



# COMMITMENT PLAN

**2019-2020**



**INTRODUCTION** | This document is the Hilliard City School District's Commitment Plan for the 2019-2020 school year. The district lives the Mission Statement, to prepare every student to be Ready for Tomorrow, through purposeful actions in the classroom. This requires personalized academic instruction to ensure a strong foundation in specific content and knowledge areas.

This plan outlines the district's commitments for the upcoming year, along with specific action steps, goals, and measurement tools.

Hilliard is preparing the next generation of American citizens to prosper and thrive in a different time, in a world that will demand divergent skills and competencies. It is the implementation of this commitment plan that will continue to set Hilliard apart from other districts. The Hilliard Way starts and ends with the talented, committed people in this district.

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**OVERVIEW** | Students will meet or exceed expected grade-level benchmarks on local and state assessments. Students will display independence and responsibility by articulating their own needs and embracing their own learning experiences.

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**ACADEMICS** | Instructional staff will design and implement personalized learning experiences and interventions to maximize student learning by May 29, 2020.

**INTERESTS** | Instructional staff will design and implement learning experiences that encourage students to explore and discover their interests by May 29, 2020.

**MINDSET** | All staff will create and foster a culture that embraces the whole child and enhances student well-being by May 29, 2020.

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**ACADEMICS** | Instructional staff will design and implement personalized learning experiences and interventions which allow students to maximize their learning by May 29, 2020.

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- COMMITMENT 01      Continue implementation and support of blended learning.
- COMMITMENT 02      Provide fidelity in the data team process to progress monitor student growth and achievement, tailor individual interventions, and personalize instruction for all learners.
- COMMITMENT 03      Personalization through mastery learning.
- COMMITMENT 04      Strengthen intervention for all students to ensure targeted instruction from content experts.



## COMMITMENT 01 Continue implementation and support of blended learning.

ACTION	GOALS
Provide all students access to a variety of technology tools that match the task at hand and provide them the opportunity to build a deeper understanding of content.	<p>50% of teachers will provide access to a variety of technology tools to help them with an identified task as reported by the Teacher Blended Learning Survey and Commitment Plan Tool.</p> <p>50% of students will report that they have been given the opportunity to build a deeper understanding of content through a variety of technology tools as reported through the student technology survey.</p>
Implement the SAMR model to establish goals for implementing technology, as well as the specific outcomes the technology can provide.	<p>100% of building administrators will implement SAMR professional development for staff.</p> <p>100% of buildings will show evidence of classroom lessons at the Augmentation, Modification and Redefinition stages</p>
Provide blended learning professional development to principals and teachers.	The district will increase the number of blended learning professional development opportunities by 10%.
Provide students with powerful learning experiences that ignite curiosity and develop passion. Educational experiences will allow learners to apply agency, have clear goals and accountability, build collaborative, authentic experiences, and ensure time for revision as well as reflection.	50% of classroom lessons will show a connection to the blended learning look-fors as reported on the district Commitment Plan Tool.

### EVIDENCE |

- Student feedback on district technology survey.
- Pre/Post teacher blended learning integration survey.
- Commitment plan template data.
- Blended Learning Professional Development.



COMMITMENT 02 Provide fidelity in the data team process to progress monitor student growth and achievement, tailor individual interventions, and personalize instruction for all learners.

ACTION	GOALS
Complete and implement common pacing guides/scope and sequence for all core content areas grades K-12.	<p>The district will revise all common pacing guides for social studies in grades K-5.</p> <p>The district will create common pacing guides for science in grades 7 and 8.</p>
Design and implement common district assessments for all content areas.	<p>The district will revise common assessments for math units in grades K and 1.</p> <p>The district will create quarterly common district assessments in grades 6-8 for math and grade 6 for ELA.</p>
Improve RTI progress monitoring system through the development of Student Success Plans.	The district will increase the number of documented Student Success Plans by 10%.

**EVIDENCE**

- Common Pacing Guides/Scope and Sequence are available in core areas.
- Common District Assessments are available in Performance Matters.
- Increase in the number of student success plans.
- Student achievement and/or growth on district/state assessments.



### COMMITMENT 03 Personalization through mastery learning.

ACTION	GOALS
Develop mastery rubrics in all secondary core classes.	The district will review mastery rubrics and investigate usage in grades 6-8.
Implement mastery rubrics in all secondary core classes.	100% of middle level schools will show evidence of mastery rubric usage in core areas.

