

HLWW Superintendent Goals & Action Steps

School Year: 2024 - 2025

Strategic Plan Goal: All students perform at or above expectations	
Professional Goal: Instructional teams improve their PLCs processes, with 50% of teams completing a 15-Day challenge by the end of 2024 - 2025	
Action Steps & Assessment	Timeline
<p>Action Step: Set PLC expectations and foundational knowledge</p> <p>Assessment: Completion of PLCs Revisited PD session</p>	Workshop Week
<p>Action Step: Establish PLC baseline process using “Critical Issues for Team Consideration” survey</p> <p>Assessment: Critical Issues for Team Consideration</p>	Workshop Week
<p>Action Step: Observation and feedback of PLC team meetings</p> <p>Assessment: PLC team meeting observations</p>	On-going
<p>Action Step: PLC check-ins and professional development during READ Act days</p> <p>Assessment: Critical Issues for Team Consideration</p>	On-going
<p>Action Step: 15-Day Challenge</p> <p>Assessment: 15-Day Challenge Reflection submission</p>	End of year

Strategic Plan Goal: All students feel they belong and are supported	
Professional Goal: Identify/create a framework to establish expectations, instruction and support for student sense of belonging across the district	
Action Steps & Assessment	Timeline
Action Step: Identify best practices that promote student belonging Assessment: List of practices to promote belonging	October
Action Step: Work with leadership teams to develop essential outcomes relating to student belonging Assessment: Essential outcomes relating to student belonging	January
Action Step: Develop an instructional plan relating to student belonging Assessment: Instructional plan	February
Action Step: Create/identify assessment tools to evaluate student sense of belonging Assessment: Assessment tools to evaluate student belonging	March
Action Step: Create an implementation plan to increase student sense of belonging Assessment: Implementation plan to begin for 25-26 school year	April
Action Step: Identify professional development opportunities for staff Assessment: List of professional development possibilities for DLT consideration	May

Strategic Plan Goal: Effective and efficient use of resources	
Professional Goal: Lead change from current elementary building structure to grade-level building structure for the 2025-2026 school year	
Action Steps & Assessment	Timeline
Action Step: Listening sessions for staff to identify barriers Assessment: Completion of meetings and issues to address	Sept/Oct
Action Step: Communication of plan with families. Provide opportunities for feedback Assessment: Communication of plan and list of input from families	Sept/Oct
Action Step: Board action on plan Assessment: Board meeting minutes	November
Action Step: Team orientation & planning for affected teams Assessment: Plan for teams to collaborate with each other	Dec/Jan
Action Step: Facility & Transportation plan Assessment: Assignment of rooms and development of transportation routes	February
Action Step: LakerCare and HeadStart expansion plans Assessment: Staff assignments, room assignments and agreement with HeadStart	February
Action Step: Staff and Community Plan Communication Assessment: Communication of building change to community	March
Action Step: Building change completed Assessment: Building change completion by July 20th	July

Strategic Plan Goal: Demonstrate HLWW school communities as the BEST choice for students, staff and residents	
Professional Goal: Create and implement a district-wide communication plan that enhances collaboration and community between the school and community	
Action Steps & Assessment	Timeline
Action Step: Identify best practices for school communication Assessment: List of best practices for school communication	November
Action Step: Work with leadership teams to develop “must-haves” for communication plan Assessment: List of “must haves” for communication plan	January
Action Step: Identify assessment tools to determine effectiveness of communication Assessment: Assessment tools for plan	March
Action Step: Create and initially implement communication plan for district Assessment: Communication plan draft	April

Strategic Plan Goal: Create and maintain a collaborative culture, focused on learning and results	
Professional Goal: Instructional teams improve their PLCs processes, with 50% of teams completing a 15-Day challenge by the end of 2024 - 2025	
Action Steps & Assessment	Timeline
Action Step: Set PLC expectations and foundational knowledge Assessment: Completion of PLCs Revisited PD session	Workshop Week
Action Step: Establish PLC baseline process using “Critical Issues for Team Consideration” survey Assessment: Critical Issues for Team Consideration	Workshop Week
Action Step: Observation and feedback of PLC team meetings Assessment: PLC team meeting observations	On-going
Action Step: PLC check-ins and professional development during READ Act days Assessment: Critical Issues for Team Consideration	On-going
Action Step: 15-Day Challenge Assessment: 15-Day Challenge Reflection submission	End of year