



STRATEGIC PLAN 2028



This STRATEGIC PLAN is the expression of HCS' commitment to the children, families, educators, partners, and the greater community of Hopkins County.

STRUCTURE OF THE PLAN



VISION

Preparing today's students to succeed in tomorrow's world.

MISSION

Unite as one team to learn and inspire.

PORTRAIT OF A GRADUATE

The How. The Path to our purpose.
Characteristics of a Hopkins County Future Ready Graduate.



THEORY OF ACTION

If Hopkins County Schools ensures a high-quality education through the implementation of an aligned instructional system, the hiring and retention of effective educators, and safe and inviting learning environments, then students will progress through at or above grade level graduating with the skills and knowledge necessary to succeed in an ever-changing world.



LETTER FROM OUR SUPERINTENDENT

Dear Hopkins County Schools Community,

It is my distinct honor to serve as superintendent of Hopkins County Schools and I want the entire Team Hopkins family to understand my heartfelt feelings toward the district's new strategic planning initiative. This five-year plan outlines the district's goals and objectives for the years 2023 through 2028.

This plan is designed to ensure that the district remains focused on achieving its objectives over a sustained period of time, and that it remains adaptable to changing circumstances and evolving educational needs. By taking a longer-term view, the district can ensure that it is making strategic investments that will have a lasting impact on students and the community.

Over the next five years, the district will focus on several key areas, including enhancing the quality of instruction, improving student achievement and outcomes, strengthening school climate and culture, and increasing family and community engagement. These are all critical components of a high-quality education, and the district is committed to achieving its objectives in each of these areas.

Ultimately, the success of this plan will depend on the collective efforts of the entire community. I encourage all stakeholders to remain engaged in this process and to do their part to help ensure that this initiative is a success.

As a school district, we are committed to diversity and to ensuring that all students have access to a high-quality education. Our portrait of a graduate vision, "Hopkins County Future Ready," is an important part of this effort. We believe it will help us close achievement gaps, increase student support, and provide a more personalized learning experience for all students.

The remarkable efforts of Gretchen Wetzel and her exceptional team at the West Kentucky Educational Cooperative have been critical to the success of Hopkins County Schools' strategic planning initiative. The WKEC staff brought a wealth of expertise to this project, and their support was essential to the development of a comprehensive and effective strategic plan.

Throughout this process, we have emphasized the importance of authentic feedback and community engagement. I want to express my gratitude to the many community members who served on focus groups and shared their thoughts.



We believe that by working together, we can achieve high expectations and equitable outcomes for all students.

Likewise, I am grateful to the Board of Education for allowing this process to unfold and for being supportive every step of the way. From the outset, the Board's commitment to equity, excellence, and student success is truly inspiring, and I am honored to work alongside such a dedicated and passionate group of individuals. As a school district, we are committed to providing the best possible education to all students, and we believe that this strategic planning initiative will help us achieve that goal.

Lastly, I would like to thank my incredible leadership team. The success of this project is in large part due to their tireless efforts as they have worked diligently to ensure the plan is comprehensive, effective, and aligned with the district's mission and values. I am deeply grateful for their contributions.

Thank you again to everyone involved in this important effort. I look forward to working together to create a brighter future for all students in Hopkins County Schools.

Sincerely,

Amy Smith
Superintendent, Hopkins County Schools

LETTER FROM OUR BOARD CHAIR



Dear Members of the Hopkins County Community,

As the Chairman of the Hopkins County School Board, I am thrilled to express my support for the district's new strategic planning initiative. Our district leadership team, along with community leaders, have been working tirelessly to create a plan that will guide our district's future and ensure that all of our students receive a quality education.

Under the leadership of Superintendent Smith, Hopkins County Schools has seen significant progress in the last two years. She has brought a level of professionalism and dedication that has improved student achievement, increased community engagement, and strengthened partnerships with our families. We are fortunate to have her leading our district. As we embark on this new planning initiative, I am confident that our district will continue to thrive and deliver an outstanding education for every student.

I want to take this opportunity to thank the West Kentucky Educational Cooperative, as well as the HCS district leadership team and all the community leaders who volunteered their time and expertise to serve on committees and provide valuable feedback throughout the planning process. Your contributions were instrumental in creating a plan that truly reflects the needs and priorities of our community.

The focus groups that were conducted as part of this process provided invaluable feedback from a diverse group of stakeholders. This feedback has been incorporated into the plan, which emphasizes our commitment to diversity, equity, and inclusion. We are committed to providing students with the resources and support they need to succeed, regardless of their background or circumstance.

