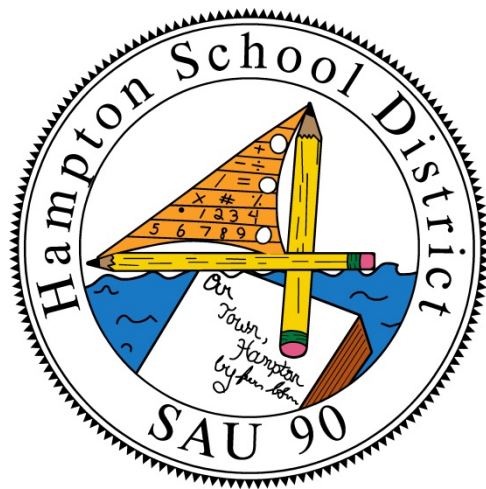


# Strategic Plan 2013 - 2018

Rethinking, Restructuring, and Revitalizing



**HAMPTON SCHOOL DISTRICT**

June 18, 2013

*"Learning...a voyage for a lifetime"*

# Strategic Plan 2013 - 2018

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Rethinking, Restructuring, and Revitalizing

## A Note from the Superintendent

Our Strategic Plan reflects the 3 R's of Rethinking, Restructuring, and Revitalizing the delivery of education in the Hampton School District.

This process allowed for the educational community to take great ideas and ultimately reach better outcomes for all children and their families. The plan will serve as a “road map” for the educational community for the next three to five years. Implementation of this plan will assist the District in a focused effort to meet the needs of the ongoing teaching and learning that occurs each and every day in our classrooms. In staying loyal to the plan, the District will maintain the commitment to efficiencies and utilization of the available resources to achieve excellence.

In coming together and forming strong partnerships with students, families, and the community, this District will continue to strive to create the learning environments that fosters inspiration, engagement, and citizenship of which we can all be proud as we become a community of learners.

Kathleen A. Murphy  
Superintendent

## **Mission Statement**

The mission of the Hampton School District is to provide an encouraging educational environment where the unique talents and abilities of individual students are recognized and where the learning experience is meaningful and every student achieves mastery through a firm foundation in core fundamentals, higher level of thinking, problem solving and critical/creative communication skills.

## **Values and Beliefs**

Excellence in Education

Innovation...in delivery

Equity...in curriculum access

Trust...through accountability

Collaboration...students, parents, and the school district

Fiscal Responsibility...fairness to taxpayers

## Curriculum Assessment and Instruction

To achieve 100% proficiency in core curriculum areas and work towards an environment of academic challenge beyond the Common Core standards.

- A. Reassess alignment of Curriculum Cycle while making the curriculum an active part of teaching every day
- B. Review methods and materials to support the adoption of curriculum standards where differentiated teaching is the norm
- C. Ensure that all students have access to the curriculum
- D. Develop a system of monitoring curriculum to achieve the expected outcomes
- E. Strengthen the areas of Math and Science through the implementation of STEM programs K-8
- F. Adopt and implement a consistent district-wide framework that meets the needs of and reflects the learning styles of all students
- G. Provide opportunities for Extended Learning Experiences to motivate, reinforce and enrich learning
- H. Use current assessments and standards to assist in the development of student reporting systems Preschool through Grade eight
- I. Incorporate the goals and objectives of the HSD five year technology plan
- J. Utilize technology and media to expand opportunities for learning during the school day, school year, and beyond
- K. Research and develop recommendations regarding the extension of the school day
- L. Explore state recommendations for a comprehensive guidance plan for the district
- M. Develop a plan to connect and reach out to community preschools

## Human Capital Resources

To ensure that the Hampton School District provides the highest quality of personnel to meet the educational, administrative and support needs of our learners.

- A. Conduct a thorough review of all positions in the district based on need and enrollment
- B. Develop a Substitute Handbook and require training program for all substitutes
- C. Continue the implementation and evaluation of the district Mentor program
- D. Foster a working relationship with local colleges and universities to serve as a placement location for aspiring professionals
- E. Support the Professional Development and training needs of the staff in ways that reflect the goals of the school district and needs of the learner
- F. Develop a community map that will identify community, civic groups, and business partners
- G. Implement the district's "Teaching Effectiveness Plan" to provide supervision, evaluation and support for the professional staff
- H. Research, develop and implement a plan for the district's "Administrative Effectiveness Plan" to provide supervision, evaluation and support for the professional staff
- I. Explore the development of career ladders for teachers
- J. Reorganize the Technology Department including position descriptions, integration with curriculum and instruction, and the addition of media services

## Communication

To build strong relationships with students, families, and the community to increase trust and shared responsibility.

- A. Use multiple and appropriate methods of communication and engagement to reach all stakeholders and all of the various entities of the community to develop partnerships and shared responsibilities for student success
- B. Increase collaboration with local and regional agencies to support students and families
- C. Utilize media resources including local cable television access to open lines of communication
- D. Foster communication at the school level through increased leadership opportunities

## Governance

To address the critical educational concerns and needs in the school district.

- A. Analyze and review the contracts currently in the district
- B. Conduct a school district policy audit
- C. Review all aspects of the transportation of students
- D. Support curriculum that meets the needs of the Twenty First Century learner and is built on mastery of competencies
- E. Support student schedules that reflect the needs of the learner
- F. Monitor and review the school calendar to secure optimum time for student learning
- G. Consider the needs of preschool programming in Hampton
- H. Continue to monitor costs associated with personnel needs

## Finance and Facility

To align resources to accomplish priorities within a balanced budget.

- A. Ensure that the Facilities Maintenance Plan is updated periodically
- B. Review and update the Capital Improvement Plan to support the district's needs as defined by the district's facilities committee and communicate them to the Town of Hampton CIP program
- C. Update districts assets
- D. Engage in Capital Debt planning
- E. Consider use of Capital Reserve Trust Fund to balance tax impact of capital facility needs
- F. Examine options to increase district allocation of federal dollars
- G. Explore and support legislation to enhance State support of local district expenditures for education
- H. Identify opportunities for and achieve greater efficiencies through sustainable efforts (ex. in building construction, energy, and fuel consumption)
- I. Review policy and protocols related to matters of safety and emergency response
- J. Address the gaps in building level security, access issues and emergency planning
- K. Develop plans for the second phase of the Safe Routes to School Program