

*Five Year Strategic Plan Update*

**YEAR TWO FINAL UPDATE**

***PRESENTED TO THE BOARD OF EDUCATION***

***AUGUST 25, 2016***



# The *Mission* of the Hickman Mills C-1 School District

The mission of the Hickman Mills C-1 School District, a proudly diverse and historic community, is to provide a foundation for our students that maximizes academic success and fosters civic engagement, as distinguished by:

- *Highly effective teaching focused on rigor and individual student needs*
- *Building strong family, community and school partnerships*
- *Collaborative and data-driven decision making*
- *The integration of technology across the curriculum and the district*
- *Commitment to early childhood and ongoing college and/or career preparation*



# Five Year Strategic Plan Strategies

- We will guarantee a challenging learning environment for all students to become successful members of society. (1)
- We will foster an environment of highly effective faculty and staff. (2)
- We will actively engage in positive partnerships with all stakeholders. (3)
- We will collaboratively foster a safe, culturally-diverse and responsive school and community. (4)



# **STRATEGY ONE – YEAR TWO**

*GUARANTEE A CHALLENGING LEARNING ENVIRONMENT  
FOR ALL STUDENTS TO BECOME SUCCESSFUL MEMBERS OF  
THE COMMUNITY*



# Strategy One Updates

Students PreK-3<sup>rd</sup> grades will read at or above grade level with Materials used to identify gaps in learning and provide targeted instruction and practice *(1.1.2.2) (1.1.2.3)*

- STAR Reading and STAR Early Literacy assessments were conducted in the Fall and Winter. DRAs were conducted in the Fall, Winter, and Spring.

# 2015 - 2016 District Data

## STAR Early Literacy

Grade Level	Year	Probable Reader 900-775	Transitional Reader 774-675	Late Emergent Reader 674-488	Early Emergent Reader 487-300
Kindergarten	Fall 2015	0.4%	2.2%	37.6%	59.8%
	Winter 2016	4.9%	16.7%	59.1%	19.3%
	Spring 2016	15.0%	26.4%	47.5%	11.1%

97.4

41.4



# 2015 - 2016 District Data


## STAR (Reading) RESULTS

Grade Level	Year	At or Above 50th Percentile	49th - 25th Percentile	Below 25th Percentile
1 <sup>st</sup> Grade	Fall 2015	28.6%	28%	43.4%
	Winter 2016	30.8%	16.4%	52.8%
	Spring 2016	39.5%	17.9%	42.6%
2 <sup>nd</sup> Grade	Fall 2015	32.7%	22.4%	44.9%
	Winter 2016	39.2%	23.4%	37.4%
	Spring 2016	38.9%	23.7%	37.4%
3 <sup>rd</sup> Grade	Fall 2015	28.5%	24.2%	47.3%
	Winter 2016	31.7%	20.5%	47.8%



# DRA RESULTS On and Above Reading Level

Grade Level	Quarter 1	Quarter 2	Quarter 3
Kindergarten	75.8%	84.8%	61.5%
1 <sup>st</sup> Grade	37.1%	51.6%	50.3%
2 <sup>nd</sup> Grade	45.3%	52.6%	63.1%
3 <sup>rd</sup> Grade	44.6%	53.7%	61.5%
<b>Total</b>	50.7%	60.6%	59.1%





## **Structure time during plan periods for teachers to identify business partners for the development of authentic experiences for one course per department (1.2.2.7)**

In grades 10 - 12, small learning communities (SLCs) met twice weekly to discuss opportunities for students within their pathways.

- Business & Finance house participates in the State Street Bank Business & Finance Institute (BFI) program through Prep-KC. Students in this academy participate in a variety of activities with area businesses including job shadowing, internships, and on site visits.
- Health & Human Services house participates in the Health Start Academy program through Prep-KC. These students were able to attend classes at Penn Valley and complete a rotation of experiences in dental offices, hospitals, and as an EMT.
- Engineering & Technology house students have worked with Honeywell and Cerner to provide trips for Engineering students.
- Arts and Communications – will work with Black Repertory Theatre of Kansas City on ALL areas of craft & production.



# College Summit (1.3.2.1)

- Ruskin Teacher and four students went to College Summit Summer Workshop at the University of Maryland June 30 – July 3.
- Students will be “Peer Leaders” in the Peer Forward program with College Summit working towards influencing other students to be get ready for college and careers.
- 3 focuses – Apply to 3 or more colleges; file early for financial aid; and connect academics to college and career



## iPad Initiative (1.4.2.2)

iPads ordered and received after approved at June 2016 Board meeting.

Schools will start 2016-17 year with 1:1 grades 4-6, 1:2 @K-3, and 1:4 at PreK

Crittenton, CODE, and Ombudsman also will have access to iPads



# Additional AP Course Offering (1.6.2.2)

- 2015-16 AP World History was added
- 2016-17 AP Psychology was added

Also...

