



# **HENDRICK HUDSON**

## Central School District

### Strategic Plan

## 2022-2027

# Superintendent Hochreiter

## Dear Hendrick Hudson Community,

As Superintendent, I am happy to present to the Hendrick Hudson Community our multiyear Strategic Plan.



This plan covers the years 2022-2023 through 2026-2027. It is our hope and intention that this planning document will provide you with important information regarding our vision of continuous improvement over the next several years.

This Strategic Plan is a living document. As such, it will change, adapt, and grow as time passes and new situations arise. Since our purpose is to educate children for an ever-changing and complex world, our goal is to ensure that all students graduate with skills and information to contribute to our dynamic society.

This requires a great deal of thought and investment of resources. This Strategic Plan will help guide our thoughts and planning for the future and allocate our resources so we can meet the needs of all of our children.

The District engaged the services of Education Elements, a national educational consultancy, to facilitate this important process, which began in October 2021. Since that time, various Strategic Plan committees spent countless hours gathering and analyzing school and community input. From this information we created four overarching goals that concentrate on Student Engagement, Real World Experiences, Shared Decision Making, and Communications. I would like to thank the volunteer committee members for their commitment to this process and laser-like focus on improving opportunities for our students.

Our school community has experienced significant change and overcome great challenges over the course of the last few years. The Strategic Plan will serve as a roadmap of how we will confront these changes and challenges, together, in the spirit of continuous improvement and community engagement.

The realization of this plan will take time and effort from all stakeholders. I am looking forward to working with you on implementing these strategies and reporting back on their successes.

The four goals outlined in this strategic plan are big and ambitious, but I am confident they are also reasonable and achievable if we sustain the collaborative district-wide effort that was emphasized in the planning process - working together as one district, one community, one Hen Hud.

**Joseph E. Hochreiter**  
Superintendent of Schools

WE ARE COMMITTED TO

# Our Mission

to challenge our students and staff to reach their full potential intellectually, socially, and emotionally by developing their passions and their resilience.

IN ORDER TO ACHIEVE

# Our Vision

to cultivate civic-minded and responsible lifelong learners in our community.

WHAT WE BELIEVE IN

# Our Values



**Transparency**



**Responsibility**



**Collaboration**



**Practicality**



**Empowerment**

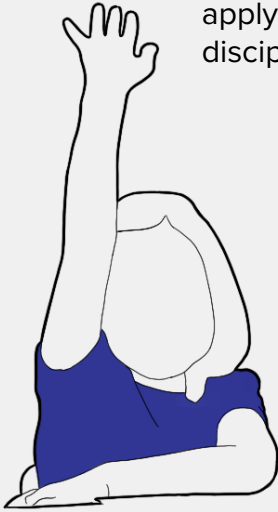
In order to reach our vision by 2027, we will focus on the following four pillars, organized around two themes

## Theme 1: Well-Rounded Learners

### PILLAR ONE

## Student Engagement

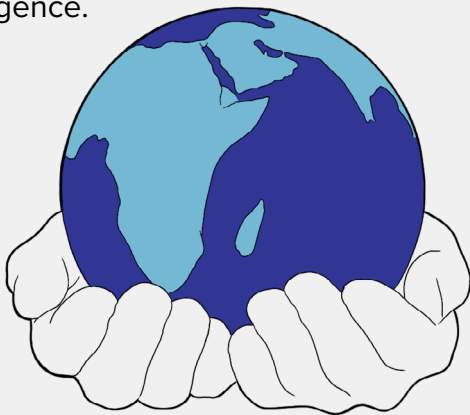
Encouraging students to connect to their interests and passions and apply them across multiple disciplines.



### PILLAR TWO

## Real-World Experiences

Providing learning experiences that are practical, experiential and project-based, as well as opportunities to develop interpersonal skills and emotional intelligence.

