

## **HVESD Strategic Plan 2024-25**

### **Our Mission**

Happy Valley School's Mission is to educate the whole child in a small, safe, community supported school that provides a solid foundation to achieve academic, social, and emotional success.

### **Our Vision**

Happy Valley will be a place where all students will be prepared for academic, social, and emotional success for the next stages of life and school.

### **Our Core Values**

- Provide an exceptional education with high expectations
- Value honesty and integrity
- Engage our diverse community
- Cultivate aware and involved citizens
- Recruit, retain and support high quality staff
- Honor students as individuals with a focus on the whole child
- Foster a small school environment
- Provide a safe place both academically and emotionally
- Create a growth mindset

### **Happy Valley Goals**

#### **I. Student Achievement and Engagement**

- Provide differentiation for all students
- Provide enrichment activities such as garden, library, art and music
- Evaluate current teaching practices and investigate curriculum that supports all learners
- Provide social and emotional supports for all students

#### **II. Fiscal Stewardship**

- Maintain balanced budget
- Provide safe and well-maintained facilities

### **III. Public Relations**

- Communicate transparently to the school community about important Board decisions
- Support community engagement and Provide events where the community is invited (i.e. Heroes of Happy Valley)
- Collaborate with the HVES Parent Club
- Participate in work days that enhance the campus

### **IV. Human Resources**

- Retain, recruit (when necessary) and support high quality staff
- Create positive relations between the staff and school board

