##GES: VISION & MISSION

**EXCELLENCE IN ACTION!**

Perseverance • Collaboration • Engagement

###HCPSS STRATEGIC CALL TO ACTION

**Vision:** Every student and staff member embraces diversity and possesses the skills, knowledge and confidence to positively influence the larger community.

**Mission:** HCPSS ensures academic success and socioemotional well-being for each student in an inclusive and nurturing environment that closes opportunity gaps.

###HCPSS FOUR OVERARCHING COMMITMENTS

**Value:** Every HCPSS stakeholder feels happy and rewarded in their roles and takes pride in cultivating the learning community.

**Achieve:** An individual focus supports every person in reaching milestones for success.

**Connect:** Students and staff thrive in a safe, nurturing, and inclusive culture that embraces diversity.

**Empower:** Schools, families, and the community are mutually invested in student achievement and well-being.

##SCHOOL TARGETS AND STRATEGIES

**Literacy Target:** In grades 3-5, the percentage of students scoring 4 or higher on the MCAP English Language Arts Assessment will increase from 35.6% to 42%.

**Strategies:**
1. Primary and intermediate teachers will engage in professional learning focused on phonics and word study.
2. Intermediate staff will implement a phonics scope and sequence of instruction while focusing on differentiation for all readers.
3. Teachers will engage in peer to peer observations for phonics instruction.

**Mathematics Target:** In grades 3-5, the percentage of students scoring 4 or higher on the MCAP Mathematics Assessment will increase from 31% to 46%.

**Strategies:**
1. In order to impact mathematics performance, instructional staff will engage in Number Talks and Computational Fluency professional learning.
2. Administrators will conduct periodic walkthroughs to ensure that number talks are implemented with fidelity and Instructional staff conduct peer to peer visits to provide feedback and reflect on implementation.
3. All teachers will focus on differentiation of instruction to ensure that all students participate in the learning process.

**School Climate Target:** The Suspension rate will decrease from an overall rate of 2.1 for the 21/22 school year, to an overall rate of 1.7 for the 22/23 school year.

**Strategies:**
1. The PBIS framework and 123 Magic will be implemented consistently and with fidelity.
2. Staff will engage in professional learning that centers on implementing 123 Magic, PBIS, equity, and managing student behaviors.

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*We value input from our students, staff, parents and community. If you have suggestions, questions, or feedback about our School Improvement Plan, please feel free to contact Trish Lannon at (410)880-5930 or trish_lannon@hcpss.org.*