As we move forward with our strategic plan, we are excited about the vision outlined in our portrait of a graduate initiative, known as Hopkins County Future Ready. The vision for our schools that emerged from this process reflects our collective aspirations for the knowledge, skills, and dispositions that our students will need to succeed in college, careers, and life.

Once again, I want to express my gratitude to everyone who contributed to this important initiative. I am excited about the opportunities that this planning initiative presents for our district and look forward to working together to realize our shared vision. Together, we are creating a brighter future for the students of Hopkins County.

Sincerely,



Shannon Embry
Chairman, Hopkins County Board of Education

LETTER FROM OUR MAYOR



Dear Hopkins County Schools Community,

I am writing to express my strong support for the new strategic planning initiative of the Hopkins County Schools. As the Mayor of Madisonville, Kentucky, I am well aware of the important role that our schools play in the economic and social development of our community. I am absolutely confident that the district's new strategic plan, which is part of Superintendent Smith's vision for the future, will help to strengthen the partnership between the city and the school district and enhance the educational experience of our children.

The partnership between the City of Madisonville and Hopkins County Schools has always been a strong one, and we have worked closely together on many projects that have benefited both the city and the schools. We recognize that a strong vibrant school system is essential to the growth and prosperity of our community. We are committed to supporting the school district in every way possible, and we are proud to have such a dedicated and talented group of educators working to provide our children with the best possible education.

The economic impact of Hopkins County Schools cannot be overstated. The district is one of the largest employers in our area, providing jobs for hundreds of residents. Furthermore, the success of our schools has attracted new businesses and residents to our community, which has led to increased economic development and growth. The new strategic planning initiative will help to ensure that our schools continue to be a major contributor to the local economy and that they remain a source of pride and inspiration for our community.

I am pleased to note the school district's commitment to diversity. Our community is made up of people from many different backgrounds, and it is important that our schools reflect this diversity. Hopkins County Schools has worked hard to create an inclusive environment where all students feel welcome and valued. The district's efforts to promote diversity have helped to build a community where everyone feels safe, respected, and supported.

Finally, I believe that Hopkins County Schools' "Portrait of a Graduate" vision is an essential step towards preparing our students for the challenges of the 21st century. By focusing on critical thinking, communication, collaboration, and creativity, our students will be well-equipped to succeed in an ever-changing global economy.

In conclusion, I want to express my enthusiastic support for the new strategic planning initiative of Hopkins County Schools. I am proud to be a part of a community that is committed to providing our children with the best possible education, and I look forward to working together to achieve this important goal.

Sincerely,

Mayor Kevin Cotton

LETTER FROM OUR JUDGE EXECUTIVE



Residents of Hopkins County,

I am writing to express my wholehearted support for the new 5-year strategic plan of Hopkins County Schools. As the Hopkins County Judge Executive, I have had the privilege of witnessing the dedication and hard work put forth by the school system in developing a plan that will undoubtedly shape the future of education in our community.

One of the most commendable aspects of the strategic planning process has been the genuine commitment to seeking community input and feedback. The engagement of our community members throughout the process ensures that the plan reflects the diverse needs and aspirations of our students, parents, teachers, and stakeholders. It is inspiring to witness the collaborative efforts undertaken to create a roadmap that truly represents the collective vision for our schools.

Education is the cornerstone of any thriving community, and this strategic plan reflects a comprehensive approach that goes beyond the confines of the classroom. By addressing not only academic excellence but also the social, emotional, and physical well-being of our students, the plan showcases a holistic commitment to their success.

I would like to extend my heartfelt appreciation to the West Kentucky Educational Cooperative for their coordination and guidance throughout the strategic planning process. Their expertise and support have been instrumental in ensuring that the plan captures the aspirations and best practices needed for our schools to excel.

Further, I want to express my deepest gratitude to the members of the Hopkins County Board of Education for their outstanding leadership and innovation in developing this strategic plan. Their tireless dedication to improving educational opportunities for our students and commitment to fostering a nurturing environment have been crucial in charting a path toward excellence.

I have no doubt that this 5-year strategic plan will serve as a transformative guide, shaping the future of education in Hopkins County. It is a testament to the collective effort and vision of our community, and I am confident that it will empower our students to achieve their fullest potential.

As the Hopkins County Judge Executive, I pledge my unwavering support and commitment to working collaboratively with the school system and all stakeholders to ensure the successful implementation of this strategic plan. Together, we will continue to build a community where every child can thrive and succeed.

