

**Vision:** The School City of Hobart Community will foster intellectual curiosity, natural abilities, critical thinking, and literacy in students while developing respectful and responsible citizens who are excited about the challenges of tomorrow, confident in their ability to chart the future, and dedicated to the pursuit of lifelong learning.

**Mission:** Hobart Middle School will equip children for adulthood. • Hobart Middle School will address the needs of individual students. • Hobart Middle School is a Community School. • Hobart Middle School is committed to success.

**Beliefs:** Learning is the shared responsibility of our school, student, parent, and community. • Learning occurs best in a safe, secure environment. • Our school values and respects diversity, creating an equal opportunity for all children to learn. • Successful learners, whether students or adults, set goals and monitor progress in achieving them. • Motivation to learn is influenced by a student's emotional state, beliefs, interests, and goals. • Students learn best when they are actively engaged in meaningful, challenging work. • Students learn best when the staff maintains high expectations for learning. • Successful students create and use a variety of thinking and reasoning strategies and can communicate ideas. • Interactions with adults, who serve as role models and mentors, contribute to student learning and achievement. • Effective educators engage in learning communities that use research and best practices that support the ongoing improvement of teaching and student performance.

<p><b>Clear Direction</b></p>	<ol style="list-style-type: none"> <li>1. HMS will engage community stakeholders to participate in Cognia strategic planning.</li> <li>2. HMS will be more deliberate with state assessment communication with students and parents.</li> <li>3. HMS will be deliberate with triangulation of data sources for targeted actions.</li> <li>4. HMS will communicate the vision and mission to stakeholders through the district Website, newsletters, and social media.</li> <li>5. The Board will build and maintain collaborative relationships between the Board and the superintendent, all employment groups, the Cognia leadership team, as well as stakeholders in the community.</li> <li>6. Public presentations at HMS and Board meetings highlight success stories that exemplify work on the vision and mission.</li> <li>7. The district will keep Board Policy updated as well as the district and HMS keeping their Cognia strategic plans current.</li> </ol>
<p><b>Healthy Culture</b></p>	<ol style="list-style-type: none"> <li>1. All HMS employees engage in brain-based, trauma informed, and social emotional learning.</li> <li>2. All HMS students receive tiered support through MTSS.</li> <li>3. All HMS counselors attend ASCA Professional Development and deliver services.</li> <li>4. All HMS students have access to a mental health counselor for social emotional needs.</li> <li>5. HMS students work with Wellness Coordinators for nutrition, activity, sleep, and mindfulness.</li> <li>6. All stakeholders use tools and strategies for a safe school and community.</li> <li>7. All HMS students set goals, use Grit (Growth Mindset), and strive for, "All My Life I want to Be a Brickie. Work! Work! Work!"</li> <li>8. All HMS students learn how to become good Digital Citizens and have a responsible Digital Footprint.</li> <li>9. All HMS students have the opportunity to participate in an extracurricular activity that engages and connects them to school.</li> <li>10. All HMS students learn about drug free living.</li> </ol>
<p><b>High Expectations</b></p>	<ol style="list-style-type: none"> <li>1. All HMS students will learn about state requirements for graduation, including a high school diploma, employability skills, and college/career credentials.</li> <li>2. HMS rigorous curriculum opportunities for students through continuous curriculum programming and mapping.</li> <li>3. HMS partners with higher education and employers to offer college and career opportunities.</li> <li>4. Professional Learning Communities will participate in ongoing training of curriculum, data tools, and analysis.</li> <li>5. HMS an evaluation system for classified and certified staff that provides opportunities for continuous professional development.</li> <li>6. The district empowers staff through job embedded professional development, peer coaching, mentors, outside professional conferences, and college courses.</li> <li>7. HMS provides collaborative learning opportunities for sharing and growth.</li> </ol>

<b>Impact of Instruction</b>	<ol style="list-style-type: none"> <li>1. All HMS students will participate in STEM/STEAM opportunities.</li> <li>2. All HMS students will participate in project/problem based learning.</li> <li>3. All HMS students will create digital portfolios that showcase their work and growth.</li> <li>4. All HMS students will increase fluency and comprehension by using reading skills/strategies with a variety of texts across the curriculum.</li> <li>5. All HMS students will increase communication skills by writing across the curriculum.</li> <li>6. All HMS students will use reasoning and critical thinking to solve problems through applied mathematics across the curriculum that provide relevant, concrete, and everyday problems.</li> <li>7. All HMS students will increase problem solving skills by using technology tools across the curriculum.</li> </ol>
<b>Resource Management</b>	<ol style="list-style-type: none"> <li>1. The district received a capital improvement bond for large scale building improvements.</li> <li>2. The district received an operational bond to offset the property tax caps due in 2020.</li> <li>3. The district will budget, protect assets, and financial stability.</li> <li>4. The district will apply for any eligible grants that are eligible to increase tools for instruction.</li> <li>5. The district will be strategic with career and technical education funding in order to offer college and career ready programming.</li> <li>6. The district will be strategic with partners for course offerings.</li> <li>7. The district will be competitive on recruiting high quality teachers and staff through compensation and benefit packages.</li> <li>8. All teachers will receive support for continuing education and professional development to support curriculum and program delivery.</li> <li>9. All teachers will receive technology professional development and support.</li> <li>10. All facilities will be maintained and updated for safety, technology, and longevity.</li> <li>11. The district will deliver health services through school nurses or the Brickie Clinic.</li> <li>12. The district will ensure students will receive special education services through NISEC or the English language program.</li> </ol>
<b>Engagement</b>	<ol style="list-style-type: none"> <li>1. All HMS students will complete an Initial Graduation Survey and a High School Graduation Plan.</li> <li>2. All HMS students will learn about employability skills training.</li> <li>3. All HMS students will have available to them Khan Academy to individualize learning as well as prepare for college readiness and early college eligibility.</li> <li>4. All HMS students will participate in career awareness.</li> <li>5. All HMS students will participate in career exploration.</li> <li>6. All HMS parents/guardians are provided workshops on college testing, early college, career and technical education, and cash for college.</li> </ol>
<b>Implementation</b>	<ol style="list-style-type: none"> <li>1. The district uses a data warehouse for creating formative assessment and warehousing all test data that is integrated with the student management system and Early Warning Indicator System (EWIS).</li> <li>2. HMS uses an Early Warning Intervention System for MTSS.</li> <li>3. Professional Learning Communities will participate in ongoing professional development of data tools and analysis.</li> <li>4. HMS will engage in continuous school improvement planning to be accredited by Cognia through Leadership Teams meeting regularly by goal areas to monitor implementation of their Strategic Plan.</li> <li>5. HMS will identify goals in the Strategic Plan based on data analysis annually which will yield changes that may be necessary in goal areas to achieve the vision.</li> <li>6. HMS will meet with the district's service department heads to monitor progress on the Cognia Strategic Plan.</li> <li>7. Professional Learning Communities meet regularly in teams to review student learning by using evidence from the formative and summative assessments in the School City of Hobart's Assessment System Framework.</li> </ol>