

HOPE Note

September 17, 2018

In light of all of the new faces within the district, it is imperative that I revisit our strategic plan which is central to our Journey of HOPE (Hanna's Organizational Performance Excellence). Hopefully (no pun intended), you will walk away with an appreciation for this year's initiatives as they relate to our long-term goals. So, consider this HOPE Note an FAQ.

Who developed the district's strategic plan? The district's strategic plan was developed by the following groups over the course of twelve months. In addition to these groups, members of our Board of School Directors provided input during our summer retreat.

- *The Core Team:* superintendent, assistant superintendent, business manager, director of pupil services
- *The Leadership Team:* core team, director of food services, director of technology, director of building facilities and maintenance, data supervisor, all building principals, supervisor of special education
- *HOPE Teams:* core team, leadership team, teachers, facilities/maintenance staff, assistant principals, support staff, community representatives

What goals are included in the plan? District goals are grouped by Critical Success Factor CSF. These are the "buckets" that were shared in the opening of school address

- Leadership
 - By 2021, 100% stakeholder groups will rate leadership communication positively on community engagement, team member, and parent surveys
 - By 2021, 100% of leaders will participate in 360 Feedback process
- Teaching and Learning
 - By 2021, all schools will score at or above 90% as measured by the SPP
 - By 2021, 90% of third grade students will read at grade level as measured by the GRADE
 - By 2021, 95% of seniors will receive their first choice for post-secondary planning
- Team Member Engagement
 - By 2021, 70% of team members will be engaged as measured by the Team Member Engagement Survey
 - By 2021, the domains rated as "needs improvement" or "failing" on teacher evaluations will be reduced to 3%
 - Improve team member attendance to 95% by 2021
 - By 2021, 100% of team members will receive at least 20 hours of PD annually
- Community Engagement
 - By 2021, 97% of parents will be engaged as measured by the Parent Engagement Survey
 - By 2021, 97% of community will be engaged as measured by the Community Engagement Survey
- Finances & Business Operations
 - The district will balance the budget by 2019-2020

- By 2021, the district will increase the percentage of the budget dedicated to teaching and learning to 70%
 - By 2021, revenues from facilities and programming will increase by 25%
 - By 2021, the district will invest at least \$2 million in facilities development based upon the feasibility study
 - By 2021, 90% of students, parents and team members will agree or strongly agree that our learning environments are safe and supportive
- Technology & Processes
 - By 2021, the district will maintain 99% uptime of WAN/LAN services
 - By 2021, the district will maintain 99% uptime of Student Information System (SIS) services
 - By 2021, there will be a 1:1 student-device ratio, K-12
 - By July 2021, 100% of all key processes will be prioritized, defined, and deployed each year as part of the SPP
 - By 2021, 95% of Level 3 and Level 4 work orders will be completed within 24 hours as measured by the ticket resolution rate
 - By 2021, 100% of schools will exceed the national, state, and service agency (IU) in the CASE score as measured by BrightBytes

How often is the plan reviewed? The leadership team reviews the overall plan each summer during our annual retreat. However, each month the leadership team reviews primary grades and secondary grades to monitor our progress towards each target during the Organizational Performance Review (OPR).

Where is the plan located? The strategic plan is located on the district website under *District Announcements*. You can also access the plan under the tab marked, *Message from the Superintendent*.

I trust that you will identify ways in which **you** can help the district achieve one or more of its strategic goals in your role as a member of our team. Our district's success depends on each of us working together to meet and even exceed our goals of providing a world class learning experience for every student, every day.

Let's have a great week!

Tamara Willis, Ph.D.
Superintendent

Piece of the Puzzle



To everyone who made the ***Back 2 School Bash*** a huge success, I would like to say thank you from the bottom of my heart. We were able to support over 200 families in our community by providing backpacks, lunch and valuable resources regarding school and community supports. To see everyone come together to support one another was an absolutely amazing way to start the school year. Thank you for all your hard work and dedication.