HICKMAN COUNTY SCHOOLS

Every Student. Every Day.

Hickman County Schools Strategic Plan
July 2026

Mission:
The Hickman County School System serves to inspire every student, every day, so that each is prepared for a successful future.

Vision:
Our vision is to inspire excellence in every student by developing their full potential through high expectations and unwavering commitment.

Core Values:

- Our schools must be safe, welcoming, and positive for students, parents, teachers, and community.
- We encourage and support growth without limitations for all students through strong academics, the arts, career/technical, and extracurriculars.
- We strive to develop well-rounded citizens who will contribute to the community and the world with integrity.
- We endeavor to cultivate a strong character in each student to prepare them for post-secondary success.

Goals:

- Invest in students.
- Support all staff.
- Embrace our community.
- Focus on facilities and funding.

Priority Focus Areas

Student Achievement (Literacy, Math, ACT, TVAAS Growth)
Attendance (Chronic Absenteeism)
Instructional Rigor (Standards-Based Instruction & HQIM)
Career and Technical Education (CTE) Sustainment
Staff Recruitment and Retention
School Culture & Behavior Supports
Community Engagement
Enrollment & Revenue Growth
Facilities & Financial Sustainability

Action Steps

Goal 1: Invest in students.

- Strengthen literacy achievement.
  - Renewed focus on explicit foundational skills and literacy instruction grounded in board-approved curricula.
  - Strengthen Tier I literacy instruction.
  - Early identification and intervention for struggling readers.
  - Increased emphasis on comprehension and writing stamina.
  - Targeted small-group interventions during RTI time.
  - Coaching support for instructional consistency across classrooms.
  - Apply literacy-in-content strategies across subjects.
- Improve mathematics instruction.
  - Support early mathematics foundations.
  - Focus on number sense, problem-solving, and math fluency.
  - Intervention supports embedded in daily instruction.
  - Professional development focused on conceptual understanding and pacing.
  - Support effective PLCs.
  - Leverage ongoing support through participation in the TDOE Math Implementation Network.
  - Alignment of instructional resources and pacing guides.
  - Data-driven regrouping during RTI blocks.
- Monitor and sustain Career and Technical Education (CTE) offerings.
  - Evaluate enrollment, graduation requirements, and program viability.
  - Ensure existing pathways remain strong and aligned to student needs.
- Strengthen post-secondary readiness.
  - Maintain targeted supports for foundational high school courses.
  - Focus on writing, problem-solving, and content literacy.
  - Monitor subgroup performance for equity.

- Utilize multiple benchmark assessments and student data trackers to monitor progress.
- Increase student readiness and performance on the ACT through focused preparation, interventions, and support.
- Increase student academic growth as measured by TVAAS through data-driven instruction and intervention.
- Reduce chronic absenteeism.
    - Implement attendance incentives.
    - Family outreach.
    - Targeted supports.
- Implement and sustain comprehensive behavior supports across all schools, including ongoing training for staff and administrators.
    - Include behavior modification program for grades K-5.
- Increase opportunities for real-world learning by integrating authentic, applied learning experiences into instruction.
- Recognize student achievement by highlighting a Student of the Month at each school board meeting.
- Emphasize citizenship and character development as a shared responsibility across all schools.

Goal 2: Support all staff.

- Recruit and retain highly effective teachers.
    - Competitive compensation / salary schedules.
    - Supportive working conditions.
    - Regular recognitions / staff appreciations.
    - Reestablish new teacher PLCs and mentorships.
    - Provide targeted support for both traditionally prepared educators and those entering through non-traditional pathways.
    - Utilize district leadership as informal mentors in addition to school-based mentoring supports.
- Strengthen the use of data to drive instructional decisions and increase accountability at all levels.
    - Utilize student data trackers.
    - Integrate student data chats.
- Implement and support the use of high-quality instructional materials (HQIM) across all content areas.
    - Share best practices district-wide.
    - Monitor consistency across schools and classrooms.
- Ensure consistent implementation of standards-based instruction.
    - Focus on rigor and alignment.
    - Ensure vertical alignment of academic standards between grade levels.

    - Expand cross-grade PLC collaboration.
    - Reestablish consistent, intentional PLC structures at the high school level.
- Provide high-quality, effective professional development.
    - Aligned to district instructional priorities.
    - Explore more opportunities for differentiated, personalized training.
    - Provide data training on achievement and growth models.
    - Focus on lesson preparation, instructional delivery, and pacing.
    - Include high-quality PD options for administrators.
- Provide targeted training for administrators on effective behavior management and student support systems.
- Fully leverage the expertise of two district-wide instructional coaches to provide consistent, high-quality instructional support across all grade levels and content areas.

Goal 3: Embrace our community.

- Actively market district schools and programs to strengthen public awareness and community confidence.
    - Expand the district's presence and engagement through consistent and strategic use of social media.
    - Strengthen communication with the local newspaper to highlight student, staff, and school successes.
    - Develop podcasts and/or video content to share district initiatives, achievements, and stories.
    - Maintain an updated, user-friendly district website as a primary communication tool.
    - Intentionally "tell the district's story" by highlighting positive outcomes and growth.
    - Lead/host "State of the Schools" community meetings.
- Partner with community leaders to strengthen school-community connections.
    - Improve relationships and communication with local officials to strengthen partnerships and advocacy.
    - Expand partnerships with community organizations to support students and schools.
    - Engage local and state politicians to advocate for district needs and priorities.
- Provide coordinated services and supports to families to address barriers to student success.
- Promote "shop local" initiatives to support local funding and community investment in schools.
- Develop mentoring opportunities for students through community and business partnerships.

- Expand work-based learning (WBL) and internship opportunities for high school students.
- Implement district-wide community projects and engagements to promote literacy.

Goal 4: Focus on facilities and funding.

- Upgrade district facilities to ensure safe, functional, and modern learning environments.
    - Ensure continued preventive maintenance to extend the life of district facilities.
    - Develop and implement a comprehensive maintenance and facilities matrix to guide planning and prioritization.
    - Maintain high standards of cleanliness and organization across all buildings.
    - Ensure all schools have color coded safety maps in place.
    - Take appropriate actions to ensure student safety in all school facilities.
- Identify and pursue additional revenue opportunities beyond traditional funding streams.
    - Explore opportunities related to cell phone towers or similar leases on district property.
    - Explore bus advertising as a potential revenue source for the district.
    - Pursue grants to support instructional programs, facilities, and student services.
- Increase student enrollment to strengthen district revenue and long-term sustainability.
    - Expand and strengthen the district's virtual school offerings to provide flexible learning options for students and families.
    - Market district programs and offerings to homeschool families as an alternative pathway to public education.
- Explore before- and after-school childcare options to support recruitment and retention.
- Maintain a balanced budget while aligning financial decisions with district priorities.