*Please see action steps and metrics below.*

**Goal I. Student Achievement and Engagement**

| <b>Action Step 1: Evaluate Current Teaching Practices and Investigate Curriculum that Supports All Differentiation for All Learners</b> |  |                      |                          |                          |                       |                       |                       |           |            |      |      |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |                |            |            |            |            |            |            |  |                      |                      |                          |                          |                       |                       |                       |        |      |      |      |      |      |      |      |     |      |      |      |     |      |      |      |     |      |      |      |      |      |      |     |     |      |      |      |      |      |      |      |     |      |      |      |      |      |      |    |     |      |      |      |      |      |      |      |     |      |   |      |     |      |      |      |              |             |             |             |             |             |             |             |
|---|--|----------------------|--------------------------|--------------------------|-----------------------|-----------------------|-----------------------|-----------|------------|------|------|-----|-----|-----|-----|------------|-----|-----|-----|-----|-----|-----|------------|-----|-----|-----|-----|-----|-----|------------|-----|-----|-----|-----|-----|-----|----------------|------------|------------|------------|------------|------------|------------|--|----------------------|----------------------|--------------------------|--------------------------|-----------------------|-----------------------|-----------------------|--------|------|------|------|------|------|------|------|-----|------|------|------|-----|------|------|------|-----|------|------|------|------|------|------|-----|-----|------|------|------|------|------|------|------|-----|------|------|------|------|------|------|----|-----|------|------|------|------|------|------|------|-----|------|---|------|-----|------|------|------|--------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>Metrics, Measurement</b>   | Data listing criteria for support.<br>Schedule of student contacts with baseline scores.<br>Intervention Program and results<br>Benchmark/ report card data<br>Dashboard Data  |                      |                          |                          |                       |                       |                       |           |            |      |      |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |                |            |            |            |            |            |            |  |                      |                      |                          |                          |                       |                       |                       |        |      |      |      |      |      |      |      |     |      |      |      |     |      |      |      |     |      |      |      |      |      |      |     |     |      |      |      |      |      |      |      |     |      |      |      |      |      |      |    |     |      |      |      |      |      |      |      |     |      |   |      |     |      |      |      |              |             |             |             |             |             |             |             |
| <b>Baseline</b>   | <p>Intervention provided 2.5 days per week, in every classroom.</p> <p>Spring 2024 CAASPP data<br/>*Scaled scores show maintenance of growth in ELA and Math</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th>CAASPP Scores</th> <th>2022 ELA</th> <th>2023 ELA</th> <th>2024 ELA</th> <th>2022 Math</th> <th>2023 Math</th> <th>2024 Math</th> </tr> </thead> <tbody> <tr> <td><b>3rd</b></td> <td style="text-align: center;">100%</td> <td style="text-align: center;">100%</td> <td style="text-align: center;">82%</td> <td style="text-align: center;">95%</td> <td style="text-align: center;">87%</td> <td style="text-align: center;">86%</td> </tr> <tr> <td><b>4th</b></td> <td style="text-align: center;">82%</td> <td style="text-align: center;">85%</td> <td style="text-align: center;">71%</td> <td style="text-align: center;">53%</td> <td style="text-align: center;">70%</td> <td style="text-align: center;">82%</td> </tr> <tr> <td><b>5th</b></td> <td style="text-align: center;">83%</td> <td style="text-align: center;">94%</td> <td style="text-align: center;">86%</td> <td style="text-align: center;">50%</td> <td style="text-align: center;">63%</td> <td style="text-align: center;">59%</td> </tr> <tr> <td><b>6th</b></td> <td style="text-align: center;">79%</td> <td style="text-align: center;">80%</td> <td style="text-align: center;">90%</td> <td style="text-align: center;">53%</td> <td style="text-align: center;">70%</td> <td style="text-align: center;">73%</td> </tr> <tr> <td><b>OVERALL</b></td> <td style="text-align: center;"><b>86%</b></td> <td style="text-align: center;"><b>90%</b></td> <td style="text-align: center;"><b>82%</b></td> <td style="text-align: center;"><b>64%</b></td> <td style="text-align: center;"><b>73%</b></td> <td style="text-align: center;"><b>75%</b></td> </tr> </tbody> </table> <p><b>Trimester 3 2024 Report Card Data</b></p> <table border="1" style="width: 100%; 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| <b>3rd</b>  | 100%   | 100%                 | 82%                      | 95%                      | 87%                   | 86%                   |                       |           |            |      |      |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |                |            |            |            |            |            |            |  |                      |                      |                          |                          |                       |                       |                       |        |      |      |      |      |      |      |      |     |      |      |      |     |      |      |      |     |      |      |      |      |      |      |     |     |      |      |      |      |      |      |      |     |      |      |      |      |      |      |    |     |      |      |      |      |      |      |      |     |      |   |      |     |      |      |      |              |             |             |             |             |             |             |             |
| <b>4th</b>  | 82%  | 85%                  | 71%                      | 53%                      | 70%                   | 82%                   |                       |           |            |      |      |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |                |            |            |            |            |            |            |  |                      |                      |                          |                          |                       |                       |                       |        |      |      |      |      |      |      |      |     |      |      |      |     |      |      |      |     |      |      |      |      |      |      |     |     |      |      |      |      |      |      |      |     |      |      |      |      |      |      |    |     |      |      |      |      |      |      |      |     |      |   |      |     |      |      |      |              |             |             |             |             |             |             |             |
| <b>5th</b>  | 83%  | 94%                  | 86%                      | 50%                      | 63%                   | 59%                   |                       |           |            |      |      |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |                |            |            |            |            |            |            |  |                      |                      |                          |                          |                       |                       |                       |        |      |      |      |      |      |      |      |     |      |      |      |     |      |      |      |     |      |      |      |      |      |      |     |     |      |      |      |      |      |      |      |     |      |      |      |      |      |      |    |     |      |      |      |      |      |      |      |     |      |   |      |     |      |      |      |              |             |             |             |             |             |             |             |
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| <b>OVERALL</b>  | <b>86%</b>   | <b>90%</b>           | <b>82%</b>               | <b>64%</b>               | <b>73%</b>            | <b>75%</b>            |                       |           |            |      |      |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |                |            |            |            |            |            |            |  |                      |                      |                          |                          |                       |                       |                       |        |      |      |      |      |      |      |      |     |      |      |      |     |      |      |      |     |      |      |      |      |      |      |     |     |      |      |      |      |      |      |      |     |      |      |      |      |      |      |    |     |      |      |      |      |      |      |      |     |      |   |      |     |      |      |      |              |             |             |             |             |             |             |             |
