



# One Focus: Every Student Achieving

HCPSS Strategic Call to Action: Learning and Leading with Equity

— 2022 and Beyond —

Michael J. Martirano, Ed.D., Superintendent

**“The Fierce Urgency of Now”**



## Vision

Every student and staff member embraces diversity and possesses the skills, knowledge and confidence to positively influence the larger community.

## Mission

HCPSS ensures academic success and social-emotional well-being for each student in an inclusive and nurturing environment that closes opportunity gaps.

## Four Overarching Commitments

### VALUE

Every HCPSS stakeholder feels empowered and rewarded in their roles and takes pride in cultivating the learning community.

### ACHIEVE

An individualized focus supports every person in reaching milestones for success.

### CONNECT

Students and staff thrive in a safe, nurturing and inclusive culture that embraces diversity.

### EMPOWER

Schools, families and the community are mutually invested in student achievement and well-being.

## Goals

### 1. Student-Centered Practices

Students are at the forefront of every strategy and decision

### 2. Inclusive Relationships

Students, families, community members and staff members are valued, respected, appreciated and involved.

### 3. Responsive and Efficient Operations

Organizational processes are transparent, effective, and fiscally responsible to ensure that resources are equitably allocated, accessible, and support the success of all students and staff.

## Desired Outcomes

- Students are active, engaged, and empowered partners in authentic learning experiences that ensure preparation for future careers and life.
- Each and every student receives a high-quality education through access to individualized instruction, challenges, supports, and opportunities.
- Curriculum is based on standards and best practices, implemented, and aligned with meaningful assessments that provide actionable data for instructional planning.
- All students, families, and staff experience diversity and inclusion reflected in the staff, curriculum, and activities.
- Student and staff well-being is nurtured in a safe and supportive environment.
- Family and community partnerships are fostered to increase equitable opportunities for students and maximize resources and learning opportunities from birth to 21.
- The learning and working environment for all students and staff is clean, safe, and healthy.
- Staff are effective in their role and have equitable access to professional learning and leadership development.
- School system communications are accessible, meaningful, clear, and timely.
- Budget processes are transparent, aligned with system priorities, and follow best practices.

## Strategies

1. Integrate the **HCPSS Equity Framework** into school and systemic improvement efforts. **(Goals 1, 2, and 3)**
2. Provide families access to quality **pre-kindergarten** programs that help prepare students for K-12 success. **(Goal 1)**
3. Implement **Universal Screener** to identify potential reading difficulties and provide students with instruction and interventions to address student needs. **(Goal 1)**
4. Provide students with **equitable access** to curriculum and programs culminating in dual enrollment, Advanced Placement, and Career and Technical Education. **(Goal 1)**
5. Leverage **technology** to facilitate collaboration, enhance instruction, and support equitable access to instructional experiences for students and professional learning for staff. **(Goals 1 and 3)**
6. Provide students with **social-emotional** skill development and access to school-based **mental health** services and supports. **(Goals 1 and 2)**
7. Cultivate a **restorative culture** in schools and offices to support an inclusive and safe learning environment for students and staff. **(Goal 2)**
8. Work collaboratively with **community partners** to support the needs of HCPSS schools and offices. **(Goals 2 and 3)**
9. Ensure that a community of **diverse HCPSS stakeholders** is instrumental in informing and advising continuous school system improvement. **(Goals 2 and 3)**
10. Recruit, hire, and retain a **diverse workforce** that better reflects the student body. **(Goals 2 and 3)**
11. Provide staff with opportunities for **professional growth** related to practices grounded in diversity, equity, and inclusion that support instruction, career advancement and leadership across the organization. **(Goals 2 and 3)**
12. Utilize the goals, objectives, and measures of the Strategic Call to Action for the development of the annual **operating budget** with each program budget request articulated within the framework of the utilization of budget resources to fulfill applicable goals and objectives. **(Goal 3)**
13. Utilize **key performance indicators** (KPI) to provide quantifiable information on each program's progress toward achieving goals and objectives, where data is available and performance measurable. **(Goal 3)**

## Performance Measures

Performance measures monitor our progress in achieving our desired outcomes and state accountability targets, which have standard definitions and calculations. Measures are aligned across all system divisions and offices and in School Improvement Plans. SIPs include goals for academic achievement and school quality, including post-secondary preparation and discipline.