Three New Dual Credit courses –

- 1) Introduction to Comparative Politics - UMKC, 2) History of Warfare – Park U, 3) Fundamentals of Speech – MCC

Three New Project Lead the Way courses – 1) Principles of Bio-Med, 2) Introduction to Comparative Science, 3) Comparative Science Principles



**Increase classroom rigor by increasing elementary teacher access to STEM and providing teachers with STEM related PD (1.8.2); School Choice Option (1.9.3)**

Professional Development with Discovery and Buck for teachers during Summer 2016 and continuing throughout the 2016-17 school year. *Compass, Millennium, Symington, Johnson, & Smith Hale (16 STEAM Innovators)*

*Choice Schools*

- Compass at Burke
- Millennium at Santa Fe



# **STRATEGY TWO - YEAR TWO**

*FOSTERING AN ENVIRONMENT OF HIGHLY EFFECTIVE  
FACULTY AND STAFF*



# Strategy Two Updates

- The district held its first job fair this year and we had over 140 candidates come through, both for certified and classified jobs. (2.1.2)
- HR has continued working to build relationships with HBCU's to increase the diversity of our applicant pool. The district connected with Harris-Stowe, Langston University and Alabama State University this school year. (2.1.2)
- Quarterly classified orientation meetings are held to help our non-certified staff with information related to the district, their benefits, etc. (2.3.2)
- This year we implemented Equity-based interview questions as part of the interview protocol process. (2.4.2)



# Strategy Two Updates

- Building level Racial Equity Teams, E-Teams, completed three of the six E-Team seminars during second semester. They will finish the other three this fall. (2.8.2)
- HR will collect feedback from teacher and evaluators through surveys. (2.9.2)
- Classified staff will engage in technology. We are working towards 100% proficiency with email – employment letters will be sent out through this method for 2017 – and Edivate training has been scheduled for this fall. (2.10.2)

