

HBUHSD STRATEGIC PLAN



2012-2015

Mission Statement

Our mission is to maximize learning for every student by providing an educational environment in which students thrive and become creative, responsible, and collaborative critical thinkers prepared for college, career and global citizenship.

STRATEGIC PLANNING COMMITTEE 2012-2015

COMMITTEE FACILITATOR:

Dr. Connie Mayhugh

BOARD MEMBERS:

Bonnie Castrey

Dr. Michael Simons

DISTRICT OFFICE ADMINISTRATORS/STAFF:

Dr. Greg Plutko

Dr. Don Austin

Jackie DeHay

Carrie Womack

Mark Ford (Information Services—DO)

Christiane Garisek (School Business Assistant/CSEA President)

Pat Stellhorn (MOT—DO)

HUNTINGTON BEACH HIGH SCHOOL:

Janie Hoy (Principal)

Greg Gardiner (Teacher)

Kathy Cadigan (Counselor)

Sheeren Walter (Parent)

WESTMINSTER HIGH SCHOOL:

Jessica Krimker (Assistant Principal)

Lori Lambert (Teacher)

Linda Sampson (HS Secretary)

MARINA HIGH SCHOOL

Butch Fredlow (Teacher)

Rosie Geck (Teacher)

Robert Rasmussen (Teacher)

Benjamin Drolet (Student)

FOUNTAIN VALLEY HIGH SCHOOL

Chris Herzfeld (Principal)

Crystal Jerabek (Teacher)

Marci MacLean-Crawford (School Nurse)

STRATEGIC PLANNING COMMITTEE 2012-2015

EDISON HIGH SCHOOL:

Dr. Tim Bengé (Teacher)

Pam Porter (Teacher)

Cathy Lindsey (Parent)

OCEAN VIEW HIGH SCHOOL:

Courtney Robinson (Assistant Principal)

Shawn Werner (DEA President)

Tim Baker (Psychologist—HBSPA)

Alex Merdjanian (Student)

VALLEY VISTA HIGH SCHOOL:

Kerry Clitheroe (Principal)

COMMUNITY DAY SCHOOL/ALTERNATIVE EDUCATION:

Josh Lamar (Teacher)

BELIEFS

WE BELIEVE...

1. All students are our highest priority.
2. All students can learn.
3. Literacy is fundamental to our society.
4. Learning has intrinsic value that offers life-long opportunities.
5. Students' social, physical and emotional well-being has a profound impact on their learning.
6. A well-balanced high school experience that promotes development through curricular and co-curricular opportunities is beneficial for student success.
7. Alternative education settings provide viable options for the unique needs of students.
8. In collaborating with parents, school personnel and the broader community to promote college and career readiness.
9. In providing equity and access to a rigorous and relevant curriculum for all students.
10. In providing school wide and individualized guidance to students in their educational planning for college and career readiness.
11. That learning is enhanced by caring individuals and trusting relationships.
12. In empowering students and staff to reach beyond their comfort zones through creativity, innovation and risk-taking.
13. Student learning results from shared accountability between student, staff, and family.
14. Excellent instruction that engages students is key to learning.
15. Education is a people-centered enterprise that derives its strength from the quality of its employees.

WE BELIEVE...

16. Employees should be valued, empowered, and held accountable.
17. Staffs' social, physical and emotional well-being has a profound impact on their performance.
18. That district-wide professional development promotes life-long learning.
19. Effective integration of technology enhances learning and communication.
20. We in constantly measuring our effectiveness and basing our decisions on research and data to ensure a culture of continuous progress.
21. In a safe and well-maintained environment for students and staff.
22. Careful financial planning and well-managed resources are critical to the educational program.
23. Allocation of resources should be student-centered.
24. Effective communication and collaboration improves decision-making and promotes
25. Community support.
26. Individuals affected by decisions should be involved in the decision-making process.
27. Personal relationships are the strength and foundation of the organization.
28. The education of our students requires a viable partnership with families, businesses, and the community.
29. Diversity enhances the growth and development of the individual within the global society.
30. All members of our school community should demonstrate and promote accountability, empowerment, integrity, creativity, and respect.
31. Creativity and risk taking are valuable to the viability of the organization.

PARAMETERS & GUIDING PRINCIPLES

ACTING in a manner where all people are treated equally and without discrimination.

TREATING everyone with dignity and respect.

RESPONDING quickly and appropriately to acts of harassment or bullying.

ENGAGING in courageous conversations while acknowledging diverse opinions.

PRACTICING shared decision-making at all levels of the organization.

EXPECTING exemplary employee performance.

MAINTAINING a zero tolerance for disruptive behaviors, threats or acts of violence.

ENCOURAGING environmental responsibility.

BEING prepared to respond to emergency situations.

PROVIDING a safe working and learning environment.

MAINTAINING fiscal integrity.

SETTING high expectations in order to generate success.

CORE VALUES

Integrity

Act true to the goals of the organization and the community without sacrificing ethical standards and obligations.

Creativity

New applications of existing knowledge, discovery of new knowledge and methods through innovation and adaptation.

Accountability

We are responsible for unleashing the maximum potential of each student, recognizing that our roles are critical to their success.

Empowerment

Promoting a system that encourages groups with a common purpose to creatively solve problems with a limited fear of failure.

