



HLWW School Improvement Plan

Strategic Goal # 1: All students perform at or above expectations			School: HLWW HS	
School Goal: Students will demonstrate academic and behavioral growth				
Action steps	Applicable Objective(s)	Target Date	Budget	Evidence of Success
Develop content/grade level proficiency Collaborative Teacher teams identify essential learning objectives	<p>Course non-negotiables</p> <p>Grade-level teams and content-area specialists will collaborate to create detailed proficiency maps for each subject.</p> <p>Ensure that every grade and subject area has clearly defined learning targets that are aligned with state standards and the "Profile of a Graduate."</p>	Ongoing		
Clean up standards and proficiencies	8-10 and what it looks like	Ongoing		<p>Grade-level teams and content-area specialists collaborate to identify 8-10 essential standards per grade level/subject.</p> <p>Completed list of essential standards</p>



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				for each subject, communicated to staff and integrated into planning.
Develop common assessments	Develop and implement common formative and summative assessments to consistently measure student progress and proficiency in each content area.	Ongoing		
Profile of a Graduate	Integrate the key competencies outlined in the "Profile of a Graduate," such as critical thinking, collaboration, communication, and adaptability, into classroom instruction and assessment practices.	Ongoing		Lesson plans and student projects that reflect "Profile of a Graduate" competencies; increased student engagement.
FastBridge Assessments	Utilize formative assessment data to drive instruction and provide targeted interventions for students who are not meeting expectations, as well as enrichment opportunities for those who exceed them.	Ongoing		Improved student performance on common assessments and evidence of instructional adjustments based on data.



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Strategic Goal #2: All students feel they belong and are supported			School: HLWW HS	
School Goal: Building Strong relationships and supporting struggling students				
Action steps	Applicable Objective(s)	Target Date	Budget	Evidence of Success
Advisory teachers intentionally build relationships	<p>Develop a consistent, intentional approach for advisory teachers to engage with students and establish trust and open communication.</p> <p>Provide professional development for advisory teachers on strategies to build trust, rapport, and strong connections with students.</p> <p>Create a structured advisory curriculum that includes time for personal check-ins and relationship-building activities.</p> <p>Implement a “student spotlight” system where advisory teachers</p>	December 2024		<p>Increase in positive student-teacher relationships as measured by student and staff surveys.</p> <p>Improved student engagement and participation during advisory sessions.</p> <p>Fewer behavior issues and improved attendance rates among students with strong advisory connections.</p>



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	<p>recognize individual students for their achievements and personal growth.</p>			
<p>Open door policy for teachers</p>	<p>Create a culture of transparency and collaboration, encouraging teachers and students to share challenges, successes, and ideas openly with administration, colleagues and students.</p> <p>Administrators will announce and reinforce an open-door policy for staff, inviting them to discuss concerns, ideas, or successes in a safe, non-judgmental environment.</p> <p>Set up monthly “open dialogue” sessions where teachers can meet with administrators and peers to discuss current challenges and collaborate</p>	<p>December 2024</p>		<p>Increased participation in monthly “open dialogue” sessions between teachers and administrators.</p> <p>Staff feedback indicating a greater sense of support and collaboration with administration.</p> <p>Teachers reporting higher job satisfaction due to feeling heard and supported.</p> <p>Students reporting higher school satisfaction due to feeling heard and supported.</p>



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	<p>on solutions.</p> <p>Ensure teachers feel heard by following up on concerns shared during meetings and making actionable changes where appropriate.</p> <p>Teachers will announce and reinforce an open-door policy for students, inviting them to discuss concerns, ideas, or successes in a safe, non-judgmental environment.</p> <p>Set up monthly “open dialogue” sessions where students can meet with teachers/admin and peers to discuss current challenges and collaborate on solutions.</p> <p>Ensure students feel heard by following up on concerns shared during meetings and making actionable changes where appropriate.</p>			
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<p>Use SAEBRS to identify struggling students</p>	<p>Systematically use SAEBRS data to identify students who are struggling socially, academically, or emotionally and provide timely interventions.</p> <p>Train teachers and staff to use and interpret SAEBRS data to identify students who need support.</p> <p>Create an intervention team that reviews SAEBRS data quarterly and collaborates with advisory teachers to develop individualized plans for students flagged as needing assistance.</p> <p>Track progress of identified students with regular check-ins, adjusting support as needed.</p>	<p>First Quarter-Review</p>		<p>Reduction in the number of students flagged for social, academic, or emotional struggles based on SAEBRS data over time.</p> <p>Successful intervention plans created and implemented for 100% of students identified as needing support.</p> <p>Improved academic performance, behavior, and emotional well-being for students receiving interventions.</p>
<p>Foster open and Honest Communication</p>	<p>Promote a human-centered culture where staff and</p>	<p>December 2024/ongoing</p>		<p>Increased staff and student comfort in</p>