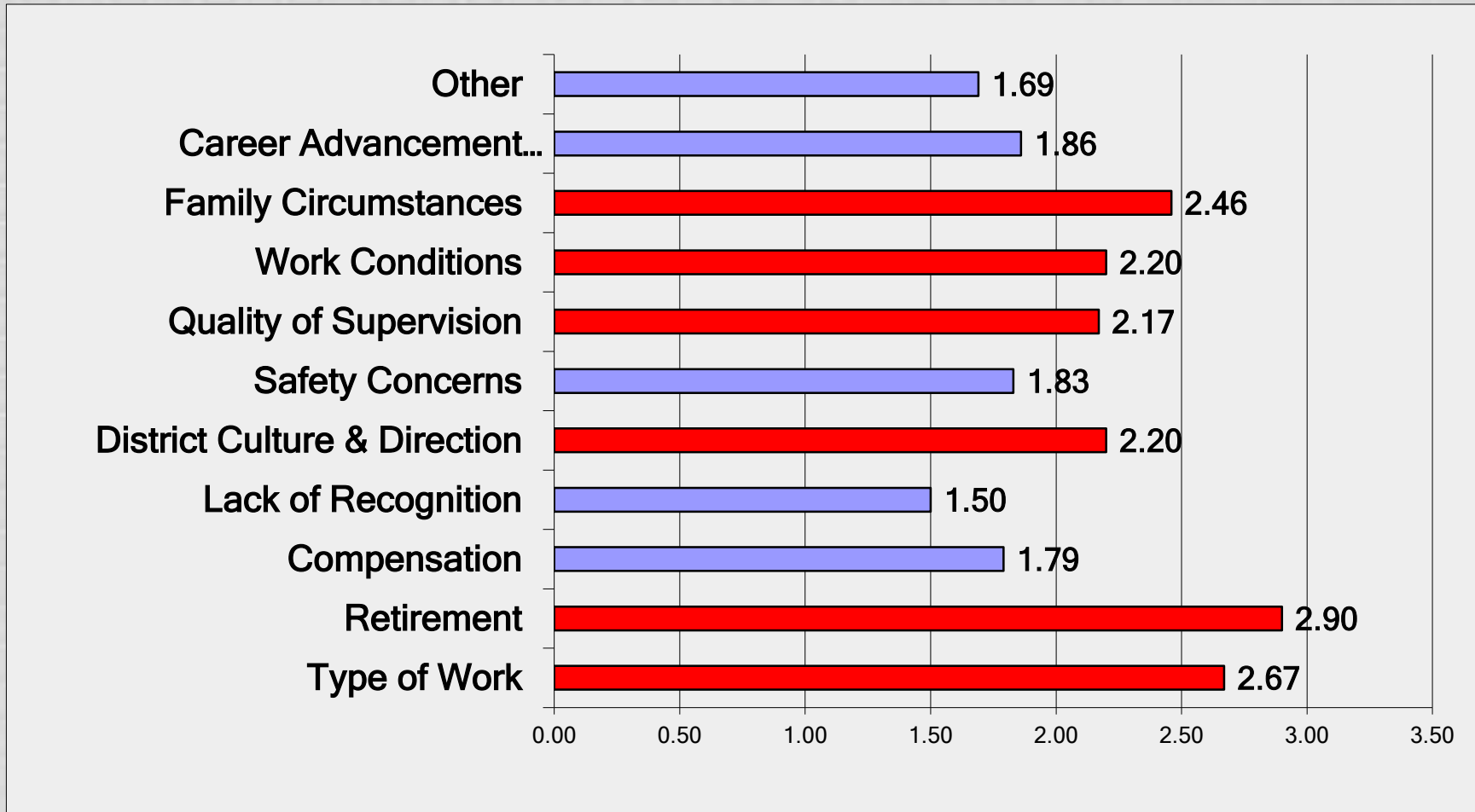




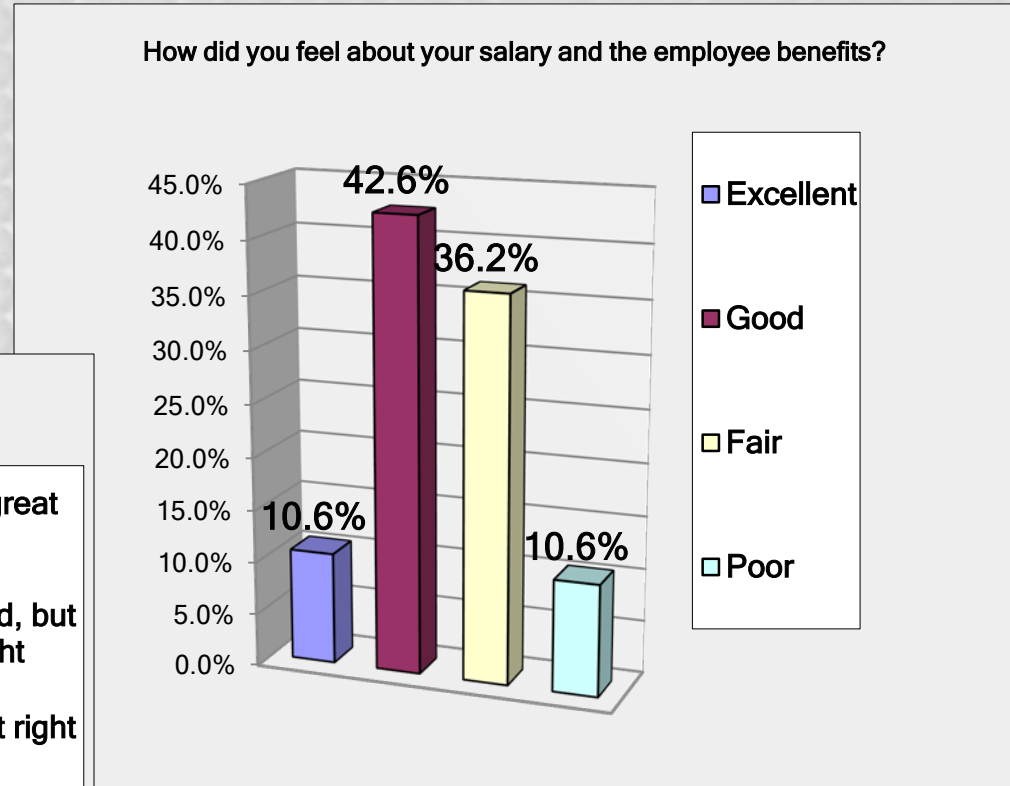
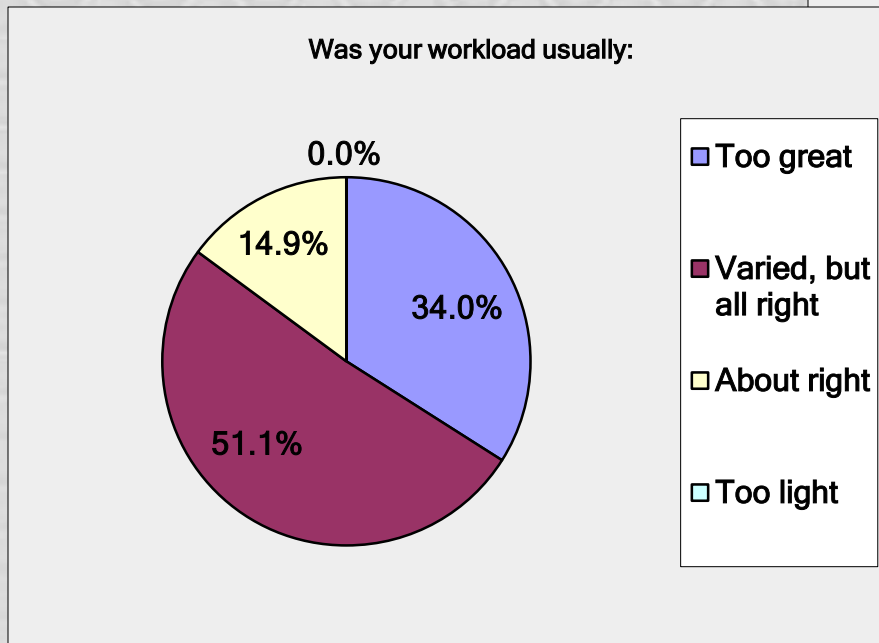
# Exit Survey Data



