

Updated District Vision, Mission, and Strategic Goals

January 2023



Vision

A safe-haven where our diverse student body is valued and respected, and students succeed today and are prepared for tomorrow.

Mission

To provide tailored, relevant, high quality and well-rounded instructional programs to meet the challenges of the future, and to provide staff that are engaging with parents and families and committed to empowering students' college and career interests and readiness. To prepare and motivate our students for a rapidly changing world by instilling critical thinking skills, a global perspective, and a respect for core values of honesty, loyalty, perseverance, and compassion. To foster authenticity, honor all achievements, and work towards promoting a culture where our schools and community can thrive.



Goal #1

Educational Foundations

- Increase the number of 3rd grade students who will be on track to meet NYS High School graduation rate to 90% by the close of the 2025-2026 school year with the following subgroup exceptions where annual improvements criterion shall be utilized to measure success.
- Continue to analyze data, develop improvement criterion, and recommend a plan to improve annual performance for ELA and Math by ELLs and exiting ELLs as well as Students with Disabilities by March 2023 curriculum meeting; to help inform budget development for 2023/24 school year.



Goal #1

Educational Foundations

- Goal: 3rd Grade Literacy and Math Proficiency
 - Aspirational goal: 90% by close 2025-2026
 - Leading indicator of student success in High School
- Data shows
 - Widely variable sub groups 86 % to 35%
 - ELL's need 5 to 8 years to be academically proficient in English
- Develop (budget) plan for subgroups (ELL's and SWD) by March 2023



Goal #2

Whole Child Initiative

- Commit to providing an overhaul of the existing district wellness policy to promote and protect children's health, well-being, and ability to learn by supporting healthy eating and physical activity before, during and after the school day (September 2023)



Goal #2

Whole Child Initiative

- Develop and implement a whole child initiative focused on a “culture of care” which is inclusive and connected to the school community by addressing the physical, mental, social, and emotional well-being of all students and staff. To develop comprehensive and CASEL based social emotional learning programs for all students, elementary and secondary, throughout the district by the start of the 2025-2026 school year, utilizing the following timeline:
 - District team engage in training- Summer 2023
 - School Level Teams engage in training- Fall 2023
 - School Staff Rollout- Spring 2024
 - Elementary/Middle School Student & Family Rollout- Fall 2024
 - High School Student & Family Rollout- Grade 9- Fall 2025



Goal #3

Graduation Pathways for all HMS and HHS Students

- Ensure that all students have personalized choices for their college pathways in high school. Develop a plan by October 2023 to reduce student caseloads to allow for Guidance Counselors to devote quality time to their assigned students.
- Develop a comprehensive approach that makes best use of limited HMS and HHS resources by fleshing out curriculum pathways and eliminating courses that have little academic or career value.



Goal #3

Graduation Pathways for all HMS and HHS Students

- Develop a long-term plan, including related infrastructure, to expand in-district Art, CTE and STEM pathway opportunities and sequences and eliminate non-productive electives by January 30, 2024.
- Consider interim solutions to short term space constraints. Continue to establish long-term partnership with higher education, career and technical education centers, and internships, externships and apprenticeships with municipalities and the trades.



Goal #4

Graduation Success

- Increase the number of students gaining regents' diplomas and advanced regents' diplomas (indicators of career and college success) to 95% and 55% respectively by the summer session of 2025-26. Develop an improvement plan with specific numerical targets and milestones by March 2023. (For example: mastery, Level 3 and 4, in Math and or English by 8th grade)



Goal #4

Graduation Success

- Aspirational goals by 2025/26
 - Indicators of career and college success
 - 95% regents diplomas
 - 65% advanced regents diplomas
- Develop a plan by March 2023 to achieve goals
 - Specific annual targets and milestones
 - For example:
 - Middle School mastery in Math or English for HS success
 - pathways/sequences that:
 - promote student interest
 - reduce dropout rates



Goal #5

Communications

- Continue to implement the District Communications Plan initiatives to welcome and strengthen relationships between all District schools and every stakeholder (student, staff, parent, and community members) by accomplishing the following:
 - Hire a District Family Engagement Coordinator to advance this goal by serving as a liaison between district administrators, faculty, staff, parents, and families to improve communication within the district to promote parent/family engagement and partnership in their child's education. (June 2023)
 - Explore the benefits and construct of a culture of safe communications to enable stakeholders to share concerns and suggestions freely in support of engaging families and community members throughout the district. (June 2023)



Goal #5

Communications

- Take inventory of various channels of communication that are being used throughout the district. Hold at least one annual district stakeholder Town Hall meeting to help develop and communicate transparent school-home communications, in various languages spoken throughout the district by gathering information, informing, and engaging stakeholders. (annually within 60 days of the start of each school, beginning with the 2023-2024 school year)
- Strengthen community relationships by creating a more effective Industry Advisory Board among community stakeholder groups and district administrators, business groups, and area legislators. (February 2023)
- Develop a community “Bill of Rights” protocol. (March 2023)



Goal #6

Diversity, Hiring, Retention, and Appreciation

- To develop and foster partnerships with diverse district stakeholder groups and outside organizations to strengthen diversity recruitment, retention, and appreciation efforts as demonstrated by:
 - Continuing to mirror our diverse student body with the hire of diverse faculty by 10% annually over the next 3 years (2023-2026).
 - Advancing Hicksville's participation in the Teachers of Tomorrow Program. Provide semiannual updates to the community at the January and May BOE meetings beginning in January 2023



Goal #6

Diversity, Hiring, Retention, and Appreciation

- Providing professional development training to all staff (teachers, guidance, social workers, psychologists, TAs, monitors, greeters, buildings and grounds, nurses, support, and administrators) on cultural sensitivity and cultural competence to enhance the district's culture of mutual respect for all. Develop a schedule for such training by March 2023 with completion of all staff training by March 2024.
- Matching new teachers with appropriate mentors or life coaches from similar cultural backgrounds where possible. (September 2023)
- Ensuring that communications from the school are available in languages other than English. (On-going beginning in June 2023)
- Having childcare available at parent meetings as was modeled by Parent University workshops. Reinstitute Parent University workshops. (April 2023)

