



# Hatch Valley Public Schools

## Strategic Plan 2022-2023

### All Students and Staff Empowered to Succeed

We believe in building relationships to improve our students' quality of life.

We accomplish this by cultivating life skills and career readiness through the following:

1. Understanding and practicing worthwhile work,
2. Being in control of achieving personal goals,
3. Encouraging and supporting others,
4. Staying positive and leading by example and,
5. Being graceful under pressure.

Come engage with us!

Con el corazón de oso.



# District Strategic Focus Areas

## Cultivating a System of Expanded Learning



### Rigorous and Relevant Instruction

- a. Incorporate academic language development in Quad D lessons
- b. Use of question stems by teachers & students
- c. Career and Technical Education
  - i. Pathways to industry standard certification.
  - ii. Increase community partnerships.

### Equity

- a. Align to NMPED Martinez/Yazzie strategic plan
- b. Develop and implement a Cultural and Linguistically Responsive Framework.
- c. Monitor academic progress of subgroups

### Culture and Family Engagement

- a. Schedule Family House Events
- b. Expand the Family Leadership Institute
- c. Conduct weekly PLC/Operations meetings.

### Bi-Literacy Development

- a. Vertically align the focus on biliteracy.
- b. Expand biliteracy seal recognition K-12
- c. Redesign biliteracy seal requirements

### NM DASH Plan

- a. Develop quarterly 90-day plans ELA/Math
- b. Staff & Student Culture/Instruction/Benchmark

### B.E.A.R Initiative

- a. Bridge the gap of language, culture, and norms to provide opportunities of engagement
- b. Install classroom vertical gardens
- c. Plan for an Animal Science Center
- d. Increase student leadership development

### Facilities Master Plan

- a. Focus on priority 1 improvement projects

### Staff Development and Support

Provide support focused on:

- a. Alternative Licensure
- b. New Teacher Induction
- c. Dossier
- d. National Board Certification
- e. Building Capacity of all Staff
- f. Teaching in extended learning time.

### Wellness and Safety

- a. Implement a Student Health Advisory Committee focused on physical, emotional, and mental health
- b. School-wide focus on Social-Emotional Skills:
  - I. Self-awareness
  - II. Self-management
  - III. Social awareness
  - IV. Relationship skills
  - V. Responsible decision-making



# District Operations Focus Areas

## Maintaining High Standard of Compliance



### Athletics

1. Grow participation of students both in total # and the # participating in multiple sports.
  - a. Volleyball Needs to grow to be able to have 12 players for each team (C, JV & V)
  - b. Football needs to grow to have a minimum of 22 JV only players.
  - c. Girls Basketball needs to grow to have a C-team with 12 players that are C-team only.
  - d. Boys Basketball needs to grow to be able to have a C-team.
  - e. Softball needs to field a full JV that does not play varsity.
  - f. Cheer needs to grow #'s so that they can have a full JV squad as well.
2. Make sure games take place ie. Referees, game workers, & Transportation.
3. Be able to live stream all sports
4. Put together plan for remodeling of Fieldhouse.
5. Implement a contactless ticketing process.
6. Scoreboards for Baseball, Softball and Soccer.
7. Lights for all outdoor sports venues.
8. Grow tournaments for all sports to include baseball, softball and track.

### Curriculum & Instructional Innovation

1. Provide individualized professional development to teachers and principals to differentiate for their needs, learning styles and specific PDP goals.
2. Assist teachers in planning for and implementation of rigorous, relevant and engaging learning experiences.
3. Support school improvement through a collaborative team of data, social support, language, rigor and relevant instruction.

### District Budget

- a. Manage capital improvement projects utilizing funding sources.
- b. Develop an inventory control system for the district's Fixed Assets.
- c. Continue increasing operational efficiency.

### Finance

1. The Finance Department's goal is to secure an unmodified audit with no material findings and to ensure that all Requests for Reimbursement are approved.
  - a. Provide professional development to district staff to ensure that the NM Procurement code, the NMPED USAB Manual, EDGAR/UGG and GAAP are properly followed.

# District Operations Focus Areas

## Maintaining High Standard of Compliance



### Facilities and Grounds

1. Implement the preventative maintenance plan to maintain a safe, clean and attractive school facilities and grounds.
2. Goals #1 will be measured through the use of School Dude.

### Health Services

1. Create an operational system of student wellness that includes social-emotional and physical health, and student safety.
2. The Student Health Department will be paperless by the end of SY 2022-2023.
3. Continue to develop community partnerships to meet the needs of students, i.e., immunizations and dental health.