# Why are Staff Members Leaving?



# Workload, Salary & Benefits

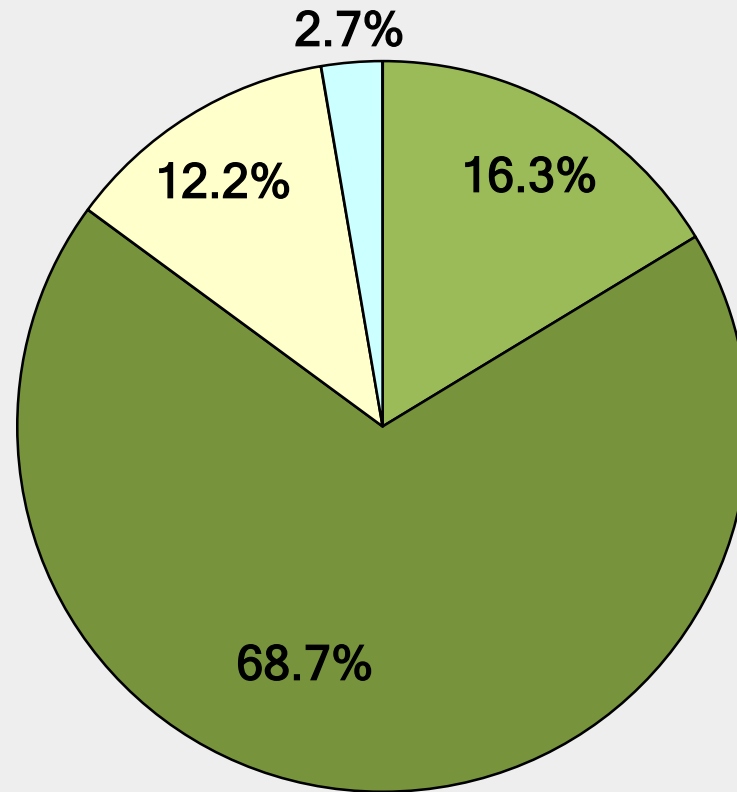


## **Teacher Evaluation Feedback**

*Results were shared with building administrators  
at their June Leadership Meeting.*

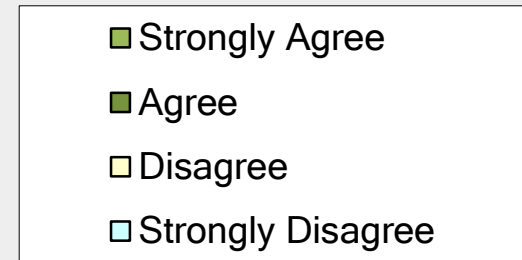
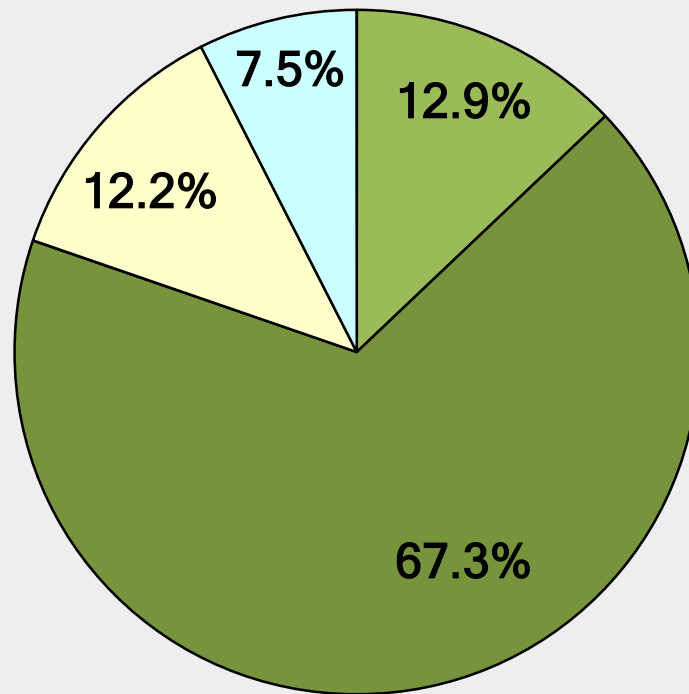


