



HATCH VALLEY PUBLIC SCHOOLS

All Students Empowered to Succeed

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STRATEGIC PLAN 2019-2022



Vision Statement: All Students and Staff Empowered to Succeed

Purpose: To improve our students' quality of life through the development of life skills and career readiness.

Mission Statement: Our mission is to move beyond test scores and focus on personal development that leads to successful lives through communication and interpersonal skills; decision-making and problem solving; creative thinking and critical thinking; self-awareness and empathy; assertiveness and self-control; resilience and the ability to cope with problems.

District Core Values

1. Understand and practice worthwhile work.
2. Be in control of achieving personal goals.
3. Be encouraging and supportive to others.
4. Stay positive and lead by example.
5. Be graceful under pressure.



District Strategic Focus Areas (2020-2021)

1. Reentry Plan

- a. Develop an approved reentry plan aligned to PED guidelines.

2. Equity

- a. Develop and implement a Cultural and Linguistically Responsive Framework.
- b. Develop a plan to overcome the impact of poverty.

3. Multi-Level System of Support

- a. Develop and deploy an intervention framework aligned to PED requirements.

4. Bi-Literacy Development

- a. Transform the district's bilingual model to focus on biliteracy.

5. Rigorous and Relevant Instruction

- a. Implement Quad D Lessons (Rigor and Relevance Framework)
- b. Implement the Question Formulation Technique to increase student critical thinking, engagement, relevance and agency in their learning
- c. K-12 Agriculture Education
 - i. Implement Agriculture in the Classroom in grades K-12.
 - ii. Partner, incorporate, strengthen and expand 4-H & FFA opportunities.
- d. Career and Technical Education
 - i. Develop and expand career pathways
 - ii. Increase community partnerships

6. District Budget

- a. Expand instructional programs that increase instructional units.
- b. Implement Utilities Direct to monitor and decrease utility expenses.
- c. Increase operational efficiency.

Operations Strategic Focus Goals

• 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 iVisions.
2. All STARS data will be entered, reviewed, corrected and validated for PED reporting periods.

• 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.

1. Ensure that the NM Procurement code, the NMPED USAB Manual, EDGAR/UGG and GAAP are properly followed.
2. Support the Facilities Master Plan by confirming all purchases are in alignment, allowable, applicable, reasonable, equitable and correctly coded using the NM UCOA.
3. Implement an internet-based time clock system to ensure that all employee time and effort records are properly documented and maintained.
4. Develop an inventory control system for the district's Fixed Assets.
5. Focus on customer service, accuracy and efficiency in all areas: Payroll, Accounts Payable, Federal Programs and School Site budgeting.

- **Health Services**

1. The Department of Health Services will become fully integrated across Hatch Valley Public Schools enabling health assistants to provide services effectively and efficiently in all schools.
 1. All health offices will be organized in a way that necessary items required to provide services will be readily available.
 2. All health assistants will become certified in the management of diabetes.
 3. Implementation of new student health electronic record by Frontline.
 4. Develop and monitor district-wide COVID-19 safe practices in alignment to PED and DOH health order requirements.

- **Special Student Services**

1. All special education students and their families will have at least two (2) options to choose from for instruction and therapy(ies) services by 9/30/2020.
2. Special education students will increase their Reading and Math skills by at least 5% through blended learning for the 2020-2021 school year.
3. The special education department will establish procedures for initial evaluation referrals and 3-year re-evaluation referrals prior to the 40th day reporting period.
4. Special education staff will collaborate with ancillary staff to determine areas of need for professional development at the elementary and secondary levels by the 80th day reporting period.

- **Facilities and Grounds**

1. Develop and implement a preventative maintenance plan to implement preventative and corrective measures.
2. Maintain a safe, clean and attractive school facilities and grounds.
3. Goals 1&2 will be measured through the use of School Dude.