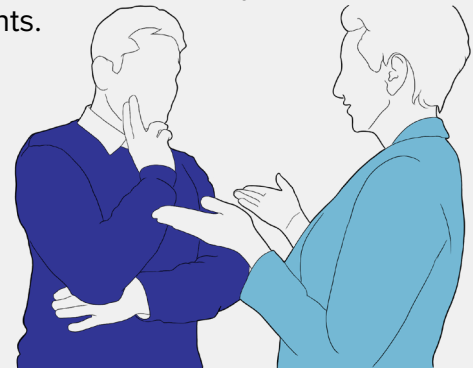


## Theme 2: Community Cohesion

### PILLAR THREE

## Clear + Targeted Communications

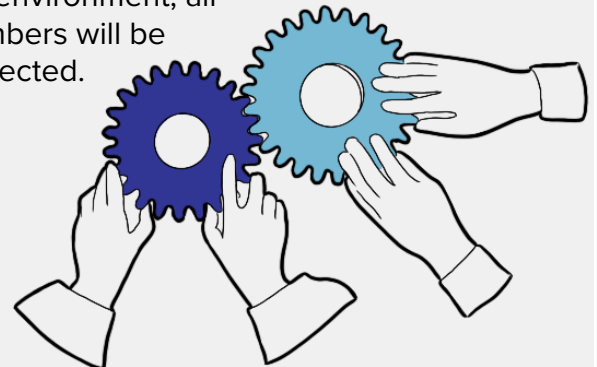
Ensuring the entire Hendrick Hudson District Community (parents, staff, students, community members) feel included, engaged, heard, are able to access needed information so they can be active participants.



### PILLAR FOUR

## Shared Decision Making

Creating a safe, supportive, and welcoming environment where all community members are able to share their thoughts, beliefs, and opinions, and can work collaboratively to reach mutually desirable goals. Within this environment, all members will be respected.



In the following pages, you can read an overview of each of the proposed initiatives we will be working on in order to reach our strategic plan goals. If you'd like to read further details about these initiatives, please visit our Implementation Homebase at [henhudschoools.org](https://henhudschoools.org).

# Student Engagement

Encouraging students to connect to their interests and passions and apply them across multiple disciplines.

INITIATIVE  
**1A**

## Differentiating Academic Opportunities

We will provide learning strategies and skills that are matched to the students' needs and strengths to enhance learning possibilities. This includes children who are both struggling academically to grasp concepts in the curriculum as well as students who are accelerating and need more challenge in their studies. Teachers will receive training on differentiated instruction, and we will empower them to tailor lessons to students, as long as they meet state-mandated benchmarks. We will also survey students and parents on course offerings and audit our offerings, providing parents with course lists for enhanced communication.



INITIATIVE  
**1B**

## Focusing on Holistic Growth

We will enhance the overall growth of the child on a holistic level by leveraging social-emotional well-being curriculum, as well as providing students with knowledge of and access to mental health supports. We will continue to elevate student interest in extracurricular options and opportunities. We will emphasize the importance of collaboration among teachers and staff, understanding that addressing teacher needs will serve to drive the support of students.

INITIATIVE  
**1C**

## Increasing Empowerment, Independence and Advocacy

We will help students develop an increased sense of self. When students know more about themselves and have a higher level of self-awareness, they can better identify personalized goals and pathways for themselves. This will also allow for better goal setting alongside guidance from the teachers and administration. We will do so by continuing to develop programs regarding executive functioning to increase self-initiation, organization, and self-monitoring. We will create interactive forums for students and staff to share feedback on how school policies or policy changes impact them and their ability to succeed. We will enhance the verbal and written communication skills of our students so they can strategize and evolve into advocates for themselves once they graduate from the district.

## PILLAR TWO

# Real-World Experiences

Providing learning experiences which are practical, experiential and project-based as well as opportunities to develop interpersonal skills and emotional intelligence.

### INITIATIVE 2A

#### Increasing Cultural Experiences

We will increase cultural experiences at all age levels through creating global relationships, such as foreign exchange students or “sister” schools in other countries. We will increase student cultural celebrations and continue our Seal of Biliteracy program. We will investigate pathways to early visibility to languages through offering foreign language in elementary school as well as dual language programs.



