



**Highland** Community School

# HCS Board Strategic Plan

Updated February 15, 2024

Strategic Plan with Intentions  
2023-2027

# Highland Community School Board Strategic Plan 2023-2027

## Students

- ❖ Monitor the school's progress towards meeting the goals in the School Improvement Plan
  - Create academic committee to review academic achievement & opportunity
- ❖ Reduce disparities in student achievement
  - Ensure resources are dedicated to reduce disparities in student achievement based on race and special education status
- ❖ Reduce disparities in student experience
  - Ensure resources are dedicated to ensure an equitable student experience for students of color as well as LGBTQ+ students

## Staff

- ❖ Enhance benefits and opportunities for staff
  - Meet as committee of staff and families to brainstorm ways to relieve teachers of extra burdens
  - Look for grants or other funds to support staffing
- ❖ Support staff in their ability to serve students with an equity lens
  - Dedicate resources to staff professional development in equity with an emphasis on LGBTQIA rights and intersectionality (how various identities inform each other and structural oppression)

## Board / School Community

- ❖ Refine transparency
  - Restructure board-school committees for alignment with strategic goals and increasing non-board involvement based on relevant best practices
  - Work with coach to refine board practices around open meetings, decision-making and voting, sharing of documents, and transparency
  - Identify HCS non-board committees for board member service
  - Develop system for matching Board skills and interests to committee structure
  - Map board members to committees
  - Revise board operational systems/documents: board calendar, new board member recruitment, board development, (new) member orientation
  - Board members attend all family engagement events
- ❖ Create long range facility improvement plan
  - Increase facilities committee meeting frequency
  - Create a scope and budget, including seeking quotes and establishing a timeline
  - Begin to find grants, potential funds to support this work
  - Participate in fund development to support this work

## Mission

We are a community of diverse families and educators working together to offer quality Montessori education in a nurturing environment that enriches, empowers, and inspire the whole child to reach their potential. We encourage and support parents to be responsible for, and involved with, their children's education

## Vision

Changing the world by nurturing children and their families to be informed, compassionate, life-long learners who are a force for change in education, the community, and society.

## Values

Montessori Pedagogy  
Community Connection  
Social Justice Practices  
Parent-Centered  
Environment  
Arts



Highland Community School

Changing the world by nurturing children and their families

<u>Priority</u>	<u>3-year Board Goals</u>	<u>Strategies of the Board</u>	<u>Intended Success</u>
Students	Monitor the school's progress towards meeting the goals in the School Improvement Plan	- Create academic committee to review academic achievement & opportunity	Students will experience more equitable curriculum and instruction regardless of racial demographic
	Reduce disparities in student experience	- Ensure resources are dedicated to ensure an equitable student experience for students of color as well as LGBTQ+ students	Students will experience more equitable curriculum and instruction regardless of LGBTQ+ demographic
	Reduce disparities in student achievement	- Ensure resources are dedicated to reduce disparities in student achievement based on race and special education status	Students will experience for equitable academic achievement across racial demographics
Staff	Enhance benefits and opportunities for staff	- Meet as committee of staff and families to brainstorm ways to relieve teachers of extra burdens - Look for grants or other funds to support staffing	Staff will be able to better focus on student needs
	Support staff in their ability to serve students with an equity lens	- Dedicate resources to staff professional development in equity with an emphasis on anti-racist and LGBTQIA rights and intersectionality (how various identities inform each other and structural oppression)	Staff will be more highly trained to serve all students' needs
Board	Refine transparency	- Restructure board-school committees for alignment with strategic goals and increasing non-board involvement based on relevant best practices - Work with coach to refine board practices around open meetings, decision- making and voting, sharing of documents, and transparency - Identify HCS non-board committees for board member service - Develop system for matching Board skills and interests to committee structure - Map board members to committees - Revise board operational systems/documents: board calendar, new board member recruitment, board development, (new) member orientation - Board members attend all family engagement events	Staff and family communities will have more trust in, and connection to, the board
	Create long range facility improvement plan	- Increase facilities committee meeting frequency - Create a scope and budget, including seeking quotes and establishing a timeline - Begin to find grants, potential funds to support this work - Participate in fund development to support this work	The school building will last longer and provide a healthier environment for learning

**Priority Area: Students**  
**Committee: Academic and SEL**

<b><u>3-year Board Goals</u></b>	<b><u>Strategies of the Board</u></b>	<b><u>Intended Success</u></b>	<b><u>Metrics</u></b>
Monitor the school's progress towards meeting the goals in the School Improvement Plan	- Create academic committee to review academic achievement & opportunity	Students will experience more equitable curriculum and instruction regardless of racial demographic	Forward (grade level) STAR (growth) three times a year  The performance gap between Black students and their white peers will be reduced by 3%  SIP
Reduce disparities in student experience	- Ensure resources are dedicated to ensure an equitable student experience for students of color as well as LGBTQ+ students	Students will experience more equitable curriculum and instruction regardless of LGBTQ+ demographic	Student survey Classroom observations Student focus group (student council)
Reduce disparities in student achievement	- Ensure resources are dedicated to reduce disparities in student achievement based on race and special education status	Students will experience for equitable academic achievement across racial demographics	Transparent classroom data

**Priority Area: Staff**  
**Committee: Executive**

<b><u>3-year Board Goals</u></b>	<b><u>Strategies of the Board</u></b>	<b><u>Intended Success</u></b>	<b><u>Metrics</u></b>
Enhance benefits and opportunities for staff	<ul style="list-style-type: none"><li>• Meet as committee of staff and families to brainstorm ways to relieve teachers of extra burdens</li><li>• Look for grants or other funds to support staffing</li></ul>	Staff will be able to better focus on student needs	
Support staff in their ability to serve students with an equity lens	<ul style="list-style-type: none"><li>• Dedicate resources to staff professional development in equity with an emphasis on anti-racist and LGBTQIA rights and intersectionality (how various identities inform each other and structural oppression)</li></ul>	Staff will be more highly trained to serve all students' needs	

**Priority Area: Board  
Committees: Facilities and Governance**

<b><u>3-year Board Goals</u></b>	<b><u>Strategies of the Board</u></b>	<b><u>Intended Success</u></b>	<b><u>Metrics</u></b>
Refine board best practices and transparency	<ul style="list-style-type: none"> <li>● Restructure board-school committees for alignment with strategic goals and increasing non-board involvement based on relevant best practices</li> <li>● Work with coach to refine board practices around open meetings, decision- making and voting, sharing of documents, and transparency</li> <li>● Identify HCS non-board committees for board member service</li> <li>● Develop system for matching Board skills and interests to committee structure</li> <li>● Map board members to committees</li> <li>● Revise board operational systems/documents: board calendar, new board member recruitment, board development, (new) member orientation</li> <li>● Board members attend all family engagement events</li> </ul>	Staff and family communities will have more trust in, and connection to, the board	Board survey
Create long range facility improvement plan	<ul style="list-style-type: none"> <li>● Increase facilities committee meeting frequency</li> <li>● Create a scope and budget, including seeking quotes and establishing a timeline</li> <li>● Begin to find grants, potential funds to support this work</li> <li>● Participate in fund development to support this work</li> </ul>	The school building will last longer and provide a healthier environment for learning	

[LINK TO STRATEGIC PLAN TRACKING SHEET](#)