Warm regards,

Hon. Jack Whitfield
Hopkins County Judge Executive

WHAT WE HEARD



759
Surveys

10
Focus
Groups

Hours
40

100%
Commitment

6
Months

19 Working Group
Members

Collective Comments

“

Providing a safe environment for the kids and staff is important to all aspects of learning.

-Bus Driver

”

“

Cultural enrichment & STEM opportunities are important. I believe soft skills should be a focus within the district.

-HCS Parent

”

“

I feel teachers are approachable and down-to-earth at HCS. I feel like I'm getting a quality education and feel safe here.

-HCS Student

”

“

The success of the county depends on preparing the students of HCS for graduation. We are in this together.

-Community Member

”

“

Our passion is the kids. We are looking towards the future and making sure the kids are ready for the next phase of life.

-School Board Member

”

WHAT WE HEARD



Our Community

- Believes the success of the community depends on preparing the students of HCS for their next step
- Values the relationships and strong partnership it has with HCS
- Places a high emphasis on mentorship programs and equitable opportunities for students
- Likes having a voice in opportunities at HCS
- Views the HCS leadership team as servant-minded and a team that cares
- Prides itself on being progressive and cutting edge



Our District

- Feels a sense of purpose and is connected to Team Hopkins Mission
- Champions innovation and is known for excellence
- Prioritizes timely and clear communication that is highly valued at all levels
- Believes their job is connected to learning
- Appreciates the district's commitment to creating safe learning environments
- Values the voices of our students, staff, and community
- Welcomes innovative change to ensure HCS is future-proofed





STRATEGIC OBJECTIVES 2023-2028

Strategic objectives are the specific, measurable, and time-bound targets that guide HCS' efforts to realize its overall vision and mission.

These objectives are carefully crafted to align with HCS' values, priorities, and available resources.



INSTRUCTIONAL EXCELLENCE...

- Implement an innovative and rigorous standards-based instructional program.
- Invest in the holistic development and support of all HCS students



TALENT MANAGEMENT...

- Recruit and retain the best talent at HCS
- Continually develop, recognize and compensate employees
- Foster a caring culture of trust and collaboration



SYSTEMS AND RESOURCES...

- Prioritize resources based on student needs
- Communicate and engage with all stakeholders
- Continually evaluate and improve all systems to provide safe and secure learning environments

STRATEGY MAP



MISSION

Unite as one team to learn and inspire.

INSTRUCTIONAL EXCELLENCE

Invest in the holistic development and support of all HCS students

Implement an innovative & rigorous standards-based instructional program

Future Ready Graduates

TALENT MANAGEMENT

Recruit & retain the best talent & foster a caring culture

Continually develop, recognize & compensate employees

Engaged & Inspired "Team Hopkins" Employees

SYSTEMS AND RESOURCES

Prioritize resources based on student needs & communicate with all stakeholders

Continually evaluate & improve all systems to provide safe & secure learning environments

Student - Focused Systems & Resources

VISION

Preparing today's students to succeed in tomorrow's world.



MISSION

STRATEGIC GOALS

STRATEGIC OBJECTIVES

STRATEGIC OUTCOMES

VISION

STRATEGIC GOALS



INSTRUCTIONAL EXCELLENCE

STRATEGIC OBJECTIVES

Implement an innovative and rigorous standards-based instructional program

Invest in the holistic development and support of all HCS students

KEY PERFORMANCE MEASURES

- Student Achievement
- Student Attendance
- College and Career Readiness
- Graduation Rate
- Student Engagement

STRATEGIC INITIATIVES

Hopkins County Future Ready

Implement Hopkins County Future Ready: Characteristics of Successful Graduates for All Students

KY Performance Standards Support

Revise and Execute Rigorous K-8 Reading and Math Curriculum Maps to Align Curriculum to Standards

Educator Growth and Support

Design and Implement Professional Development System to Support Educators in Integrating Standards, Skills, and Assessments Into Instruction



Comprehensive Support for Every Child

Develop a Process for Consistent Implementation of a Multi-Tiered System of Supports

Teacher Leaders

Develop and Invest in Teacher Leader Roles to Support Implementation of Effective Instruction

College and Career Access Strategies

Develop a Plan for Increasing Early College & CTC Enrollment Through Equitable Opportunities for All