### INITIATIVE 2B

#### Providing Multiple Pathways through Learning Opportunities & Course Offerings

We will provide increased opportunities for students to learn about multiple postsecondary pathways through summer opportunities, lunch career series, alumni engagement, career days and fairs, job readiness learning experiences, and field trips. We will create a database of resources, including hobbies and careers of staff, parents, and community members. We will expand Career Development and Occupational Studies to all interested students. We will revisit existing programs and events with a current focus on college to include other postsecondary pathways. We will explore modifying the senior schedule to allow for internship/job opportunities during the school year.

### INITIATIVE 2C

#### Embedding Real-World Skills into the Student Experience

We will continue to support the development of processes and spaces for students to experience entrepreneurship and business. We will emphasize the importance of developing financial literacy within all students. We will expand opportunities for students to research and speak publicly, as well as provide internship experiences, mentorships, and peer leadership.

## PILLAR THREE

# Clear + Targeted Communication

Ensuring the entire Hendrick Hudson District Community (parents, staff, students, community members) feel included, engaged, heard, and have the ability to access information, and have a baseline of what they need to know and do to be active participants.

INITIATIVE

3A

### Establishing a Communications, Public Relations and Engagement Function

We will explore creating a role focused on improving our communications and community engagement processes, which might include developing and managing the annual communications plan, crisis and ad hoc communications needed by the Head of School or Board of Trustees, and materials for special initiatives and events.



INITIATIVE

3B

### Overhauling the District Website

We will employ a user-experience website designer to overhaul the current website so that it becomes easy to navigate and a “one-stop-shop” for information within the district.

INITIATIVE

3C

### Increased Access, Visibility and Information-Sharing Between Leadership and Stakeholders

We will optimize/maximize opportunities for engagement between leadership (building, district, and Board of Education level) and stakeholders by creating and encouraging opportunities for leadership presence and participation in school and community events, and district wide team building opportunities.

## PILLAR FOUR

# Shared Decision-Making

Creating a safe, supportive, and welcoming environment where all community members are able to share their thoughts, beliefs, and opinions, and can work collaboratively to reach mutually desirable goals. Within this environment, all members will be respected.

### INITIATIVE 4A

#### Increasing Community Involvement in Decision-Making Processes

We will create a publicly-accessible decision-making flowchart in order to clarify and codify how key decisions are made. We will include a list of all standing District and Board of Education committees, as well as committee chairs and a contact access point/email or phone.

### INITIATIVE 4B

#### Expand Opportunities to Develop Leadership to Better Engage with Stakeholders

We recognize the importance of developing trust between leaders and the community they serve. We will increase leadership availability for community members through multiple forms of communication (email, phone, in-person conferences, etc). We will develop and administer a school climate survey to gather baseline and ongoing data around student, family, teacher, and leader perceptions of school climate and stakeholder engagement. We will explore opportunities for executive coaching and leadership competency development for leaders throughout the district, including teacher-leaders.



### INITIATIVE 4C

#### Embedding Diversity, Equity, and Inclusion (DEI) within all Decisions

We recognize Diversity, Equity, and Inclusion (DEI) and its importance in all aspects of education, including curriculum, social/emotional interactions amongst students/staff, and how it relates to decision-making. In order to effectively embed DEI practices within our district, we will need representation from a diverse range of stakeholders. We will create a district-wide DEI Committee made up of representatives from all schools, community, parents, teachers, and staff. We will review current policies and procedures to address inequitable practices and decisions. We will provide new and ongoing DEI training to build internal capacity to carry this important work forward.



OUR PROCESS

# By the Numbers



6

Strategy Sessions

82

Stakeholders involved in the process

18

Focus Groups

1,297

Respondents over two rounds of stakeholder engagement



58

1:1 Interviews held

760

Students engaged in the process



# Timeline