### Human Resources and STARS

1. The goal of HR is to efficiently ensure all current and new staff members are appropriately licensed and/or meet all qualifications for their position and recorded in PowerSchool and utilize the HR Module in iVisions more effectively.
2. All STARS data will be entered, reviewed, corrected and validated for PED reporting periods.

### Nutrition

1. Food Services will meet all state and federal USDA regulations.

# District Operations Focus Areas

## Maintaining High Standard of Compliance



### School Safety

- 1) complete Training and installation of RAVE Mobile Safety app for district staff
- 2) Install fencing at HVHS, HVMS, HVRGE and HVE
- 3) Deploy the use of early warning system to identify students in need of interventions using SAT

### Special Student Services

1. Special education staff will increase graduation rates and decrease drop out rates for the District's students with disabilities.
2. Special education students will increase their Reading and Math skills by at least 5% with special education supports and services throughout the 2022-2023 school year.
3. The special education department will provide updates in the special education handbook case managers with individualized IEP training that includes developing quality IEPs and accessing the PowerSchool Special Education platform by the 40th reporting day.

### Student Management Systems and Data

1. Utilize full offering of PowerSchool to provide efficient data management and reporting.
2. Provide school-site PD on the use of PowerSchool.
3. Align courses in Power School across the district to STARS.

### Transportation

1. The transportation department will utilize the District's school bus driver instructor and the school bus examiner to certify staff and to train new bus drivers to be fully staffed, to ensure safe travel.
2. Update and maintain transportation facilities, providing a clean, efficient and safe environment for all staff.

### Technology

1. Implement a technology inventory system
2. Implement a new phone system for the district
3. Solicit new district/school website vendors



# School Principal/Leadership Focus Areas



## Leadership Levers of Instruction

1. Data-driven Instruction – Define the roadmap for rigor and adapt teaching to meet students' needs.
2. Observation and Feedback – Give all teachers professional, one-on-one coaching that increases their effectiveness as instructors.
3. Implement Lead Like a Pirate leadership components

## Retain Quality Teachers

1. Retain quality teachers by providing professional development opportunities, creating a positive working environment that is respectful and professional, clearly communicating expectations, and offering support from administration.
2. Celebrating and expressing gratitude of staff.

## Parent Involvement and Communication

1. Provide regular communication via monthly newsletter or social media (Tell your story).
2. School website will be maintained and updated.
3. Conduct monthly parent/PAC meetings.

## Facilities Management

1. Manage and practice preventative maintenance of the school building to provide a clean, safe, and well-maintained environment for students and staff.

## Culture

- a. Leverage the house system to foster a culture where students belong and learning thrives.
- b. Provide support and solicit input from staff, parents, and students for school improvement.

## Multi-Level System of Support

- a. Utilize WIN time for acceleration and intervention to meet diverse needs of students.
- b. Utilize the Panorama platform for interventions and monitoring.
- c. Professional Learning Communities
  - i. Implement a structured PLC to monitor school improvement initiatives and academic progress of ALL students.
  - ii. Foster problem solving, sharing of ideas, PD, student work analysis.
  - iii. Instructional Planning – Guarantee every student well-structured lessons that teach the right content.
  - iv. Utilize Schoolzilla for data analysis

# Instructional Staff Focus Areas



## Rigorous and Relevant Instruction

- a. Implement Quad D Lessons with a focus on language development.
  - i. Incorporate four domains of language
  - ii. Incorporate academic question stems
  - iii. Incorporate vocabulary development
  - iv. Foster classroom discussion
- a. Incorporate Teach Like a Pirate hooks
- b. Implement Agriculture in the Classroom through the B.E.A.R. Initiative

## Multi-Level System of Support

- a. Implement accelerated learning through What I Need (WIN) time.
- b. Provide tiered intervention
- c. Documentation of Interventions
- d. Referral to SAT if necessary
- e. Incorporate Blended Learning

## Formative Assessment Strategies

1. Implement the use of:
  - A. Exit tickets
  - B. Self assessment
  - C. Reflection questions
  - D. Interim assessments.

## Instructional Planning and Delivery

1. Three Step Instructional Planning
  - a. Content aligned to content standards
  - b. Variety of high impact strategies
  - c. Presentation focused on student engagement and motivation through the Pirate Hooks.

## Culture and Relationships

- a. Build positive students relationships
- b. Encourage and foster parent engagement
- c. Foster parent communication