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	<p>students can express themselves honestly and without judgment, recognizing that everyone makes mistakes and can grow from them.</p> <p>Encourage teachers to model vulnerability by sharing their own challenges and learning experiences with colleagues and students.</p> <p>Host staff and student workshops focused on communication, empathy, and understanding that mistakes are part of the learning process.</p> <p>Incorporate a regular reflection process in meetings where staff can openly discuss what went well and what can be improved without fear of judgment.</p>			<p>sharing challenges, mistakes, and growth experiences as indicated by surveys and informal feedback.</p> <p>Fewer disciplinary incidents as staff and students feel supported in learning from mistakes.</p> <p>Enhanced sense of community and collaboration within the school, as measured by staff and student morale surveys.</p>



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Strategic Goal #3: Effective and efficient use of resources			School: HLWW HS	
School Goal: Effective use of resources to Enhance Student Learning and Support				
Action steps	Applicable Objective(s)	Target Date	Budget	Evidence of Success
Increase Budget Awareness and Transparency	<p>Conduct professional development sessions to explain the school budget, financial resources, and spending priorities.</p> <p>Share regular budget updates in staff meetings and newsletters.</p> <p>Create a transparent budgeting process that allows staff to provide input on resource allocation.</p>	December 2024		<p>Increased participation and feedback in budget discussions from staff.</p> <p>Staff survey results indicating a higher understanding of budget priorities and processes.</p>
Establish Grant Writing Team	<p>Identify staff members with interest and experience in grant writing and form a team by [date].</p> <p>Provide professional development or external resources for grant writing strategies.</p> <p>Assign the team to research and apply for at least three grants per quarter, with the goal of securing</p>	January 2025		<p>Creation of the team by Jan 2025</p> <p>Successful submission of at least 6 grants during the academic year, with a goal of securing at least \$10,000 in grant funding.</p>



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	additional funds to support school programs and infrastructure.			Reports detailing successful grants and how the funds are being used to improve student learning.
Install Charging Stations for Students	<p>Conduct a needs assessment to determine the number and location of charging stations needed.</p> <p>Allocate budget for the purchase and installation of charging stations.</p> <p>Install stations in key areas such as the library, cafeteria, and high-traffic classroom areas by [target date].</p>	June 30, 2025		<p>Installation of at least 5 charging stations in high-traffic areas by June 30, 2025.</p> <p>Student survey results showing improved access to technology and satisfaction with charging resources.</p>
Teacher Assignments	<p>Starts with PLC's</p> <p>Survey teachers about their strengths, subject preferences, and areas of expertise.</p> <p>Review student data to identify where strategic teacher placement could have the greatest impact on learning outcomes.</p> <p>Reassign teachers where appropriate to align with their strengths, and offer professional development in areas of need.</p>	Ongoing		<p>PLC work has completed common assessments and staff alignment</p> <p>Improved student performance data in subjects where teacher expertise has been optimized.</p> <p>Teacher satisfaction survey results showing increased</p>



