Strategic Plan Suggestions

Our Vision

Hickman County Schools inspires and supports every student and staff member through high expectations, shared accountability, and a commitment to excellence. Every student deserves access to engaging, high-quality instruction and the support needed to reach their fullest potential.

Our Mission

We engage, challenge, and nurture every student's mind, body, and character to prepare each for success in education, work, and life. **Rooted in good manners, common courtesy, and ethical decision-making, we strive to build strong values and character that guide our students beyond the classroom.** Together, our schools, families, and community create an environment where learning is meaningful, safe, and connected to real-world purpose.

Our Core Values

Integrity: We act with honesty, fairness, and respect in every decision.
Excellence: We set high expectations and believe all students and staff can achieve and grow.
Engagement: Learning thrives through strong relationships, inspiring classrooms, and curiosity.
Equity: Every student deserves access to quality instruction, resources, and opportunities.
Safety: Every student and staff member deserves a safe and welcoming environment.
Community: We work with families, businesses, and civic partners to build countywide pride.

Goal 1: Academic Achievement (PK–12)

Ensure all students achieve growth and proficiency through aligned instruction, data-driven decision-making, and high-quality professional learning.

2025–2026 Objectives

- Implement the use of data from districtwide benchmark testing (**MasteryConnect**) **and ensure transparent communication with families regarding all assessments. Schools will send out messages about upcoming testing, including what tests students are taking (Aimsweb, iReady, and MasteryConnect), when tests will occur, and when results will be returned. Each school will include the testing schedule in its student handbook and communicate assessment information more frequently throughout the year to keep parents informed and engaged.**
- Use AimsWeb and iReady data to inform Tier I instruction and intervention in K–8.
- Conduct IPG-aligned walkthroughs with actionable feedback focused on Core Actions 3–4.
- Strengthen PLC collaboration centered on standards alignment, vertical planning, and rigor.
- Maintain district-level data review meetings each semester.
- Support ACT readiness and test preparation within secondary schools.

- Align lesson plan reviews to HQIM and the Standards Annotation Guide **and ensure that sister schools have clearly defined parameters and expectations for consistent implementation.**
- Strengthen Special Education services by auditing IEPs for compliance, clarity, and alignment with student needs.
- Provide targeted professional learning and coaching for Special Education staff on progress monitoring, data-driven instruction, and inclusive practices.
- Expand co-teaching and collaboration between general and special educators to improve Tier I and Tier II instruction.

Future Action Steps (2026–2030)

- Demonstrate continued growth in Success Rate and TVAAS in all tested areas.
- Embed benchmark and formative data into individualized student learning plans.
- Expand PLC collaboration across schools and grade bands.
- Increase student participation in early postsecondary opportunities and CTE pathways.
- Explore the development of a behavioral school or regional support program to serve students with significant behavioral and academic needs, **and create clear processes and procedures for how students are identified and placed in the program.**
- Continue building district capacity to support students with disabilities through specialized staffing, program design, and professional learning.
- Strengthen co-teaching, RTI, and inclusion strategies across all schools.
- Continue professional learning that builds teacher capacity for differentiation and high-quality instruction, **ensuring that "all means all" — including gifted and high-achieving students — with a focus on equitable access as emphasized in Core Action 4 of the IPG.**
- Sustain districtwide alignment of lesson plans, walkthroughs, and PLCs to the Instructional Practice Guide (IPG).

Goal 2: Student Success, Safety, and Engagement

Foster safe, supportive, and engaging learning environments that promote attendance, positive behavior, and emotional well-being.

2025–2026 Objectives

- Reduce chronic absenteeism to **13%** or below districtwide.
- Conduct biweekly attendance reviews and monthly check-ins at each school.
- Implement Raptor safety planning and training at all sites.
- Provide districtwide PD on de-escalation and classroom management in July.
- Review and monitor school behavior intervention plans quarterly.
- Celebrate positive behavior and academic success through school-based recognitions and community events.
- Encourage attendance and engagement through incentives, mentoring, and family outreach.

Future Action Steps (2026–2030)

- Maintain chronic absenteeism below 10%.
- Continue reducing disciplinary incidents and out-of-school suspensions annually.
- Expand restorative practices, SEL instruction, and mentoring programs K-12.
- Partner with local agencies and emergency services for ongoing safety planning and training.
- Host annual Family and Community Engagement Week at each school.
- Strengthen links between attendance, engagement, and academic outcomes in district reporting.

Goal 3: Operations, Facilities, and Fiscal Management

Provide safe, efficient, and well-maintained learning environments that support student success and reflect community pride.

2025–2026 Objectives

- Complete facility assessments to prioritize long-term capital improvements.
- Implement consistent bus inspection and maintenance tracking systems.
- Begin planning for sewage, HVAC, and infrastructure updates.
- Update the 10-year capital projects plan.
- Develop and implement a School Leader Preparation Document aligning projected enrollment, staffing ratios, and course offerings—helping principals determine teacher needs based on student numbers and ensuring equitable staffing across the district.

Future Action Steps (2026–2030)

- Use the School Leader Preparation Document annually to guide staffing, budget, and course planning, **and align these efforts with Grow Your Own initiatives, the Administration Pipeline, and Teacher Preparation programs to strengthen recruitment and development of future educators and leaders.**
- Expand the document to include certified, classified, and support staff positions using TISA student-weighted data.
- Integrate staffing projections into TISA accountability reports to ensure fiscal alignment.
- Launch and maintain a districtwide maintenance work-order and preventive maintenance system.
- Complete phased facility and capital improvement projects.
- Expand technology infrastructure and connectivity to support instruction.
- Achieve "Good Standing" in facility, safety, and transportation audits.
- Publish an annual State of Operations Report reflecting stewardship and community investment (ie; TISA Accountability Report).

Goal 4: Community Engagement and Partnerships

Strengthen relationships between schools, families, businesses, and community organizations to create a shared commitment to student success and lifelong learning.

2025–2026 Objectives

- Expand partnerships with local businesses, civic groups, and postsecondary institutions to enhance career exploration, work-based learning, and early postsecondary opportunities.
- Increase family and community involvement in school events, literacy initiatives, and student recognition programs.
- Improve communication systems that keep families and stakeholders informed, engaged, and connected to district goals.
- Collaborate with county and city leaders to align school initiatives with workforce, wellness, and community development efforts.
- Continue to celebrate success through media, social platforms, and local events that highlight student and staff achievements.

Future Action Steps (2026–2030)

- Establish a district framework that connects schools and community partners to better share the Hickman County story **by intentionally celebrating student success, promoting local opportunities, and highlighting career and technical education (CTE) pathways at both the middle and high school levels. The framework will strengthen community pride by showcasing our "Hometown Heroes," expanding events that tell our story, and creating traditions that celebrate college- and career-bound students while promoting the many successes across Hickman County Schools.**
- Create an annual "State of Our Schools" community event to share district progress and recognize collaborative partners, **celebrating educators and staff (including Teachers of the Year, Principals of the Year, and Novice Teachers) and honoring service milestones. The event will include opportunities for community connection—through food, recognition, and storytelling—and extend beyond one night by meeting people where they are, such as featuring school highlights and short promotional segments at local events and athletic games.**
- Develop a districtwide volunteer and mentorship program that links community expertise to student and educator support.
- Expand industry and higher-education partnerships to strengthen CTE pathways and local workforce readiness.
- Implement a districtwide communication plan promoting transparency, pride, and two-way feedback between schools and the community, **including streamlined processes for consistent messaging across the district. Communication will be**

enhanced through email, text, and Skylert notifications to ensure families are informed about key events, testing, and district updates in a timely and unified manner.