**Principle 1: The teacher evaluation rubrics/growth guides clearly define what is expected of me as a teacher.**

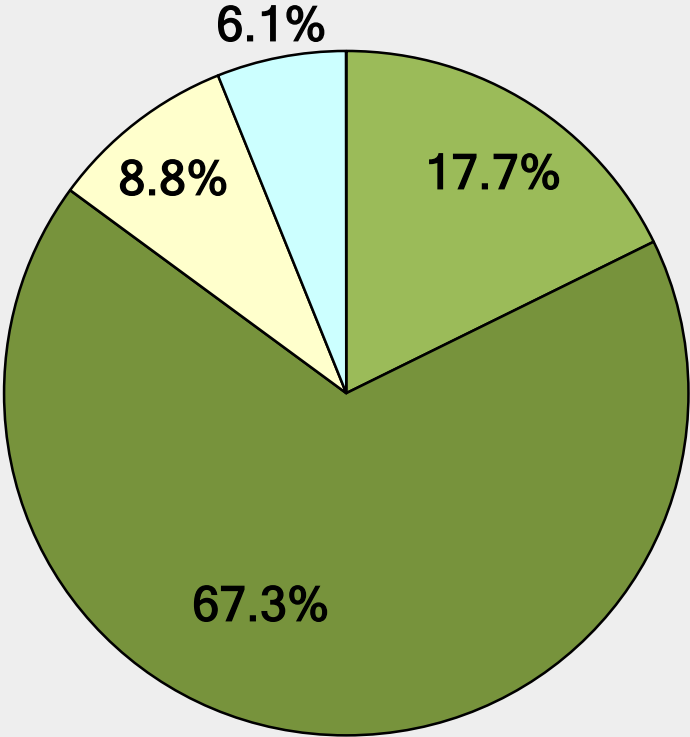


- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

**Principle 1: The teacher evaluation rubrics/growth guides are appropriate for my position.**

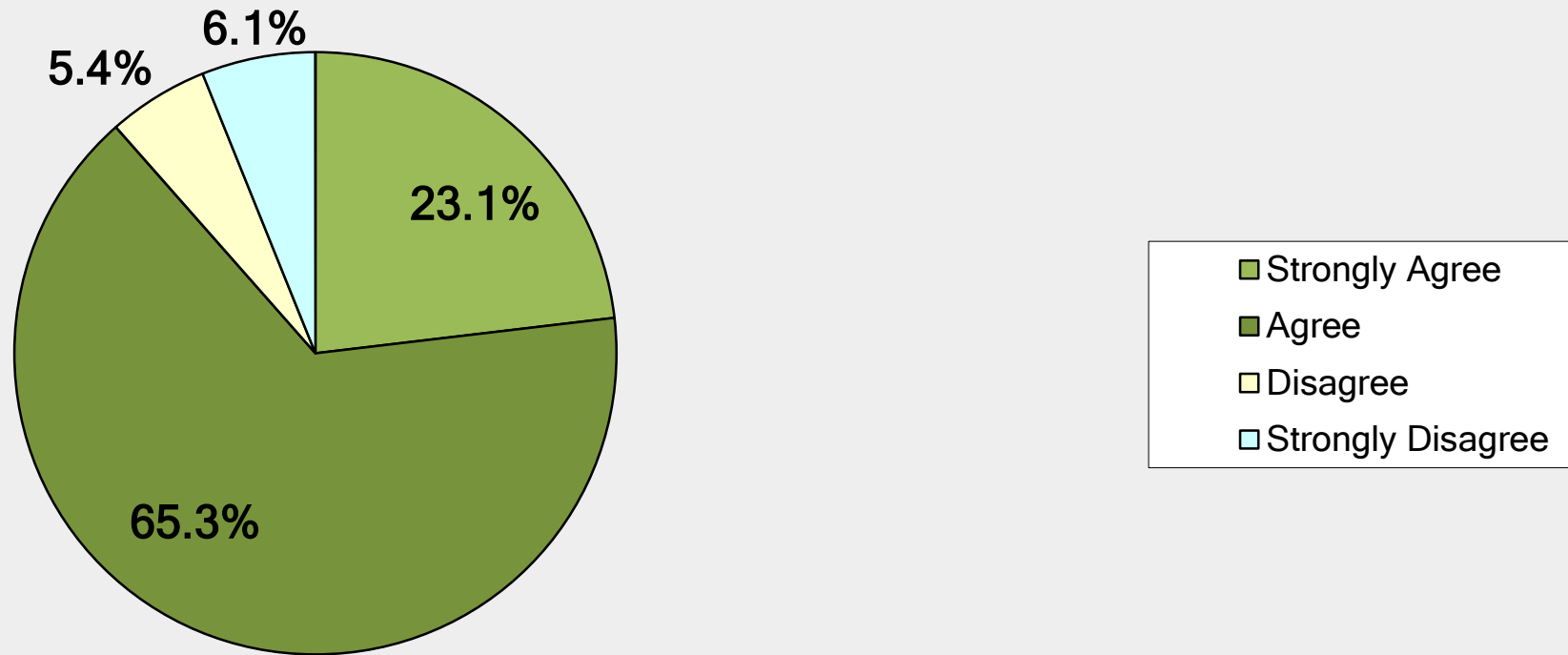


**Principle 4: My impact on student growth is a significant part of my evaluation.**



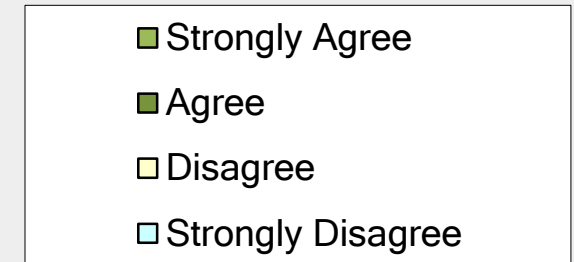
