Hamilton Community Schools *District Improvement Plan 2011/2012*

<u>OUR VISION</u>: Meeting the individual needs of all students.
(was called our Big Hairy Audacious Goal or BHAG)

NCA Standards:
- Vision and Purpose
- Governance and Leadership
- Teaching and Learning
- Documenting and Using Results
- Resource and Support Systems
- Stakeholder Communication and Relationships
- Commitment to Continuous Improvement

Motto (was called our Brand Promise): A Hamilton education…personal experience with exceptional results.

Mission Statement: Hamilton Community Schools believes that all students can learn and achieve mastery of skills needed to be lifelong learners. This will include group and individual problem solving so students can function effectively in an ever-changing society. We accept the responsibility to educate all students, and develop positive social/emotional behaviors and attitudes in an atmosphere of trust and mutual respect. This will happen through staff commitment and in cooperation with students, parents and community.

Purpose: Hamilton Schools – A community committed to excellence and ensuring success for all.

Core Values: *Integrity, Relationships, Passion, Dedication*

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5 Year Goals/Targets: (By the end of 2013/14 we will…)

➤ *Develop a data rich-community that organizes instruction and assessments around content standards, identifies and collects data to guide instructional practice, resulting in mastery learning. Develop a system to report students' progress on content standards (including Common Core State Standards and Skills4Success).*

➤ *Continuously improve in identified areas of need, based on student performance data. Increase proficiency on measures of student academic performance over time (ACT College Readiness, MME, MEAP).*

➤ *HCS Operations3…have positive, supportive relationships with our customers while providing highly effective and efficient operations.*

Initiatives to reach 3-5 Year Goals/Targets:

➤ Communication: Create a communication structure that facilitates district-wide work on curriculum, instruction and assessment. (Characteristics: K-12, vertical by grade level, addresses transitions and coordination between levels, coordinated professional development.)

➤ Assessment: Develop and use quality common assessments for grade levels and courses. Align grading practices by grade, department and course level.

➤ Data System: Collect and manage data to enable the efficient identification of group trends and individual student progress.

➤ School Improvement: Support and coordinate building and district school improvement efforts through the NCA Accreditation process. Increase involvement of stakeholders in improvement efforts.

One Year Goals/Targets: (By the end of 2011/2012 we will…)

➤ *Implement a balanced assessment plan that includes quality common assessments to provide data about student achievement on key learning goals.*

➤ *Develop and implement a consistent plan for the collection, storage, and analysis of student achievement (growth) data.*

➤ *Begin implementation of a district wide grading policy with the goal of full implementation in the 2012/13 school year.*

➤ *Improve in academic areas of need identified by analysis of data from a variety of assessments (MEAP, MME, ACT, SRI, DIBELS, common assessments, Skills4Success indicators).*

➤ *Achieve district-wide NCA Accreditation.*

One Year Initiatives (To achieve our one year goals we will…)

➤ Provide professional development to support continued implementation of balanced, quality assessments, the collection and analysis of student growth data, and effective instructional practices to improve student achievement (including formative assessment process and integration of technology).

➤ Determine components of a district wide grading policy and begin implementation with practices that are currently being used by the majority of teachers. Develop plan for full implementation for the 2012/13 school year.

➤ Identify, collect, analyze and share key common student achievement data (at district, school, building, course/grade level and classroom levels) through use of IRIS, PowerSchool and other data collection systems.

➤ Increase the number of students in highest levels or scoring at or above 80% on assessments (SRI: Advanced; DIBELS: Benchmark, MEAP/MME: at or above 80%)

➤ Review and revise curriculum standards to include (as needed) Common Core standards and Skills4Success framework. Begin with Math. Utilize Curriculum Crafter for organization, scheduling and sharing curriculum standards, assessments and resources.

➤ Plan and host a successful QAR visit and achieve district level NCA Accreditation.