

**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:** Our Schools equip children for adulthood. • Our Schools address the needs of individual students. • Our Schools are Community Schools. • Our Schools are committed to success.

**Beliefs:** Learning is the shared responsibility of the school, student, parent and community. • Learning occurs best in a safe, secure environment. • Our schools value and respect 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. The district will engage community stakeholders to participate in a strategic planning.</li> <li>2. The district will be more deliberate with state assessment communication with students and parents.</li> <li>3. The district will be deliberate with triangulation data sources for targeted actions.</li> <li>4. The district 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 leadership team, as well as stakeholders in the community.</li> <li>6. Public presentations at schools 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 schools keeping their strategic plans current.</li> </ol>
<p><b>Healthy Culture</b></p>	<ol style="list-style-type: none"> <li>1. All employees engage in brain-based, trauma informed, and social emotional learning.</li> <li>2. Students receive tiered support through MTSS.</li> <li>3. All counselors attend ASCA Professional Development and deliver services.</li> <li>4. All students have access to a mental health counselor for social emotional needs.</li> <li>5. 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 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 children are given opportunities for early education (Building Brickies, Pre-School, and Transition to Kindergarten).</li> <li>9. All students develop a digital presence that is safe.</li> <li>10. All students participate in service.</li> <li>11. All students participate in an extracurricular activity that engages and connects them to school.</li> <li>12. All students learn about drug free living.</li> </ol>
<p><b>High Expectations</b></p>	<ol style="list-style-type: none"> <li>1. Liberty Elementary provides rigorous curriculum opportunities for students through continuous curriculum programming and mapping.</li> <li>2. Professional Learning Communities will participate in ongoing training of curriculum, data tools and analysis.</li> <li>3. Liberty Elementary will continue to pursue PBL and STEAM curriculum.</li> <li>4. All students will participate in College and Career Awareness and employee expectations.</li> <li>5. The district maintains 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. The district provides collaborative learning opportunities for sharing and growth.</li> </ol>

<b>Impact of Instruction</b>	<ol style="list-style-type: none"> <li>1. All students will participate in STEM/STEAM opportunities.</li> <li>2. All students will participate in project/problem based learning.</li> <li>3. All students will create digital portfolios that showcase their work and growth.</li> <li>4. All students will increase fluency and comprehension by using reading skills/strategies with a variety of texts across the curriculum.</li> <li>5. All students will increase communication skills by writing across the curriculum.</li> <li>6. All 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 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 students will have a plan for post-graduation that includes early college through Hobart University or a career and technical, education concentrator path.</li> <li>2. All students will participate engage in employability skills training and participate in Work-based Learning.</li> <li>3. All students use Khan Academy to individualize learning as well as prepare for college readiness and early college eligibility.</li> <li>4. All students will participate in career awareness.</li> <li>5. All students will participate in career exploration.</li> <li>6. All students will participate in small learning communities/career pathways.</li> <li>7. All 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. The district 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. The district and each school 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. The district 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. The district 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 Programs and Assessment Plan.</li> </ol>