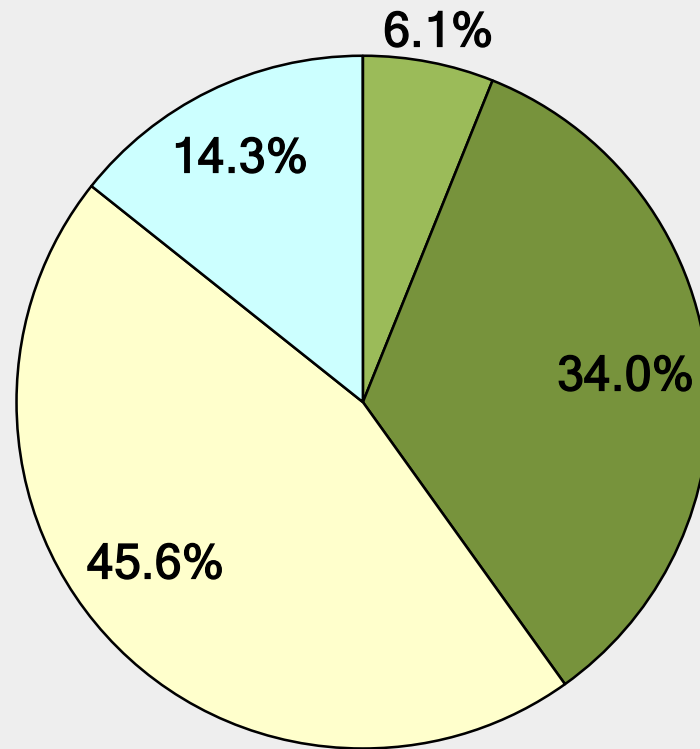
- Strongly Agree
- Agree
- Disagree
- Strongly Disagree

Principle 5: The feedback I received from my evaluator is given in the spirit of continuous improvement.





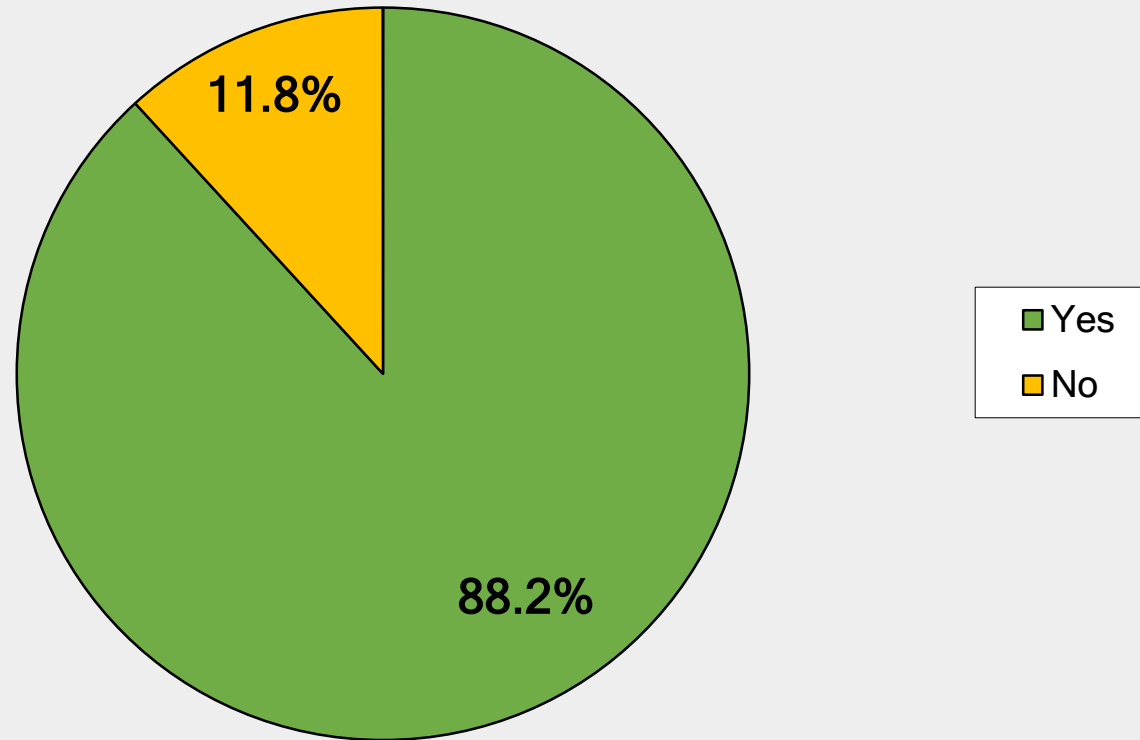
**Principle 7: The results from the teacher evaluation system are used to recognize or reward effective teachers.**