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Strategic Goal #4: Demonstrate HLWW school communities as the BEST choice for students, staff and residents				School: HLWW HS
School Goal: Enhancing and Improving School Culture and Engagement				
Action steps	Applicable Objective(s)	Target Date	Budget	Evidence of Success
Innovative Programming	<p>Launch after-school enrichment programs that include STEM, arts, and leadership opportunities.</p> <p>Introduce project-based learning initiatives to foster student engagement and critical thinking.</p> <p>Incorporate real-world learning experiences, such as internships, service-learning projects, and guest speaker series, into the curriculum.</p>	Ongoing		<p>Increased student participation in after-school enrichment programs, with at least 75% of students engaging in one or more activities by the end of the year.</p> <p>Positive feedback from students and staff regarding project-based learning initiatives, measured through surveys and classroom observations.</p> <p>Partnerships with local businesses and organizations in place, with students participating in internships and</p>



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				service-learning projects.
Community Engagement	<p>Organize quarterly community engagement events, such as “Family Nights,” where families can participate in school activities.</p> <p>Develop partnerships with local businesses and organizations to provide students with mentorship, internships, or job-shadowing opportunities.</p> <p>Create a community advisory board that meets biannually to discuss school needs and collaborate on solutions.</p>	Ongoing		<p>Increased attendance at community engagement events, with at least 50% of families attending at least one event by the end of the year.</p> <p>Positive feedback from community members on partnerships, mentorship programs, and involvement in school activities, as measured by surveys.</p> <p>Community advisory board successfully meeting twice annually, with actionable steps and collaboration outcomes reported.</p>
Staff Well-Being	Establish a “Teacher	Ongoing		Higher staff morale



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	<p>Collaboration Hour” once a month, where staff can work together on professional development, share ideas, and offer peer support.</p> <p>Continued implementation of regular staff appreciation initiatives, such as monthly “Staff Shout-Outs” in newsletters and recognition events.</p> <p>Provide professional development opportunities focused on wellness, stress management, and work-life balance for staff.</p>			<p>and engagement as measured by staff satisfaction surveys, with an 80% satisfaction rate or higher.</p> <p>Increased staff participation in professional development and collaboration activities.</p> <p>Reduction in staff absenteeism or burnout due to wellness initiatives, with support services in place for those in need.</p>
<p>Positive School Culture</p>	<p>Continued implementation of a “Student of the Week” and “Staff of the Month” recognition program to highlight achievements and positive behavior.</p> <p>Create (continue) a digital “Affirmation Board” where</p>	<p>Ongoing</p>		<p>At least 80% of students and staff report feeling valued and affirmed, measured through end-of-year climate surveys.</p> <p>High levels of</p>



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	<p>students and staff can leave anonymous positive messages for each other, with the goal of spreading kindness.</p> <p>Build regular affirmations into morning announcements to celebrate student and staff successes and contributions.</p>			<p>participation in the “Affirmation Board” and recognition programs, with at least 90% of students and staff receiving affirmations throughout the year.</p> <p>A more positive school climate as reflected in fewer disciplinary actions and improved student and staff relationships.</p>



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Strategic Goal #5: Create and maintain a collaborative culture, focused on learning and results				School: HLWW HS
School Goal: Create and Maintain a Collaborative Culture, Focused on Learning and Results				
Action steps	Applicable Objective(s)	Target Date	Budget	Evidence of Success
Develop PLCs	Organize staff into grade-level or content-area PLCs that meet regularly to focus on student data, instructional strategies, and intervention practices.	End of Q1		PLCs meet regularly with a set agenda, focusing on student learning outcomes and strategies for improvement.
Foster a Culture of Collaboration	Develop shared norms for effective collaboration, including open communication, mutual respect, and shared responsibility.	End of Q2		Staff participation in team-building activities, creation of collaborative norms document, improved communication and teamwork in PLCs.
Use Data to Drive Results	Use student achievement data, behavior reports, and teacher feedback to inform instructional strategies and interventions.	Ongoing		Regular use of data during PLC meetings to adjust instructional practices and interventions, with documented



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				improvements in student performance.
Improve Academic and Social-Emotional Outcomes	Incorporate social-emotional learning (SEL) data and strategies into PLCs and staff meetings, ensuring attention to students' holistic development.	Ongoing		Increased attention to SEL in PLC meetings, improved student well-being as indicated by SEL assessments.
Create Collaborative Wins	Regularly acknowledge and celebrate staff and student successes related to collaboration and improved learning outcomes.	Ongoing		Positive staff morale, increased participation in collaboration, and improved student results.