- **Transportation**

1. All work files will be reviewed and revised to meet current STB file requirements in preparation for audit review.

2. The Transportation Department will be fully staffed to include 14 bus drivers, an examiner, an additional SBDI, required bus assistants and a pool of substitutes drivers.
 3. The TD will ensure safe environment for all transportation team members and student ridership.
- **Nutrition**
 1. Food Services will meet all state and federal USDA regulations.
 - **Technology**
 1. To have a viable Technology Inventory System
 1. Implement a district technology inventory system along with a new helpdesk platform tied in with the inventory software.
 2. To obtain District owned fiber between Hatch Technology Office and Garfield Elementary School and cut Internet expenses for the Garfield connection.
 3. Maintain, monitor and utilize the district website and social media platforms to communicate with the district, students, parents, and community.
 - **Curriculum & Instructional Innovation**
 1. Provide individualized professional development to teachers 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 (Quad D Lessons).
 3. Provide individualized professional development to principals to differentiate for their needs and learning styles to meet principal/leader competencies.
 - **Student Management Systems and Data**
 1. Beginning September 1, the district will provide a working and regularly updated data snapshot of school and district performance on the district website every grading period.
 2. Deploy the use of an early warning system to identify students in need of interventions utilizing the district MLSS plan.
 3. Align courses in Power School across the district to STARS.
 - **Athletics**
 1. Increase participation of student athletes in total numbers and the number participating in multiple sports.
 2. Develop a clear budgeting process that allows coaches to adequately plan for the yearly operation of their program.
 3. Investigate the addition of a full-time athletic trainer at HVHS that incorporates a CTE pathway for health services.
 4. Total resurface of the gym floor at HVHS and removal of metal frame edge around the main floor.

5. Work through the Facilities Master Plan to investigate the possibility of a new multipurpose field house on the high school campus.

Principal Strategic Focus Goals

- **Recruit and Retain Quality Educators**
 1. Highly qualified licensed teachers including bilingual and sped will be hired with priority placed on level 3 candidates and those with experience working with similar student demographics.
 2. HVPS will retain quality teachers by providing professional development opportunities, creating a positive working environment that is respectful and professional, providing planning time, and offering support from administration.
- **Parent Involvement and Communication**
 1. Each school will provide a monthly newsletter.
 2. Each school website will be maintained and updated.
 3. Each school will conduct monthly parent/PAC meetings.
- **Deploy the Three Leadership Levers of Culture** (Adapted from Bambrick-Santoyo)
 1. Staff culture – Provide support and solicit input for school improvement.
 2. Student culture – Create a culture where students belong and learning thrives.
 3. Managing School Leadership Teams – Train instructional leaders to expand the cultural impact across the school.
- **Deploy the Four Leadership Levers of Instruction** (Bambrick-Santoyo)
 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. Instructional Planning – Guarantee every student well-structured lessons that teach the right content.
 4. Professional Development - Strengthen both culture and instruction with hands-on training that sticks.
- **Develop and Manage the NM DASH Plan**
 1. Schools will create vibrant, living 90-day plans that will be used by all to inform decision making and progress toward goals.
- **Equity**
 1. At-risk students will have equitable access to educational activities, resources and extracurricular activity opportunities.
 2. Achievement gaps of at-risk students will be narrowed and graduation rates will be at similar levels of the total population.

- **Professional Development Goals**

1. Driving for Results – Concerned with the principal’s strong desire to achieve outstanding results and the task-oriented actions required for success.
2. Influencing for Results -Concerned with motivating others and influencing their thinking and behaviors to obtain results.
3. Problem Solving – Concerned with the principal’s thinking as applied to organization goals and challenges. Includes analyzing data to inform decisions, making clear logical plans that people can follow, ensure a strong connection between school learning goals and classroom activity.
4. Confidence to Lead – Concerned with staying visibly focused, committed, and self-assured.

- **Facilities**

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

Teachers Strategic Focused Areas

- **Provide Rigorous and Relevant Instruction** (Quad D Lessons and QFT)
- **Develop Student Relationships and Classroom Culture** (Cultural Levers)
- **Provide Tiered Intervention** (MLSS)
- **Implement Instructional Strategies to Overcome Learning Barriers Resulting from Poverty** (Equity)
- **Incorporate Blended Learning and Flipped Classrooms** (Rigorous and Relevant Instruction)
- **Align Instruction to the Culturally and Linguistically Responsive Instruction Framework** (Equity)
- **Encourage Parent Engagement** (MLSS)

District Initiative Committees

- Reentry Plan
 - Principals and Operations Team
- MLSS Development, PD and deployment
 - Executive Director of C&I; Director of SPED; District Interventionist
- CLRI Framework
 - Superintendent, Executive Director of C&I; Equity Council
- Dual Language
 - Superintendent, Ex. Director of C&I
- Career Exploration and Pathways

- High School Redesign Team, Ag Academy Coordinator, HVMS Leadership Team
- **Agriculture in the Classroom**
 - Ag Academy Coordinator, Ag in the classroom leads, Ag Steering Committee
- **Grading Practices and Authentic Assessment**
 - Executive Director of C&I
- **Facilities Master Plan**
 - Director of Finance, Steering Committee, School Board Committee
- **School Safety Plans**
 - Superintendent and principals
- **Attendance and School Success**
 - Executive Director of C&I and principals
- **Financial Audit**
 - Director of Finance, Controller, School Board Committee
- **District Response and Support Team**
 - Director of Health Services, health assistants, social workers, counselors, truancy coaches.
- **Calendar**
 - Superintendent, Calendar Committee