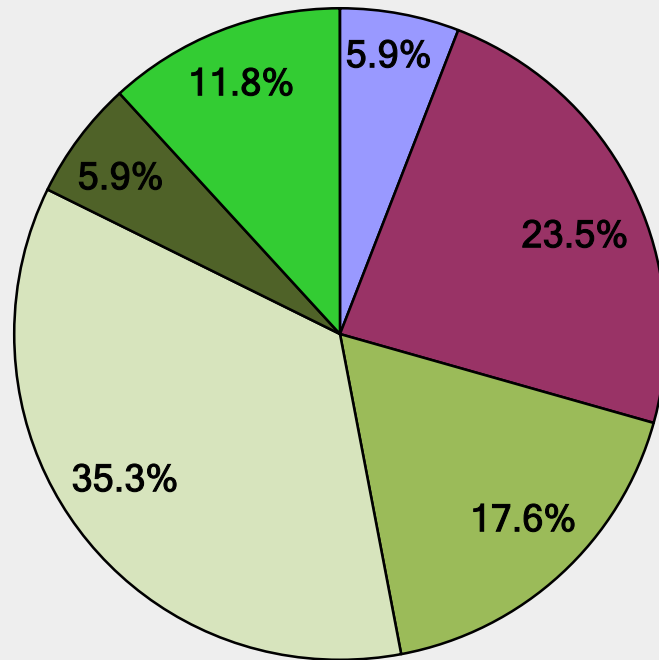
# New and Beginning Teacher Survey



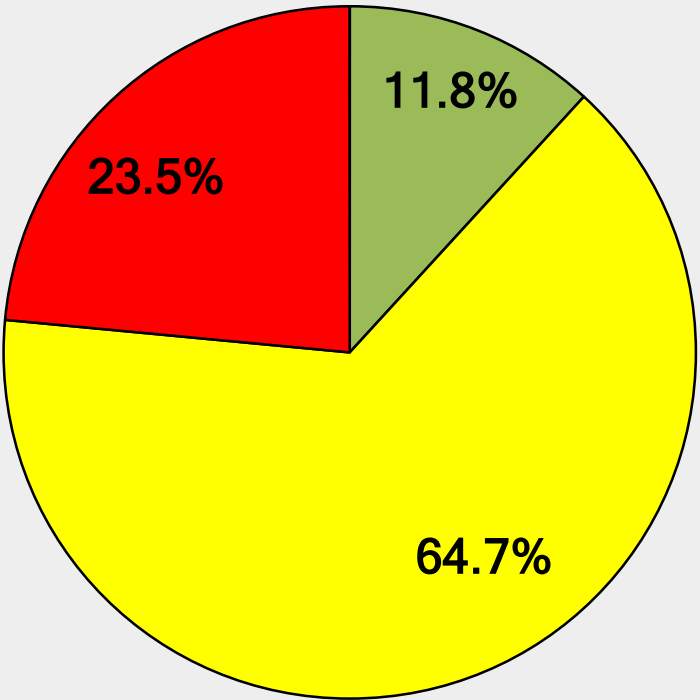
## Have the quarterly new teacher meetings been helpful?



Inclusive of meetings related to the evaluation process, how many times have did you meet one on one with your building principal this year (or assistant principal if they were your evaluator)?



# Would you recommend Hickman to friends looking for a teaching job?



■ Yes   ■ I might   ■ No

All professional development (PD) will be aligned to meet the identified needs of staff members (2.8.2)

District wide PD calendar is available to all leadership team members. This calendar includes all PD activities for the school year including: Benchmarking, Dan Mulligan, Leadership Team Meetings, Apple Training, Go math, Discovery Education, Buck Institute, DELT, E-Teams, and New Teacher Meetings.

Also, a Wednesday PD calendar has been developed in coordination with building principals and C&I.

Additional focus on technology during 2016-17



# Strategy Three-Year Two

*ACTIVELY ENGAGE POSITIVE PARTNERSHIPS WITH  
ALL STAKEHOLDERS*



# Improve Customer Service in the Hickman Mills School District (3.1.2)

- The "It's on Me!" initiative was rolled out at 2015 convocation and then all department and building leaders included customer service training at their back to school professional development.
- Monthly awards are given to employees who are nominated by their colleagues or supervisors.
- 2016-2017 School year will be year two of the monthly awards and a continued focus on customer service training will occur.