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| Kinder  | 2.93   | 2.85                 | 2.95                     | 2.73                     | 3.00                  | 2.97                  | 2.86                  |           |            |      |      |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |                |            |            |            |            |            |            |  |                      |                      |                          |                          |                       |                       |                       |        |      |      |      |      |      |      |      |     |      |      |      |     |      |      |      |     |      |      |      |      |      |      |     |     |      |      |      |      |      |      |      |     |      |      |      |      |      |      |    |     |      |      |      |      |      |      |      |     |      |   |      |     |      |      |      |              |             |             |             |             |             |             |             |
| 1st   | 3.02   | 2.94                 | 2.93                     | 2.8                      | 3.03                  | 2.92                  | 2.72                  |           |            |      |      |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |                |            |            |            |            |            |            |  |                      |                      |                          |                          |                       |                       |                       |        |      |      |      |      |      |      |      |     |      |      |      |     |      |      |      |     |      |      |      |      |      |      |     |     |      |      |      |      |      |      |      |     |      |      |      |      |      |      |    |     |      |      |      |      |      |      |      |     |      |   |      |     |      |      |      |              |             |             |             |             |             |             |             |
| 2nd   | 3.15   | 2.87                 | 2.75                     | 2.75                     | 3.18                  | 2.85                  | 3.5                   |           |            |      |      |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |                |            |            |            |            |            |            |  |                      |                      |                          |                          |                       |                       |                       |        |      |      |      |      |      |      |      |     |      |      |      |     |      |      |      |     |      |      |      |      |      |      |     |     |      |      |      |      |      |      |      |     |      |      |      |      |      |      |    |     |      |      |      |      |      |      |      |     |      |   |      |     |      |      |      |              |             |             |             |             |             |             |             |
| 3rd   | 3.25   | 3.42                 | 2.77                     | 2.85                     | 2.93                  | 2.97                  | 3.25                  |           |            |      |      |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |                |            |            |            |            |            |            |  |                      |                      |                          |                          |                       |                       |                       |        |      |      |      |      |      |      |      |     |      |      |      |     |      |      |      |     |      |      |      |      |      |      |     |     |      |      |      |      |      |      |      |     |      |      |      |      |      |      |    |     |      |      |      |      |      |      |      |     |      |   |      |     |      |      |      |              |             |             |             |             |             |             |             |
| 4th   | 3.13   | 2.93                 | 2.95                     | 2.97                     | 3.03                  | 2.73                  | na                    |           |            |      |      |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |                |            |            |            |            |            |            |  |                      |                      |                          |                          |                       |                       |                       |        |      |      |      |      |      |      |      |     |      |      |      |     |      |      |      |     |      |      |      |      |      |      |     |     |      |      |      |      |      |      |      |     |      |      |      |      |      |      |    |     |      |      |      |      |      |      |      |     |      |   |      |     |      |      |      |              |             |             |             |             |             |             |             |
| 5th   | 2.88   | 2.95                 | 2.93                     | 3.05                     | 3.00                  | 2.92                  | 3.00                  |           |            |      |      |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |                |            |            |            |            |            |            |  |                      |                      |                          |                          |                       |                       |                       |        |      |      |      |      |      |      |      |     |      |      |      |     |      |      |      |     |      |      |      |      |      |      |     |     |      |      |      |      |      |      |      |     |      |      |      |      |      |      |    |     |      |      |      |      |      |      |      |     |      |   |      |     |      |      |      |              |             |             |             |             |             |             |             |
| 6th   | 2.93   | 3                    | 3.23                     | 3.2                      | 3.13                  | 3.07                  | 2.68                  |           |            |      |      |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |                |            |            |            |            |            |            |  |                      |                      |                          |                          |                       |                       |                       |        |      |      |      |      |      |      |      |     |      |      |      |     |      |      |      |     |      |      |      |      |      |      |     |     |      |      |      |      |      |      |      |     |      |      |      |      |      |      |    |     |      |      |      |      |      |      |      |     |      |   |      |     |      |      |      |              |             |             |             |             |             |             |             |
| <b>Total</b>  | <b>3.04</b>  | <b>2.99</b>          | <b>2.93</b>              | <b>2.91</b>              | <b>3.04</b>           | <b>2.92</b>           | <b>3.00</b>           |           |            |      |      |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |                |            |            |            |            |            |            |  |                      |                      |                          |                          |                       |                       |                       |        |      |      |      |      |      |      |      |     |      |      |      |     |      |      |      |     |      |      |      |      |      |      |     |     |      |      |      |      |      |      |      |     |      |      |      |      |      |      |    |     |      |      |      |      |      |      |      |     |      |   |      |     |      |      |      |              |             |             |             |             |             |             |             |
| <b>2024-25 Tasks</b>  | Students of greatest need are given first priority for intervention.<br>Provide disaggregated data throughout the school year that includes all levels of learners.  |                      |                          |                          |                       |                       |                       |           |            |      |      |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |            |     |     |     |     |     |     |                |            |            |            |            |            |            |  |                      |                      |                          |                          |                       |                       |                       |        |      |      |      |      |      |      |      |     |      |      |      |     |      |      |      |     |      |      |      |      |      |      |     |     |      |      |      |      |      |      |      |     |      |      |      |      |      |      |    |     |      |      |      |      |      |      |      |     |      |   |      |     |      |      |      |              |             |             |             |             |             |             |             |