HBUHSD

Goal Statements and Objectives

Student Achievement

Organizational/Fiscal Stability

Communication, Community and Culture

Safety and Wellness

College and Career Readiness

Technology

Visionary Leadership

Goal Statements

- **Increase student learning by providing rigorous and relevant curriculum through engaging and challenging instruction**
- **Our instructional programs will be driven through the analysis of data, collaboration and best instructional practices**
- **Provide multiple pathways to student success**

Objectives

- Provide systematic targeted professional development with monitored implementation and follow up opportunities to identify best practices for all staff
- Identify and coordinate resources, materials, and programs to provide interventions and support for all students
- Broaden and coordinate support for students to meet their diverse needs, interests, and goals focusing on closing the achievement gap
- Provide opportunities for student engagement through a wide array of academic, cultural, and personal experiences
- Expanding literacy skills in all curricular areas
- Identify multiple pathways for students to achieve high school graduation

Student Achievement

Goal Statements

- **Responsibly manage district resources while seeking alternative funding opportunities**
- **Maintain transparency and effective communication in the management of the budget and human resources**
- **Provide opportunities for professional development and growth for all employees**

Objectives

- Establish a yearly professional development calendar that meets the needs of all employees
- Allocate resources to update and repair equipment
- Provide mandated training for all extra assignment specialists in the areas of appropriate interaction with students and student safety
- Continue to effectively communicate political and fiscal updates
- Develop common and consistent practices for recruiting, hiring, and retaining staff
- Ensure that resources reflect the needs of all students
- Establish systems and processes to monitor and evaluate organizational and fiscal stability

Organizational / Fiscal Stability

Goal Statements

- **Create and sustain a culture of family and community engagement**
- **Develop, maintain and strengthen relationships based on trust, respect, and effective communication among colleagues, students, families and the community**
- **Create, develop and embrace diverse communication models that meet people where they are**

Objectives

- Develop alternate methods for timely deliver of communication (ie Social Media, eMail, SMS, etc.)
- Increase awareness of ancillary learning opportunities (ie, AP, AVID, PSAT/SAT, etc.)
- Provide guidance to students and parents regarding equal access to curricula and post secondary options
- Through team building and parent and community partnerships, increase collaboration and learning opportunities throughout the organization
- Establish a welcoming culture to encourage active parent participation in campus life

Communication, Community and Culture

Goal Statements

- **Provide district facilities that are safe, secure, and conducive to learning and working**
- **Foster a culture of healthy habits and lifestyles**
- **Provide a well-balanced educational environment where students have the opportunity to connect in and outside of the classroom**

Objectives

- Collaborate with the community to produce safe and healthy schools
- Research and implement programs that reduce bullying, violence, and substance abuse
- Research and implement programs that promote diversity, tolerance, student rights, and social awareness
- Educate students on the lasting implications of social media
- Integrate sound nutrition and fitness practices into the daily school life of staff and students
- Collaborate with parents and students to improve attendance
- Counsel students in the areas of stress management and over-commitment to maintain a healthy balance
- Inspire students to participate in educational opportunities in and outside of the classroom

Safety and Wellness

Goal Statements

- **Build the capacity of the organization to create an individual grade 9-16 education plan for all students**
- **Develop rigorous applied experiences for students by leveraging local resources including college/universities, business, and agencies**
- **Students complete rigorous college-aligned course of study with seamless transition into a career pathway and/or post-secondary education towards a viable career**

Objectives

- Create a comprehensive approach to building the capacity and knowledge of parents, students, and all staff members on college and career pathways
- Provide on-going, up-to-date training and professional development to staff, students and families in the area of college and career readiness and common core state standards
- Focus on creating a relevant and rigorous curriculum for all students
- Ensure equity and access by encouraging all students to take higher level courses
- Improve articulation with feeder districts to create a smooth transition for incoming freshmen
- Embed the common core state standards across the curriculum to ensure a seamless transition and prepare students for the new assessment models

College and Career Readiness

Goal Statements

- **Respond effectively to safety and security issues as they relate to technology usage**
- **Evaluate and update technology infrastructure on an ongoing basis to provide all staff and students with compatible, reliable, and cutting edge technology**
- **Develop relevant, flexible, and continuous training resources**
- **Embed the effective use of technology in all areas to enhance learning**

Objectives

- Universal posting of assignments and student progress by teachers
- Increase technological proficiency through professional development
- Review, maintain and update software systems in a timely manner in response to the needs of various users
- Update/adopt Student information System to support data analysis/analytics and communication
- Implement paperless workflows, i.e. PO's, Online Student Registration, etc.
- Proactively maintain infrastructure to support future needs
- Adopt and implement a Learning Management System to promote communication and online learning opportunities
- Update district guidelines and acceptable use policies
- Explore the use of personal devices on campus to increase access to learning materials

Technology

Goal Statements

- **Become an exemplary model of an educational organization in the state of California**
- **Foster a culture of visionary leadership throughout the district**
- **Implement innovative instructional practices**

Objectives

- Provide professional development to all staff (PLC, data analysis, RTI, technical literacy, Instructional Rounds...)
- Identify and apply exemplary models from other schools, districts and businesses to drive improvement
- Adopt a proactive and creative approach to decision making involving families, students, staff, and the community
- Develop opportunities to build leadership capacity within the organization
- Utilize innovative strategies to encourage out-of-the-box thinking and risk-taking
- Explore options to re-define teaching and learning

Visionary Leadership