

## Standard 1: Purpose and Direction

### **Improvement Goal:**

The district has an established vision and mission for providing high expectations of learning for students.

### **Objective(s) for Student Learning:**

#### **Vision for Student Learning:**

The School City of Hobart Community will foster intellectual curiosity, natural abilities, critical thinking, and literacy in students while developing respectful and responsible citizens who are excited about the challenges of tomorrow, confident in their ability to chart the future, and dedicated to the pursuit of lifelong learning.

#### **Mission:**

The primary mission of the School City of Hobart and the Board of School Trustees is to continually provide effective community schools.

##### **A. Our Schools Equip Children for Adulthood**

Effective Community Schools adequately equip young people for adulthood in the 21st century. Our students must be prepared both for employment and for day-to-day living in a complicated and rapidly changing world. This necessitates that our schools provide students with the intellectual tools necessary for life-long learning. Among these tools must be: skills to facilitate participation in a democracy, communication skills, critical thinking, and other flexible learning skills as well as the ability to work both individually and in a team situation. It is expected that these skills be developed through all curricular areas.

##### **B. Our Schools Address the Needs of Individual Students**

Effective Community Schools address the needs of individual students and focus on individual development. Students bring to the schools a great diversity of interest, aptitudes, motivations and learning styles. Our schools must be able to address this diversity by identifying individual needs, responding with appropriate teaching strategies, flexibly meeting these needs and recognizing each individual student's ability to contribute to the school community.

##### **C. Our Schools Are Community Schools**

Effective Community Schools are necessary to a healthy community. Our schools must always recognize their affirmative duty to the entire community, including families, government, business and industry, other institutions, civic groups and individual citizens. Our schools must draw from the strengths of this community to identify and accomplish their goals.

##### **D. Our Schools Are Committed to Success**

Effective Community Schools fully utilize the resources of the entire school community (administration, teachers, support personnel, families and students) in all aspects of school life. Our schools cannot succeed without the committed involvement of all.

#### **Hobart Middle School Mission**

Our daily commitment at Hobart Middle School is to reach our personal best by applying lifeskills, achieving academic success, and demonstrating a strong work ethic to become lifelong learners and responsible citizens.

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**Target Participants:**

School City of Hobart Stakeholders:

Students

Parents/Guardians

Faculty

Staff

Community Members

Civic Organizations

Business Community

**Strategies:**

The district and each school engage in continuous school improvement planning.

The district has an AdvancED Leadership Team that has representation from all schools.

The district solicits feedback from stakeholders.

The district will communicate the vision and mission to stakeholders.

The district will identify goals in the Strategic Plan.

The district will meet bi-annually with schools and service departments to review implementation of the school improvement process.

The district communicates student performance and school effectiveness with stakeholders.

The district's plan and results are documented and reviewed by AdvancED for accreditation through an external review team.

**Evaluation:**

AdvancED Stakeholder Opinion Surveys

AdvancED District Leadership Team Focus Groups

Eighth Grade Exit Surveys

High School Exit Surveys

**Timeframe for Implementation:**

2012- 2016

**Target Area of Improvement: - Standard 1: Purpose and Direction**

ACTIONS	SCHEDULE	RESPONSIBILITIES	MONITORING	RESOURCES
<p>Intervention: AdvancED Accreditation</p> <p>1. The district and each school engage in continuous school improvement planning.</p> <p>A. The district is accredited by AdvancED through meeting the requirements of Vision and Mission, Profile, Plan, and Results.</p> <p>B. The district meets the state's legal standards for accreditation.</p> <p>C. The district ensures that each school's plan aligns with the district.</p>	<p>2012 – 2016</p> <p>-AdvancED External Review Visit</p> <p>2012-2013</p>	<p>-Lead: Central Office Administrators</p> <p>-AdvancED Leadership Teams</p> <p>-Teachers</p>	<p>-Annual Review/Revision of: AdvancED Profile, AdvancED School Improvement Plans, AdvancED District Strategic Plan</p> <p>-AdvancED Committee Meetings</p> <p>-State's Legal Standards</p>	<p>-AdvancED Profiles</p> <p>-AdvancED School Improvement Plans</p> <p>-AdvancED District Strategic Plan</p> <p>-State AdvancED Office</p> <p>-AdvancED</p> <p>-AdvancED Professional Development</p> <p>-Breakthrough by NSSE</p> <p>-State's Legal Standards</p> <p>- Checklists and Reports for State Accreditation</p>
<p>Intervention: AdvancED Leadership</p> <p>1. The district has an AdvancED Leadership Team that has representation from all schools.</p> <p>A. Each school has representation of all stakeholder groups on their school AdvancED Leadership Team.</p>	<p>2012 - 2016</p>	<p>-Lead: Central Office Administrators</p> <p>-AdvancED Leadership Teams</p>	<p>-Annual Review/Revision of: AdvancED Profile, AdvancED School Improvement Plans, AdvancED District Strategic Plan</p> <p>-AdvancED Committee Meetings</p>	<p>-AdvancED Profiles</p> <p>-AdvancED School Improvement Plans</p> <p>-AdvancED District Strategic Plan</p> <p>-State AdvancED Office</p> <p>-AdvancED</p> <p>-AdvancED Professional Development</p> <p>-Breakthrough by NSSE</p>

