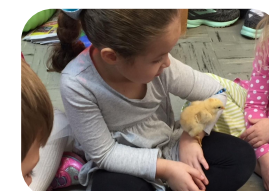# Hartselle City Schools Strategic Plan

- Revised 2024 -

A Strategic Plan was developed by a cross-functional team and proposed the following Mission, Vision, and Guiding Principles:

MISSION

Inspiring and preparing ALL students for learning, leadership, and life

VISION

HCS will establish itself as a premier Alabama school district by leading the way on local, state, and national levels academically, artistically, and athletically.

TOP STAKEHOLDER PRIORITIES

- Addressing the educational needs of **ALL** students so they can succeed at college and/or within their careers in order to possess skills necessary to excel in the future
- Ensuring the prudent use of resources in order to maximize positive student outcomes
- Hiring and retaining high quality teachers and administrators who stay abreast of the latest education approaches and technology in order to facilitate learning
- Keeping our students, teachers, and administrators up-to-date with technology including hardware, software, applications, and support
- Developing an engaged community with parent involvement and assistance with student work and behavior to promote student success

GUIDING PRINCIPLES

Learning *– HCS believes a quality education is foundational for success. Therefore, students deserve the following:*

- Opportunities to achieve personal best
- Rich, engaging educational experiences crafted to meet needs
- Tools and resources that are developmentally and academically appropriate for learning
- A safe and nurturing environment promoting student success and a positive school climate in which each student is valued and respected and has the opportunity to build and grow meaningful relationships with others

Leadership *– HCS believes in serving to lead and leading to serve. Therefore, students deserve the following:*

- Opportunities to discover and develop talents and leadership capacity
- Faculty/staff who are supportive, committed, dedicated, and inspired
- Leaders who foster a culture of collaboration, trust, and shared responsibility
- Classroom resources and supports made available by efficiently and effectively managing assets to prioritize student learning

Life *– HCS believes life is full of choices, challenges, and possibilities. Therefore, students deserve the following:*

- Opportunities to collaborate, create, innovate, and compete
- Experiences in developing skills essential for an active, healthy, and balanced life
- Experiences that honor the past and blend the best of today with the possibilities of tomorrow
- An environment that nurtures productive citizens, autonomous learners, critical thinkers, and effective communicators prepared for the demands of the future

Successful HCS graduates are:

- Academically well-grounded
- Empathetic Listeners
- Organized
- Problem solvers
- Innovators
- Good communicators and collaborators at all organizational levels
- Fully equipped with skills for success in both college and/or chosen careers

Hartselle City Schools Strategic Plan
- Revised 2018 -

STRATEGIC OBJECTIVES

1. **Leading the way in equipping all students with learning, leadership, and life skills for success in college and/or their chosen career**

    1.1. Offer a wide variety of student learning experiences across all schools to match student interests and aptitude.

    1.2. Enrich learning experiences with current and appropriate technology, tools, and resources.

    1.3. Generate a wide range of leadership skills and opportunities for all students.

    1.4. Develop life skills by teaching students to organize, problem-solve, innovate, communicate, and collaborate.

    1.5 Offer Students structured, comprehensive guidance to navigate post-K12 options.

    Key Performance Indicators: *Increased academic progress toward college/career readiness; Increased number of college/career ready graduates; Increased number of leadership opportunities provided to students in academics, athletics, and art*

2. **Leading the way in fostering an engaged community that is actively involved in promoting student success**

    2.1. Increase opportunities for parental and community involvement.

    2.2. Strengthen and build partnerships with new and existing businesses, civic organizations, and agencies.

    2.3. Ignite positive community advocacy and support for students.

    2.4. Enhance communication pathways among all stakeholders.

    Key Performance Indicators: *Increased formal partnerships with new and existing businesses, civic organizations, and agencies; Positive public feedback and recognition; High performance in stakeholder engagement surveys*

3. **Leading the way in the prudent use of resources and the pursuit of additional revenue streams through non-traditional approaches in order to maximize positive outcomes for students**

    3.1. Reinforce community confidence through open communication and compliance with local, state, and federal requirements.

    3.2. Be proactive with revenues and expenditures by implementing processes, controls, and technology to maximize operational efficiency and effectiveness.

    3.3. Ensure availability of funding for technology/technology infrastructure, instructional resources, professional development, and support systems while maintaining adequate reserves to provide sustainability.

    3.4. Pursue additional resources.

    Key Performance Indicators: *Level of reserves; External audit outcomes; Ability to maintain and increase needed instructional and support programs; Increased non-traditional funding sources*

4. **Leading the way in building a comprehensive support system to ensure student success in learning, leadership, and life**

    4.1. Enhance and maintain student safety by providing training, programs, community partnerships, and adequate facilities.

    4.2. Foster a constructive learning environment where students feel safe to share and participate.

    4.3. Provide transitional support across all grades, between schools, and from school to life.

    4.4. Incorporate healthy practices and community partnerships to support a well-balanced life.

    4.5. Promote citizenship opportunities for students to engage and serve the community.

    Key Performance Indicators: *Number of reportable student discipline and safety incidents; Participation rates in transitional programs; Increased expansion/participation in health and wellness initiatives and positive student survey feedback; Increased number of student citizenship opportunities*

5. **Leading the way in recruiting, hiring, growing, and retaining staff, teachers, and administrators who continually improve practices in order to meet all student needs**

    5.1. Incorporate best practices in recruiting, hiring, nurturing, and retaining staff.

    5.2. Ensure roles, alignment, communication, and accountability within the school system foster positive student outcomes.

    5.3. Cultivate leadership skills and foster opportunities for all staff to have a positive impact on students.

    5.4. Design opportunities for professional growth of all staff.

    Key Performance Indicators: *Employee retention rates; Employee evaluation results; Number of staff development hours; Staff engagement survey results*