| Action Step 2: Provide Enrichment Activities |   |
|--|---|
| Metrics, Measurement                         | Survey results<br>Schedule of pull outs and after school activities<br>Survey of students/parents/teachers  |
| Baseline                                     | All students invited to Sprouts Day Camps. The District covers the cost for students in need.<br>2023-24/ 2024-25 After School care for Kindergarten-6th grade daily. District covers the cost of students in need. |
| 2024-25 Tasks                                | Revisit after school opportunities in the future, discuss with parent club in the spring.<br>Look for opportunities during the school day to enrich student experiences.  |

| Action Step 3: Provide Social and Emotional Supports for All Students |   |
|---|---|
| Metrics, Measurement  | Counseling program<br>Information about PeaceBuilder Program<br>Parent, staff and student surveys   |
| Baseline  | 2023-24: 22 students<br>2023 Parent Survey: 94% believe students' social and emotional needs are met.<br>Best practices and training shared at staff and aide meetings. |
| 2024-25 Tasks   | Continue with counseling and PeaceBuilder Program   |

**Goal II. Fiscal Stewardship**

| Action Step 1: Maintain Balanced Budget |   |
|---|---|
| Metrics, Measurement                    | Board Reports<br>Positive certification from the COE  |
| Baseline                                | 2023-24 Adopted Budget: Positive certification from the COE<br>Concern about MYP                |
| 2024-25 Tasks                           | Seek to make cuts or find alternative funding opportunities.<br>Fiscal stability plan if needed |

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|  | <p>Consider District fundraising to the general fund<br/>         Consider Bond in the future<br/>         Fundraising committee</p> |
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| <b>Action Step 2: Provide Safe and Well-Maintained Facilities</b> |  |
| <b>Metrics, Measurement</b>                                       | SARC<br>Workmans' Comp   |
| <b>Baseline</b>   | Summer 2023 Maintenance Worker hired<br>Ongoing list of needs<br>Regular janitorial support in classrooms  |
| <b>2024-25 Tasks</b>  | Hire a part time maintenance worker to maintain facilities and look for safety and maintenance needs.<br>Modernization Project<br>Evaluate services and outcome of projects. |

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| <b>Action Step 3: Launch fundraising campaign</b> |  |
| <b>Metrics, Measurement</b>                       | Budget<br>Cost of planned construction, particularly finishing the current project   |
| <b>Baseline</b>                                   | Current state of the budget and WHY  |
| <b>2024-25 Tasks</b>                              | <p>January:<br/>         Look at matching donations<br/>         Consider support from outside, including alumni<br/>         Call to action to our families to find donors<br/>         Look for possible grants<br/>         Consider combining community event with fundraising kickoff<br/>         Revisit educating people about the endowment and parcel tax<br/>         Reach out to the Alumni who we know would be willing to contribute.<br/>         Consider crowdfunding resources such as GoFundMe, pancake breakfast, etc.<br/>         Look at the cost vs. benefit to mail flyers/ letters to all the residents in Happy Valley asking for donations.</p> |

**Goal III. Public Relations**

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| <b>Action Step 1: Support Community Engagement and Provide Events that the Community is invited to (i.e. Heroes of Happy Valley)</b> |  |
| <b>Metrics, Measurement</b>  | List of events   |
| <b>Baseline</b>  | 2023-24 there were 2 field days<br>Calendar of events shared with board members (ie. Redwood Gala)   |
| <b>2024-25 Tasks</b>   | Reengage Board presence at all events<br>Consider outside school community events<br>Discuss fundraising<br>Review tenants and by-laws of Heroes of Happy Valley.<br>attend the SCZCSBA meetings |

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| <b>Action Step 2 Collaborate with the HVES Parent Club</b> |   |
| <b>Metrics, Measurement</b>                                | Agendas<br>Events   |
| <b>Baseline</b>  | Regular involvement of board, staff and administration at Parent Club meetings and functions<br>May 2024 Community BBQ  |
| <b>2024-25 Tasks</b>                                       | Outreach to Parent Club (possible committees, including fundraising)<br>Provide yearly calendar<br>Regular report from Parent Club Representative<br>Board members to attend Parent Club Meetings |

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| <b>Action Step 3: Communicate Transparently to the School Community About Important Board Decisions</b> |  |
| <b>Metrics, Measurement</b>   | Newsletters<br>Website<br>Community response at Board Meetings |
| <b>Baseline</b>   | Weekly Newsletters   |
| <b>2024-25 Tasks</b>  | Provide monthly board meetings on the Friday newsletter        |

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|  | Find ways to encourage attendance<br>Respond to parents as needed. |
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**Goal IV. Human Resources**

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| <b>Action Step 1: Retain, Recruit (when necessary) and Support High Quality Staff</b> |   |
| <b>Metrics, Measurement</b>   | Salary Schedule<br>List of retention of teachers<br>CBA |
| <b>Baseline</b>   | 2024 1 new teacher<br>1% raise                          |
| <b>2024-25 Tasks</b>  | Maintain current practices                              |

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| <b>Action Step 2: Create Positive Relations Between the Staff and School Board</b> |   |
| <b>Metrics, Measurement</b>  | Staff reports at Board meetings<br>Surveys  |
| <b>Baseline</b>  | Board members attended beginning of the year breakfast and the 6th grade graduation<br>2024 All board members participated in the Community BBQ and work day  |
| <b>2024-25 Tasks</b>   | Possible Board Retreat<br>Attend beginning of the year breakfast, other events available<br>Ensure board presence at all major events<br>Plan for/attend outside of school community events, such as events hosted at the school during non-school hours. |