

Hempfield School District)
Comprehensive Plan: 7/1/19-6/30/22)

Goal 1: Curriculum, Assessment & Instruction

Hempfield School District will engage learners in standards-aligned, meaningful, and authentic learning experiences designed to prepare them to be competitive and successful in their chosen post-secondary pathway.

G1.S1 *Strengthen standards-aligned unit plans (learning goals, assessments, and instruction) in all content areas across the K-12 system.*

G1.S1.IS1 Ensure that learning experiences and assessments align to targeted standards-based learning goals.

G1.S1.IS2 Provide a system for receiving, processing and responding to data-driven feedback on district written curriculum components.

G1.S1.IS3 Embed Science, Technology, Engineering, and Mathematics (STEM) and computer science knowledge and skills throughout the K-12 curriculum.

G1.S2 *Strengthen the use of evidence-based, instructional strategies to equip students to apply their learning in meaningful and authentic ways.*

G1.S2.IS1 Enhance our educators' knowledge and skillsets to engage students in learner-focused instruction and assessments.

G1.S2.IS2 Increase opportunities for students to **C**reate, **C**ollaborate, think **C**ritically, and **C**ommunicate.

G1.S2.IS3 Increase meaningful and authentic project-based learning experiences and assessments within and across the content areas.

G1.S3 *Graduate students who are ready to enter the workforce or prepared to choose the most appropriate post-secondary education option that will prepare them for their career pathway(s).*

G1.S3.IS1 Build structures and systems that enable educators to provide feedback to students and families regarding the development and use of interpersonal and intrapersonal skills.

G1.S3.IS2 Develop and/or improve digital literacy skills in all learners.

G1.S3.IS3 Identify and strengthen a variety of systemic career awareness activities and opportunities for all students.

Goal 2: Reducing Barriers

Hempfield School District will reduce barriers to student learning and implement interventions/supports to meet the academic and personal growth needs of students.

G2.S1 *Provide opportunities to meet the social and emotional health needs of our students.*

G2.S1.IS1 Provide professional development opportunities for staff on current social and emotional health concerns, recognizing warning signs or symptoms, and securing assistance.

G2.S1.IS2 Provide systems to identify students with mental health needs and provide the links to resources to support their needs.

G2.S1.IS3 Partner with agencies and organizations to provide additional services in our schools to meet the mental health needs of our students.

G2.S2 *Create an emotionally safe and supportive learning environment for all students.*

G2.S2.IS1 Create positive classroom environments and establish safety nets so students feel safe to take academic risks.

G2.S2.IS2 Continue to strengthen and align Multi-Tiered Systems of Support (MTSS) for student learning, establishing consistency across the district when appropriate.

G2.S2.IS3 Enhance understanding and supports for families and students on the importance of regular attendance.

G2.S3 *Create opportunities for all students to be ready for their post-secondary pathway(s) upon graduation.*

G2.S3.IS1 Expand and improve relationships with local businesses to increase career exposure through speakers, career activities, and internship opportunities for students.

G2.S3.IS2 Provide learning opportunities that focus on career pathways, career trends, and post-secondary education awareness.

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Goal 3: Community Engagement

Hempfield School District will enhance systems, processes, and platforms that foster strong community partnerships to support and promote the district's vision.

G3.S1 *Execute integrated marketing communications across all platforms to ensure seamless, consistent communication experiences for all audiences.*

G3.S1.IS1 Evaluate and refine existing communications protocols to ensure consistent delivery of information across buildings and in classrooms.

G3.S1.IS2 Work collaboratively with families to ensure connection to communication channels and resources that strengthen partnerships.

G3.S1.IS3 Ensure that district communication channels and resources are accessible for all individuals.

G3.S2 *Strengthen connections with community groups/organizations to build supportive relationships, promote two-way dialogue, and positively impact the school community.*

G3.S2.IS1 Develop avenues for members of the local community to engage with our students, sharing talents, skills, and resources.

G3.S2.IS2 Build stakeholder capacity to share the district's positive impact through a multi-faceted communication model.

G2.S2.IS3 Amplify efforts to tell the district's story through compelling and celebratory anecdotes featuring the benefits and impact of Hempfield School District for all students.

Goal 4: Operational Excellence

Hempfield School District will develop and continually improve operational systems and practices to create a strong infrastructure that supports and enhances teaching and learning.

G4.S1 *Implement and refine processes for hiring, training, evaluating and retaining quality employees.*

G4.S1.IS1 Expand onboarding processes for all newly hired staff across the district and conduct orientation programs throughout the year.

G4.S1.IS2 Develop and offer mentoring and training programs to provide legally-mandated and district-required trainings as well as ongoing professional and career growth experiences for all employees.

G4.S1.IS3 Provide systems for receiving, processing, and responding to feedback from employees.

G4.S2 *Review and refine operational processes to balance stakeholder and district needs while remaining legally compliant, ethical, efficient, and fiscally responsible.*

G4.S2.IS1 Develop a change management process to ensure input and feedback opportunities are available.

G4.S2.IS2 Review and refine existing workflows and processes to improve services.

G4.S3 *Improve interdepartmental communication and collaboration to promote greater understanding and the development of innovative operational solutions for district challenges.*

G4.S3.IS1 Develop and/or improve the use of digital tools, processes, and structures to facilitate communication and information sharing across departments.

G4.S3.IS2 Implement an internal advisory group to review data and processes and to recommend improvements for district operations.

G4.S4 *Examine and enhance safety and security processes and practices across the district.*

G4.S4.IS1 Standardize, when appropriate, security practices, resources, teams, and policies across the district.

G4.S4.IS2 Enhance working relationships with all first responder agencies that service the district.