

HBCSD Goals 2021-2022

Equity • Excellence • Finance

Equity & Inclusion

- Diversity, Equity, and Inclusion Awareness
- Intervention Support
- Social Emotional Wellness

Culture of Excellence

- Student Achievement
- Professional Development
- Signature Programs

Financial Stewardship

- Enrollment
- Measure S
- Community Partners

Goal	
Equity and Inclusion	<ol style="list-style-type: none"> 1. Develop Diversity, Equity, and Inclusion (DEI) awareness and capacity with staff through collaboration, consultancy, and professional development. <ul style="list-style-type: none"> Assess improvement efforts and school climate through continuous feedback from the California Healthy Kids Survey, Panorama, and Net Promoter Score (NPS) Score. 2. Target, support and improve the achievement and wellness of students performing below grade-level and/or at-risk with strategic Tier I-III interventions. <ul style="list-style-type: none"> Implement Student Success Teams (SST) and intervention systems for data-driven to decrease the number of students performing below grade-level and referred to Special Education from 19-20 and 20-21 levels. Incorporate best practices into professional development and ongoing staff support to improve staff assessment of working with at-risk learners. 3. Continue and expand social emotional programming through community engagement, counselor capacity, and schoolwide programs/curriculum as demonstrated by improved school climate indicators. <ul style="list-style-type: none"> Develop staff wellness plan to support the health and well-being of HBCSD employees.
Culture of Excellence	<ol style="list-style-type: none"> 1. Improve academic achievement in ELA/Math from 20-21 Trimester 3 iReady performance by establishing a triangulated benchmark system, a clear baseline, and collaborative achievement goals at Grades K-5 and 6-8 for 21-22 and 22-23. <ul style="list-style-type: none"> Audit curriculum fidelity and effectiveness to Eureka Math, Amplify Science, and F&P Benchmark and support implementation. Conduct study of HBCSD performance at the high school level and develop a system of "HS readiness" preparation. Present triangulated data, analyze, and set goals in context of South Bay school performance.

	<ol style="list-style-type: none"> 2. Establish a standard system of professional development and implement a strategic plan as measured by collaborative learning time, teacher survey, and student performance. <ul style="list-style-type: none"> • Form an instructional schedule that supports professional learning and collaboration time. • Develop a partnership between Instructional Leadership Teams, HBEA, and the District to determine professional development. • Facilitate alternative collaboration for teacher-led innovation and instructional practices. 3. Improve and expand classroom programs by matching/increasing funding, restructuring areas of priority, and promoting successes. <ul style="list-style-type: none"> • Sustain or expand STEM/Robotics programs, Arts/Music, Library/Reading, and other 21st century learning programs. • Create a 3-5 year plan for curriculum adoption. • Substantiate “Thrive K — Life” with positive engagement between community and programming.
Financial Stewardship	<ol style="list-style-type: none"> 1. Increase enrollment to return to 2019-2020 level (1345 students) and/or exceed it by 2022-2023. <ul style="list-style-type: none"> • Implement and promote full-day kindergarten. • Secure on-site childcare programming both before and after school and afterschool enrichment. • Promote a culture of excellence and permit program to attract Hermosa residents and neighboring communities. 2. Complete View construction project by July 2022 within or under budget. <ul style="list-style-type: none"> • Develop a fiscally sustainable plan to staff and program a three-school system for 2022-2023. 3. Expand community/business partnerships with local and non-local organizations as demonstrated by increased donations (\$ amount) and educational programs. <ul style="list-style-type: none"> • Secure an increase of revenue through facility usage of (\$ amount). • Investigate and develop a three-year plan to achieve additional revenue through a ballot measure.

*Some goal objectives are multi-year outcomes that will be reviewed annually for progress.