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ACTIONS	SCHEDULE	RESPONSIBILITIES	MONITORING	RESOURCES
<p>Intervention: Stakeholder Feedback</p> <p>1. The district solicits feedback from stakeholders.</p> <p>A. The district administers AdvancED Stakeholder Surveys.</p> <ul style="list-style-type: none"> <li>- AdvancED Stakeholder Surveys will be administered to students, parents, teachers, and community members.</li> <li>- Exit Surveys will be conducted at grades 8 and 12.</li> </ul> <p>B. The district hosts a Web site and social media sites that offer stakeholders a forum for feedback.</p> <p>C. The district provides a forum for stakeholders to participate in school board meetings.</p>	2012 - 2016	<ul style="list-style-type: none"> <li>-Lead: Central Office Administrators</li> <li>-Technology Department</li> <li>-Building Principals</li> </ul>	<ul style="list-style-type: none"> <li>-Survey Results</li> <li>-AdvancED Stakeholder Survey results</li> <li>-Web site and social media site Feedback</li> <li>-School Board Meeting Agendas/Minutes</li> </ul>	<ul style="list-style-type: none"> <li>-NSSE Surveys</li> <li>-AdvancED Stakeholder Survey results</li> <li>-District Web site and social media sites</li> <li>-School Board Meetings</li> <li>-Summer Mailing for Our Parents/Guardians</li> </ul>
<p>Intervention: Vision</p> <p>1. The district will communicate the vision and mission to stakeholders.</p> <p>A. Newsletters will be published bi-annually and highlight vision and mission success stories.</p> <p>B. The district Web site and social media sites updated on a regular basis will reflect vision and mission.</p> <p>C. The mission is communicated in Board Policy.</p> <p>D. Public presentations will highlight success stories that exemplify work on the vision and mission.</p>	2012 - 2016	<ul style="list-style-type: none"> <li>-Lead: Central Office Administrators</li> <li>-Administrative Assistants</li> <li>-Board of School Trustees</li> <li>-ADVANCED District Leadership Team</li> </ul>	<ul style="list-style-type: none"> <li>-Newsletters</li> <li>-Web site</li> <li>-Board Policy</li> <li>-Public Presentations</li> <li>-Social media sites</li> </ul>	<ul style="list-style-type: none"> <li>-Microsoft Publisher</li> <li>-Adobe Photoshop</li> <li>-Web Design</li> <li>-School Wires</li> <li>-Board Policy</li> <li>-Microsoft PowerPoint</li> <li>-PTO, Community Groups for Presentations</li> <li>-Facebook</li> </ul>
<p>Intervention: Goals</p> <p>1. The district will identify goals in the Strategic Plan.</p> <p>A. Goals will be based on data collected in the Profile.</p> <p>B. The Profile will be a collection of data that includes input from all stakeholder groups.</p> <p>C. Data analysis annually will yield changes that may be necessary in goal areas to achieve the vision.</p>	Profile 2012 (Updated Annually 2012-2016)	<ul style="list-style-type: none"> <li>-Lead: Central Office Administrators</li> <li>-Business Manager</li> <li>-Support Service Department Heads</li> <li>-AdvancED District Leadership Team</li> </ul>	<ul style="list-style-type: none"> <li>-Profile of Data Analysis</li> <li>-Strategic Plan Revision</li> <li>-Regular AdvancED Meetings</li> <li>-Bi-annual Reviews</li> </ul>	<ul style="list-style-type: none"> <li>-Profiles</li> <li>-School Improvement Plans</li> <li>-District Strategic Plan</li> <li>-Microsoft Excel</li> <li>-AdvancED Surveys</li> <li>-Data from Assessments</li> <li>-Census Data</li> </ul>

