

Board Approved on 7/10/23

Hermitage School District

Board and Superintendent

Strategic Plan - **Academics**

2025-2026; 2024-2025; 2023-2024 (3-year plan)

Board of Education: Dorothy Davis, Mary Hamilton, Kevin Reep, Russell Richard, Reia Thomas (2023-2024), Gary Vines, David Wilkerson, and Leann Parker (2024-2025)

Superintendent: LaDonna Spain

Reviewed by: Mistie McGhee and Tara Gates

Green - Completed in 2023-2024 and maintained in 2024-2025

Yellow - Started in 2023-2024 and established in 2024-2025

No color - In progress in 2024-2025

District Goal: Academics: Establish the expectation for the 2023-2024 year, support teaching and learning practices to increase and raise student outcomes. Establish expectations for the 2024-2025 year, support teaching and learning practices to increase and raise student outcomes and continue the previous year's expectations. Establish expectations for the 2025-2026 year, support teaching and learning practices to increase and raise student outcomes and continue the previous year's expectations.			
Current Reality: The Elementary (67.08) and High (62.44) Schools have an overall State performance score from the 2021-2022 school year. Grade K-2 teachers will continue to administer the K-2 assessment previously given during the 2022-2023 school year. Grade 3-12 teachers have been giving students a College and Career Reading Exam (ACT Aspire) and will be shifting to learn how to implement a new Arkansas State Criterion Based assessment. DESE has provided a Playbook for ELA, Math, and Science content areas aligned to the new ATLAS assessment and Arkansas State Standards. Teachers are in need of learning which standards and what Depth of Knowledge are expected per grade level and content area during the implementation of the 2023-2024 units of instruction. Standards are paced by quarter aligned to the previous year with the previous Essential Arkansas State Standards.			
Action Steps/ Strategies	Who is Responsible	Target Date or Timeline Start Dates (3 year plan)	Evidence of Effectiveness
Administrators establish a Monthly Data Year at a Glance Timeline for reporting to the Board of Education student academic data or performance as required by Act 425 of 2023.	Administrators and Superintendent	August / September of each year during PD rollout with staff	A Presentation of Data Year at a Glance for the HSD Monthly Board Meetings has been created.
Establish a K-12 Assessment Matrix per Grade	Administrators and Teachers	August 2023 August 2024 August 2025	A draft of a K-12 Assessment Matrix is created with teacher input per grade to identify the assessment, purpose, timeline for giving the assessment and analysis of the assessment results.

Implement a Professional Learning Community (PLC) process for teacher and staff collaboration focused on student and program successful outcomes.	Administrators and Superintendent	August 2023 - May 2024 August 2024 - May 2025 August 2025 - May 2026	Practice is in place through observation and written communication. Back to School professional development artifacts. Educator Effectiveness System (EES) includes CTM and classroom observations of evident PLC processes.
Provide staff and teachers time during Early Release Wednesdays in addition to weekday common planning periods (where applicable) to analyze student achievement data, plan for Response to Intervention and extensions, and plan for Common Formative Assessments (CFAs) and Units aligned to the Arkansas State Standards.	Superintendent	August 2023 - May 2024 August 2024 - May 2025 August 2025 - May 2026	Wednesday artifacts are maintained in a shared district dashboard along with an Assessment Matrix of analysis outcomes visible to applicable staff per grade level and content level.
Set K-12 Literacy expectations for the year provided during the month of August 2023.	Administrators and Superintendent	August 2023 - May 2024 August 2024 - May 2025 August 2025 - May 2026	Practice is in place through observation and written communication. Back to School professional development artifacts. Educator Effectiveness System (EES) includes CTM and classroom observations of evident PLC processes. Partnerships for planning between SEARK Specialists and HSD Facilitators.
K-12 Staff maintain Student Success Plans with students to chart goals and progress. I.e., Gumball, Smartie Pants, Chocolate Cookie, Game Board, Bar Graph folders, and more.	Administrators	August 2023 - May 2024 August 2024 - May 2025 August 2025 - May 2026	Student Focused Goals setting practices are in place K-12 including the required Grades 8-12 SSP processes as set by the State of Arkansas. Students can articulate where they are and where they need to be from their goal setting practices with staff from established Learning Targets aligned to Pacing Charts and Unit plans.
HSD K-12 Curriculum Dashboard is created and shared by the District with schools to house districtwide curriculum documents such as Common Formative Assessments (CFAs), Units, Pacing Guides, Links to AR State Standards & Assessment Resources, etc.	Superintendent & Technology Coordinator - Dashboard development and maintenance Administrators- Support and Accountability	August 2023 August 2024 August 2025 Follow up during Early Release Wednesdays	Dashboard is created in the form of a Google Website. Parents may access the tool to see the Arkansas State Standards and various public resources while specific assessments, data analysis etc with student specific data will only be available to CTM applicable staff through

			invitation only. Applicable staff will work within the given Shared folder to maintain district wide curriculum updates.
HSD K-12 certified staff are provided an overview of the New Arkansas Teaching and Learning Assessment System (ATLAS) and the expectations for the year for assessments.	Administrators- Support and Accountability Testing Coordinator- Dates & Processes Instructional Facilitators- Coaching availability, modeling, PD	August 2023 August 2024 August 2025 Follow up during Early Release Wednesdays	Schedule for interim assessments Schedule of Wednesday Early Release Days for review of interim assessments. PD Schedule for overview PD Schedule for training Coaching Cycles for assessment analysis during CTMs Administrator observations are evident in the EES system.
HSD K-12 certified staff develop CFAs to assess student level understanding of ALL Unit AR State Standards with emphasis on Essential Standards for Mastery.	Administrators	August 2023 August 2024 August 2025 Follow up during Early Release Wednesdays	CFAs are developed prior to unit implementation. K-12 CFAs are posted within the District dashboard aligned to the AR State Standards.
HSD K-12 certified staff align content units with the New Arkansas State Standards.	Administrators	August 2023 August 2024 August 2025 Follow up during Early Release Wednesdays	Units are visible from each campus K-12 on the district dashboard.
Vertical alignment meetings per content will be scheduled to occur throughout the year to communicate the rigor of AR Standard implementation and feeder pattern input and updates.	Administrators	During Early Release Wednesdays a minimum of four times a year (One per nine weeks)	Sign in Sheets, agendas, Vertical alignment outcomes, etc. are evident. Administrators, instructional facilitators and SEARK Specialists, and CTM lead teachers lead vertical alignment meetings.