



**The Whole Student**

**OUR MISSION**

To provide all our students with the learning and support they need to succeed in school and in life.

**OUR VISION**

All students will graduate prepared to transform our world.

# DISTRICT MODEL FOR EXCELLENCE

## Three Year Strategic Operating Plan for 2021-2024

Hartford Public Schools is a dynamic, thriving community committed to providing educational equity to all students. The new strategic operating plan will guide our work through the next three years into 2024.

## Core Strategies



### Priority 1. High Quality Teaching and Learning

- Implement and monitor the Instructional Vision in service of the Portrait of a Graduate
- Provide an academic system of support to ensure instruction, interventions, and enrichments meet the needs of all students
- Increase high school and post-secondary transition supports



### Priority 2. Welcoming Culture and Nurturing Climate

- Provide a social/emotional system of supports, including interventions and enrichments, to meet the social, emotional, and physical needs of all students
- Increase access to, and effective use of, technology to enhance both teaching and learning



### Priority 3. Engaging Family and Community Partnerships

- Expand and improve ways to engage, communicate, and partner with families and the community
- Develop real-world, authentic opportunities to extend learning



### Priority 4. Skillful Staff and Effective Operations

- Improve employee recruitment, onboarding, development, leadership, and recognition
- Enhance collaboration and teamwork to support innovation, collective inquiry, and continuous improvement
- Ensure facilities are equitably safe, secure, well-maintained, and appealing to students, families and staff
- Financial practices complement and strengthen the initiatives in the plan



# MAJOR GOALS 2021-2024



**48%** or more of Third Grade students reading on grade level

**27%** or more of 8th Grade students meeting grade level math standards



Increase average 4 year Graduation Rate to **83%** or higher

Reduce Chronic Absenteeism rate to

**12%** or lower



## How Will The Plan Benefit Our Students and Staff?

### Students and Families



More individualized instruction and smaller group learning opportunities

One-to-one or small group tutoring several times per week



More before-school, after-school and vacation learning and enrichment opportunities

Expanded Athletics programs



Increased mental health services, support staff and mentoring

Flexible evening and weekend learning opportunities for high school students



Increased college and career programs for middle and high school students

### Teachers and Staff

Increased recruitment of high-quality and diverse teachers

Retention incentives for teachers who serve in schools with higher needs

Updated, high-quality curriculum

Increased collaboration and learning time for teachers

More staff development to support trauma-informed, anti-bias, and anti-racist practices

Increased coaching and support for school leaders

## OUR NEW THREE YEAR PLAN...

...is guided by the District Model for Excellence and informed by feedback from families and staff. We received thousands of survey responses and conducted over 50 hours of engagement with our students, families, staff, and community partners. It addresses the academic and social-emotional needs of all our students. The plan is primarily funded through our general budget. However, significant investments for academic recovery, acceleration, and social-emotional needs are supported through 2024 with \$144 million in federal COVID relief funding. The three-year plan was designed to incorporate all funding streams, including federal funds through ESSER II (Elementary and Secondary Emergency School Relief Fund) and ESSER III (through the American Rescue Plan).

Learn more at [www.hartfordschools.org/DME](http://www.hartfordschools.org/DME)