# All Students will Participate in Service Learning

(3.2.2)

- During 2014-15 school year, elementary and secondary school participated in service learning. A few examples include the all district food drive, and Dobbs students bagged groceries for customers @ Price Chopper.
- HMFC - Volunteered @ CAC & Harvesters, Several fundraisers - water for Flint, MI, Pennies for Patients; Compass - Building Care Days; Johnson Volunteered Food Bank; CODE - Field Trip to Deaf Culture Center - to extend sign language; SH - Cookies for First Responders for the holidays, donated clothes, food and adopted three families @ Christmas.



# The District will Actively Recruit Business Partners

(3.3.2)

- The first phase of this plan is the Superintendent Coffee, scheduled on Dec. 4<sup>th</sup>.
- 18 business partners attended the first coffee
- Other newly established partnerships include:
  - Cerner
  - KCPL
  - Aetna
  - Brookside Soccer Club
  - First Tee Program
  - Pepsi
  - Health Midwest
  - Individual School Partnerships



## New Business Partners

- Kelly Services
- MO National Guard
- LINC
- Home State Health
- Aetna
- Catalent Pharmaceuticals
- Lincare
- United Services
- AKA Sorority
- Phi Beta Sigma Fraternity

# Increase Engagement Opportunities for Families-

## Goal 4 (3.4.2)

A. Some examples include the following:

- Discovery Ed leadership meeting (Sept 3);
- HMEF Gala
- (2) Parent Universities;
- Town Halls over construction/Citizens for HMC1
- STEAM events via Burke/ Millennium open to all district families
- Superintendent Coffee's
- Individual School opportunities



# Off-site Locations will be used for School and District Meetings-Goal 4 (3.5.2)

1. New Teacher Orientation @ Concord;
2. DiscoveryEd leadership @ Crittenton;
3. Leadership meeting @ South Patrol;
4. All-in Mentor training @ Pillars of Truth Church and IHOP
5. Leadership Institute- Husch Blackwell
6. Board Training – Oakwood Country Club

# Implement a District-Wide Family Engagement Program (3.7.2)

- Currently accomplished via Parent University - All principals and LINC Coordinators worked together to ensure sure fliers went home and determined facilitators for workshops.
- 2016-17 SY PIO will become involved in the planning stages to create a model for better attendance and marketing.

# Provide Opportunities for Partners and School To Network (3.8.2)

- Caring For Kids
- District Ambassadors
- All-in Mentors
- Vendor Fair @ Convocation
- Gala
- Back to School Rally
- Benefits Enrollment

# Increase Opportunities for Students with Disabilities in the Community (3.10.2)

## Process Coordinators

- Dr. Cargile will meet on a monthly basis with the secondary Process Coordinators to discuss the needs of our students with disabilities related to workforce development (11/10/15).

## Job Offers

- As a result of the interviews hosted by the partnering agencies, students have been offered positions at Price Chopper and Hy-Vee and working on more opportunities (11/11/15).



# Additional Partnerships

(3.12.2 & 3.13.2)

## Caring For Kids

- All schools in the district except for two are now currently in partnership with CFK
- Project Shine at Ruskin/2015 was a huge success
- Project Shine 2016 at Truman and Symington garnered 199 volunteers

## HOA's

- Working partnerships with HOA's helped us to gain the 80% voter approval for the \$19M Bond-Very successful partnership and engagement in the district

# STRATEGY FOUR-YEAR TWO

*FOSTER SAFE, CULTURALLY DIVERSE & RESPONSIVE SCHOOL  
AND COMMUNITY*



# Action Step: *Revise Student/Parent Handbook* (4.5.2)

- Handbooks were completed on schedule.
- Buildings submitted their components of the handbook, per the strategy

# The District will Research and Implement Small Learning Communities at Every Level of the System (4.13.2)

Four Houses –

- Arts and Communications
- Business & Finance
- Engineering & Technology
- Health & Human Services

SLC leaders met once a week during Block 8 to discuss needed agenda items for SLC meetings. Each house had an administrator assigned to work directly with the students, teachers, and leaders to support the work of their particular house.



# The District will Research and Implement Small Learning Communities at Every Level of the System (4.13.2) Cont.

SLC's met twice a week as a house to review student *academics, behavior, and attendance*. Each student was assigned an advisor within his/her house and met on a weekly basis.

SLC agendas were sent out each Friday with common expectations and topics of discussion for each group.

The Director of CCR works in conjunction with school SLC teams and Prep-KC aligns experiences and other support systems for students.

RHS admin meet with this group once a month or as needed.

Prep-KC is meeting with Ruskin High School SLC's on 8/31. Then schedule a meeting with HMFC SLC's for sometime in September.



**Years 3-5 work will continue as SLC's review student data, provide intervention, and deepen the theme so that relationships are strengthened and student achievement is improving (4.13.2)**

During 2016-2017, SLC's will be expanded to include HMFC.

The Director of CCR will work with the SLC leaders and administrators at HMFC to develop strategies which align with relationship building and increasing student achievement.

RHS will continue to implement SLC strategies in 2016-2017 with an emphasis on instructional alignment with career pathways.