### EVIDENCE



- Mastery rubrics are developed in all secondary core areas.
- Commitment plan template data.





## COMMITMENT 04 Strengthen intervention for all students to ensure targeted instruction from content experts.

ACTION	GOALS
Implement evidenced based, individualized and targeted Tier 1, Tier 2, and Tier 3 academic interventions.	<p>100% of schools will show implementation of evidenced based, individualized and targeted Tier 1, Tier 2, and Tier 3 academic interventions.</p> <p>The district reading mean Student Growth Percentage (SGP) will be 53 and the math mean SGP will be 54 as measured by STAR assessments.</p>
Expand the number of OG trained teachers.	The district will increase the number of certified Orton Gillingham teachers to 23 and 66 teachers trained.
Investigate evidence based interventions for math and reading for grades 6-12.	The district will create a district resource database of grades 6-12 evidence-based math and reading interventions.

### EVIDENCE

- Evidence of Orton Gillingham trained teachers.
- Commitment plan template data.
- Increase in the number of Student Success Plans.
- Student achievement and/or growth on district/state assessments.
- Increase in the number of intervention periods/time offered in the middle schools & high schools.
- Summary of investigation on secondary level, evidence based reading and math interventions for middle schools and high schools.







**INTERESTS** | Instructional staff will design and implement learning experiences which encourage students to explore and discover their individual interests by May 29, 2020.

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COMMITMENT 01      Increase student engagement and learner agency through innovative programming and lesson design which build on student interests.

COMMITMENT 02      Teachers and counselors will use Naviance career interest data and career clusters to design personalized experiences within the classroom.

COMMITMENT 03      Deepen community partnerships.

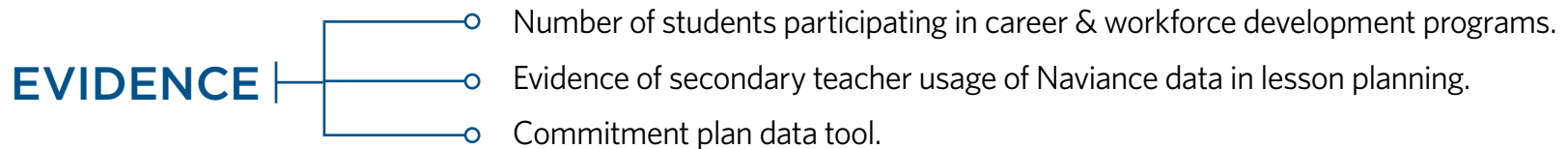
**COMMITMENT 01**    Increase student engagement and learner agency through innovative programming and lesson design which build on student interests.

ACTION	GOALS
Ensure programming is aligned to student interests.	Number of elective courses offered align student interests as documented through Naviance surveys.
Increase student enrollment in current programming opportunities that are aligned to student interests.	The district will expand participation in STEAM related elective courses by at least 5%.
Build student interests through classroom instruction that connects to career awareness and exploration.	100% of PK-12 buildings will show evidence of career awareness and exploration instruction as reported by the Commitment Plan Tool.

- EVIDENCE** |
- Student and staff feedback on district technology and blended learning surveys.
  - Align electives to be reflective of student interests.
  - Expand participation in current STEAM related elective courses.
  - Commitment plan data tool.

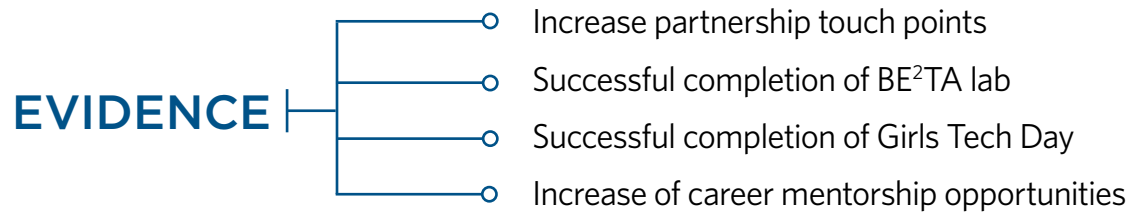
**COMMITMENT 02** Teachers and counselors will use Naviance career interest data and career clusters to design personalized experiences within the classroom.