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ACTIONS	SCHEDULE	RESPONSIBILITIES	MONITORING	RESOURCES
<p>Intervention: Monitoring Implementation</p> <p>1. The district will meet bi-annually with schools and service departments to review implementation of the school improvement process.</p> <p>A. Each school's AdvancED Leadership Team will meet regularly by goal areas to monitor implementation of their AdvancED Action Plan.</p> <p>B. The district will meet with each school's AdvancED Leadership Team to review the progress and assist in their annual revision process.</p> <p>C. The district will meet with the district's service department heads to monitor progress on the AdvancED Strategic Plan.</p>	<p>Profile 2012 (Updated Annually 2012-2016)</p>	<ul style="list-style-type: none"> <li>-Lead: Central Office Administrators</li> <li>-Business Manager</li> <li>-Support Service Department Heads</li> <li>-AdvancED District Leadership Team</li> </ul>	<ul style="list-style-type: none"> <li>-Profile of Data Analysis</li> <li>-District Strategic Plan Revision</li> <li>-Regular AdvancED Meetings</li> <li>-Bi-annual Reviews</li> </ul>	<ul style="list-style-type: none"> <li>-Profiles</li> <li>-School Improvement Plans</li> <li>-District Strategic Plan</li> <li>-Microsoft Excel</li> <li>-AdvancED Stakeholder Surveys</li> <li>-Data from Assessments</li> <li>-Census Data</li> </ul>
<p>Intervention: Communication</p> <p>1. The district communicates student performance and school effectiveness with stakeholders.</p> <p>A. Parents/Guardians are given individual student performance reports on state and local assessments.</p> <ul style="list-style-type: none"> <li>-Parent/Guardian/Teacher meetings are scheduled.</li> </ul> <p>B. Parents/Guardians are able to access student progress through online access via Harmony and the district Web site.</p> <p>C. The district publishes an annual performance report with the local media, and on the district Web site.</p> <p>D. The district maintains a data Profile that analyzes student performance and school effectiveness that is hosted on the district Web site.</p> <p>E. The district highlights student performance and school effectiveness in the district newsletter which is mailed bi-annually to every postal patron in Hobart. In addition, it is published on the district Web site.</p> <p>F. The district highlights student performance and school effectiveness at school board meetings.</p> <ul style="list-style-type: none"> <li>-The district will review the annual performance report to verify growth and student performance annually at school board meetings.</li> </ul> <p>G. School and classroom newsletters highlight student performance and school effectiveness. They are published on the Website.</p>	<p>2012-2016</p>	<ul style="list-style-type: none"> <li>-Lead: Central Office Administrators</li> <li>-Building Principals</li> <li>-Teachers</li> <li>-Technology Department</li> <li>-Central Office Administrative Assistant</li> </ul>	<ul style="list-style-type: none"> <li>-Test Reports Mailed</li> <li>-Parent Teacher Meetings</li> <li>-Harmony (Parent Portal) Traffic</li> <li>-Web site Traffic</li> <li>-State Annual Performance Report</li> </ul>	<ul style="list-style-type: none"> <li>-State and Local Test Report Summaries</li> <li>-AdvancED Profiles</li> <li>-District Newsletter</li> <li>-School Board Meetings</li> <li>-Harmony (Parent Portal)</li> <li>-District Web site</li> <li>-IDOE Web site / State Annual Performance Report</li> <li>-Local Media</li> <li>-School and Classroom Newsletters</li> <li>-Messenger</li> <li>-All Call</li> <li>-NWI Times</li> <li>-Assistant Principal's Weekly Letter</li> <li>-Financial Newsletter</li> <li>-SRO Newsletter</li> </ul>

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ACTIONS	SCHEDULE	RESPONSIBILITIES	MONITORING	RESOURCES
<p>Intervention: Documentation</p> <p>1. The district's plan and results are documented and reviewed by AdvancED for accreditation through an external review team.</p>	<p>-AdvancED External Review Visit- 2012</p>	<p>-Lead: Central Office Administrators</p> <p>-AdvancED Leadership Teams</p> <p>-AdvancED External Review Team (Assigned by State AdvancED Office)</p>	<p>-AdvancED External Review Team visits</p>	<p>-AdvancED External Review Team</p>