District Wide Collaboration

Create Opportunities for District Wide Collaboration

STRATEGIC GOALS



TALENT MANAGEMENT

STRATEGIC OBJECTIVES

Recruit & retain the best talent & foster a caring culture

Continually develop, recognize & compensate employees

KEY PERFORMANCE MEASURES

- Employee Retention Rate
- Employee Recruitment Rate
- Employee Effectiveness
- Employee Attendance

STRATEGIC INITIATIVES

Induction Programs

Offer Comprehensive Induction Programs for New Educators and Administrators

Equity in Compensation Study

Examine Pay Scale/Raises and Hiring/Retention Incentives

Rising Leaders Academy

Evaluate the Efficacy of the Rising Leaders Academy

Mental Health Access

Create Innovative and Accessible Mental Health Services for All Students and Staff



SYSTEMS AND RESOURCES

STRATEGIC OBJECTIVES

Prioritize resources based on student needs & communicate with all stakeholders

Continually evaluate and improve all systems to provide safe & secure learning environments

KEY PERFORMANCE MEASURES

- School Safety and Security
- Stakeholder Satisfaction
- Spending Related to Instruction
- Audit and Survey Results

STRATEGIC INITIATIVES

Safe and Secure Learning Environments

Analyze & Revise the Comprehensive Safety Plan Regularly (Physical, Emotional and Cyber Threats)

District Engagement

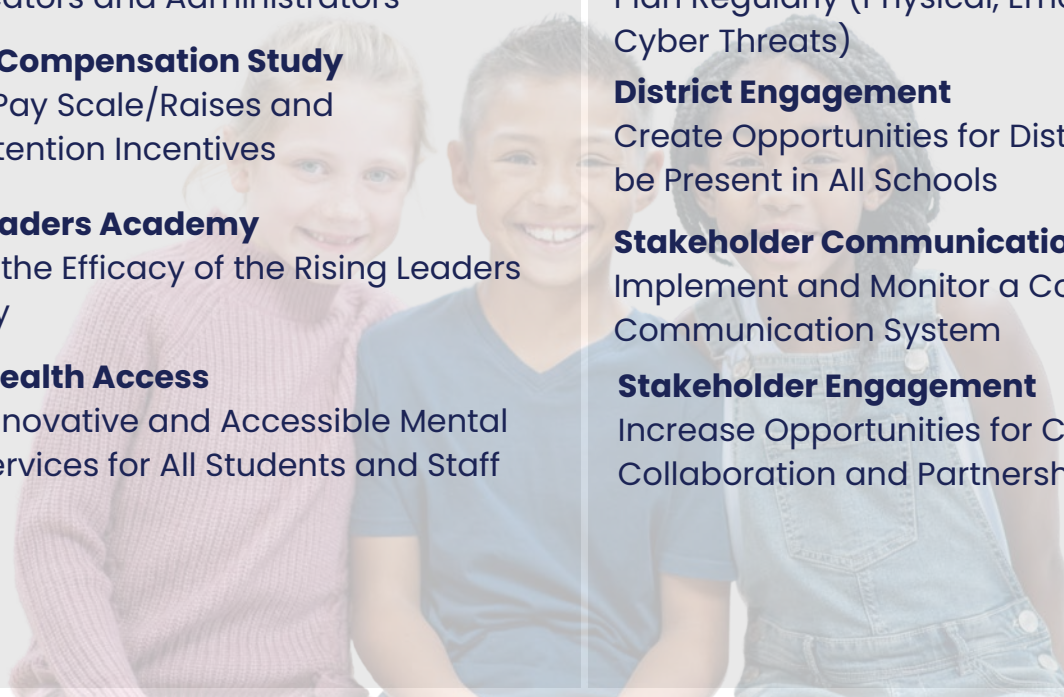
Create Opportunities for District Personnel to be Present in All Schools

Stakeholder Communication

Implement and Monitor a Consistent HCS Communication System

Stakeholder Engagement

Increase Opportunities for Community Collaboration and Partnerships



Hopkins County Future Ready

Characteristics of Successful Graduates

Connecting & Collaborating

- Team-oriented
- Employable
- Provides and accepts feedback

Effective Communicator

- Demonstrates clear written and verbal skills
- Structures information in a meaningful sequence
- Active listener

Responsible & Accountable

- Listens and acts with empathy
- Has a responsible digital footprint
- Financially literate

Innovator

- Observes situations to define problems
- Asks questions
- Data-driven informed problem solver

Contributing Citizen

- Demonstrates civic duty
- Global and cultural awareness
- Positive role model

Lifelong Learner

- Persists through difficulties
- Self-regulation
- Initiates learning



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