ACTION	GOALS
Expand participation in career & workforce development programs.	<p>K-5: The district will create lesson plans for grades 3-5 that are aligned to Naviance Career Clusters and the Ohio Department of Education Career Connections Framework.</p> <p>6-8: 100% of 6-8 buildings will show evidence of career awareness and exploration instruction as reported by the Commitment Plan Tool. (Commitment Plan Tool must incorporate a look for around career exploration).</p>
Provide teachers and school counselors professional development on using Naviance data and career clusters when designing lessons.	6-8: The district will provide professional development opportunities at Hilliard U for middle level staff.




COMMITMENT 03 Deepen community partnerships.

ACTION	GOALS
Build upon relationships with existing community partnerships.	<p>The district will increase partnership touch points by at least 5% (frequency and time in hours).</p> <p>The district will implement a new BE<sup>2</sup>TA course and Girls Tech Day through community partnerships.</p> <p>The district will increase mentorship opportunities by at least 5%.</p>



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 **MINDSET** | All staff will create and foster a culture that embraces the whole child and enhances student well-being by May 29, 2020.

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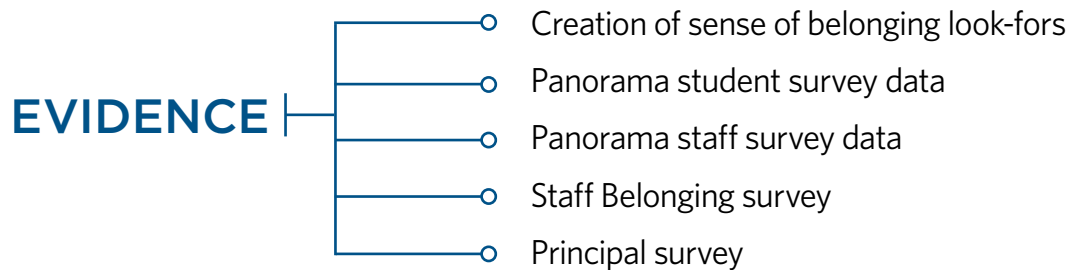
**COMMITMENT 01**      Learning environments will nurture a sense of belonging as a daily practice.

**COMMITMENT 02**      Increase mental health awareness and prevention efforts.

**COMMITMENT 03**      Engage and support all staff in personalized leadership skill development.

**COMMITMENT 01** Learning environments will nurture a sense of belonging as a daily practice.

ACTION	GOALS
Increase use of strategies that support the building of classroom community such as responsive classroom and morning meetings.	53% or more of preschool/elementary buildings will report using responsive classroom or restorative justice principles on a daily basis as reported on the district principal SEL survey.
Implement staff belonging survey.	The district will complete staff sense of belonging survey via Panorama.
Provide and implement strategies that support a belonging school.	70% or more of students in grades 3-5, and 55% or more of students in grades 6-12, will respond favorably on the sense of belonging section of the Panorama student survey.
Close the gender gap in sense of belonging at middle school and high school levels through the implementation of the ROX program.	The district will reduce the student reported gender gap in student sense of belonging on the Panorama student survey to 7% or less for students in grades 6-12.



COMMITMENT 02 Increase mental health awareness and prevention efforts.


ACTION	GOALS
Expand professional development on trauma informed care.	The district will expand Professional Development to all staff on trauma informed care to all 24 buildings in the 2019-2020 school year.
Expand peer support groups and programming.	The district will increase the number of peer support groups in buildings to 28 for the 2019-2020 school year.
Expand mental health and wellness RTI teams.	<p>The district will increase the number of mental health Student Success Plans to 120 for the 2019-2020 school year.</p> <p>The district will Increase the number of Title buildings that offer snacks to students to 6 in the 2019-2020 school year.</p>

**EVIDENCE** |

- Sessions provided at Hilliard U
- Number of opportunities that Teacher Leader for Special Education and Student Well Being provides professional development to building staffs
- Number of peer support group curriculum available
- The number of elementary title buildings that offer snack program
- Number of clinic visits in title buildings that offer elementary snack program
- Number of mental health and wellness success plans

**COMMITMENT 03** Engage and support all staff in personalized leadership skill development.

ACTION	GOALS
Provide professional development on the Lead Now framework.	100% of schools will provide professional development on the Lead Now Framework.
Build skills around culture through reinforcing R Factor and modeling district values, beliefs, and outcomes.	100% of schools will focus on building culture, reinforcing R Factor and modeling the district values, beliefs, and outcomes.

- EVIDENCE** | 
- Trainings offered to staff on Lead Now.
  - Meeting agendas that reflect culture building activities.