

## HISD Strategic Plan, 2024-2029



**Vision Statement: Learn...Lead...Serve**

### **Mission:**

*Huron Intermediate School District is dedicated to educational leadership, effective programs, and quality services in collaboration with community partners to educate all learners.*

### **Guiding Principles:**

- We are an educational service agency that seeks to lead and support local schools while encouraging autonomy.
- Student Achievement is a priority as we provide leadership and guidance to help every student reach their potential.
- The safety and well-being of students and staff is a priority.
- We are a community of reflective, lifelong learners who are dedicated to professional development and personal growth.
- We conduct ourselves with integrity and professionalism.
- We effectively communicate accurate information within the organization to all of our stakeholders to enhance quality and increase collaboration.
- We focus on innovation, efficiency, and the use of research-based practices, continuous improvement, and quality leadership in response to local education agency needs.
- Accurate and meaningful achievement and process data is used to answer questions, allocate resources, and drive decisions.

# Strategic Plan:

## **Focus Area #1: Professional Development**

**Goal 1:** The HISD will support coaching and mentoring for county educators to develop professional excellence and expertise as identified in stakeholder surveys.

### **Strategies:**

- 1.1 Implement New Teacher Academy
- 1.2 Mentoring for HISD employees

**Goal 2:** The HISD will provide access to high quality professional learning around identified areas of need for county educators.

### **Strategies:**

- 2.1 Research preferred delivery methods for Professional Development
- 2.2 Maintain quality of Professional Development with continued coaching and support

## **Focus Area #2: Teaching & Learning**

**Goal 3:** The HISD will continue emphasis on high-quality, research-based instructional programs and services aligned to student needs and individual goals as identified in stakeholder surveys.

### **Strategies:**

- 3.1 Offer programs that prepare students for the future through early childhood, special education, CTE, dual enrollment & Early Middle College
- 3.2 Offer services that support students in general ed, special ed, and CTE
- 3.3 Support family training and understanding of educational resources and opportunities; increase access to resources and information

**Goal 4:** Facilitate access to training and high-quality resources relating to student behavior and SEL needs

### **Strategies:**

- 4.1 Support Tier 1 with universal SEL curriculum & strategies
- 4.2 Support Tier 2/3 behavior interventions using data driven decisions

### **Focus Area #3: Employee Attraction & Retention**

**Goal 5:** Commitment to establish a culture and practices that attract, hire & retain the best talent.

**Strategies:**

5.1 Foster intentional efforts to improve and maintain positive staff morale and wellness.

5.2 Develop a plan for attraction, hiring, and retention of staff. Include a focus on marketing employment opportunities.

**Goal 6:** Support each employee in reaching their full potential

**Strategies:**

6.1 Onboarding

6.2 Ongoing Mentoring & training

6.3 Grow our current employees

### **Focus Area #4: Community Engagement**

**Goal 7:** Enhance awareness of programming and services through comprehensive marketing strategies that will increase engagement & awareness.

**Strategies:**

7.1 Conduct a needs assessment related to branding and marketing/outreach, including exploring current capacity for supporting these tasks.

**Goal 8:** Refine partnerships with community organizations to provide increased learning opportunities.

**Strategies:**

8.1 Conduct an audit of the current HISD engagement in community groups.

## **Focus Area #5: Facilities & Infrastructure**

**Goal 9:** Improve safety, security & infrastructure throughout the school district.

### **Strategies:**

9.1 Provide leadership for the monitoring and review of an Emergency Operation Plan

**Goal 10:** Explore options for expanding and/or renovating the HISD including HATC.

### **Strategies:**

10.1 Conduct a facilities' needs assessment

## **Action Plans:**

By October 1, each HISD Department or Team will create three to five action items to support the attainment of our Strategic Planning Goals using a specified Google document. Action items are specific, measurable, ambitious, relevant and time-bound.

By June 10 of each year, each HISD Department or Team will update progress on their action items using the same Google document.