 6-12).

**Implementation Measure** - Increased levels of student performance in the following assessments: F&P, Dibels, running records, Modules in Curriculum Units - Guided Reading.
Actions Supporting Family & Community Partnerships

**Action** – Build the capacity of staff, families, and community members to form effective partnerships that support students’ success.

**Performance Indicator** – Increased % of families who feel that their district and school provide them with resources to support their child’s learning.

**Implementation Measure** – Tracking system is developed; increased number of requests/partnerships formed and students/families served.

**OBJECTIVE**
Strengthen relationships with families, businesses, government, faith-based groups and the community.

**STRATEGIES**
- Implement a holistic community school model.
- Develop effective partnerships.

**GOALS**
- Increase the number of community schools in each zone.
Establish transparency in budgeting and staffing processes by documenting and communicating timelines, staffing ratios, formulas, and other factors that affect resource distribution to schools.

Performance Indicator – Increased alignment of district budget to district priorities.

Implementation Measure – Increase in the Principal satisfaction as measured by survey.

Operational Effectiveness

Objective
Maximize use of resources, initiatives, operations, and minimize redundancies.

Strategies
- Enhance effective two-way communications.
- Achieve long-term sustainability through data-driven planning, implementations, and monitoring.

Goals
- Work towards a balanced and equitable district budget.

Actions

Performance Indicators

Implementation Measures
**Actions Supporting School Culture & Climate**

**Action** — 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.

**Performance Indicator** — Increased % of students and staff who feel safe, valued and respected.

**Implementation Measure** — Evidence of continuous improvement as measured by:
- Staff evaluations.
- State Performance Plan Indicators.
- Yearly accomplishments related to staff engagement data.

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**School Culture & Climate**

**OBJECTIVE**
Ensure ALL students feel safe and valued at HPS.

**STRATEGIES**
- 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.

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

**Actions**

**Performance Indicators**

**Implementation Measures**