



## Hutto Independent School District ~ Strategic Plan 2013-18

	Categories:	Objectives:	Strategies:	Specific Results:
<p><b>In Hutto ISD, we believe:</b></p> <ul style="list-style-type: none"> <li>• Every decision is truly made in the best interest of students.</li> <li>• Every student is important.</li> <li>• All students are of value and should be given the opportunity to succeed in life.</li> <li>• In recruiting and retaining the best staff.</li> <li>• All staff are of value and should be given the opportunity to contribute and succeed.</li> <li>• All students will be well-balanced and taught the value of hard work</li> <li>• Embracing diversity is a strength.</li> <li>• In good stewardship of the taxpayer's dollars.</li> <li>• The educational needs of all students must be met.</li> <li>• Parents are our most valuable partners in student success.</li> <li>• Communication will move our district forward.</li> <li>• Character is as important as academics.</li> <li>• We can accomplish more together than on our own.</li> </ul> <p><b><u>Our Vision</u></b> Inspiring excellence in academics, character and community.</p> <p><b><u>Our Mission</u></b> The Mission of Hutto ISD is to inspire our students to be bold, innovative thinkers who demonstrate character and are academically prepared for an unlimited future through engaged learning and exceptional activities that involve all members of the Hippo Nation.</p>	Teaching and Learning	Create a culture of excellence to address the academic, economic, and social challenges of the future.	1.1 Invigorate classroom instruction to promote student engagement and lifelong learning.	1.1.1 Provide professional development and collaborative opportunities for teachers' related to critical thinking, problem solving, and risk taking. 1.1.2 Equip teachers with the knowledge to practice innovative instruction and to develop 21st century learners. 1.1.3 Equip the school community with the ability i.e. knowledge and tools to create a safe environment including cultural awareness, tolerance, and a sense of belonging in order to promote student engagement and lifelong learning.
			1.2 Ensure a rigorous P-16 curriculum to produce globally competitive graduates.	1.2.1 Provide rigorous, project-based learning opportunities for students that are relevant, personalized and engaging. 1.2.2 Provide relevant experiences, learning opportunities and an awareness of post-secondary options to create globally competitive graduates.
	Human Resources	Develop a recruitment and retention process that provides quality staff for all HISD students.	2.1 Create a professional and high-functioning recruitment process to attract quality staff.	2.1.1 Obtain highly qualified diverse personnel by implementing an innovative recruitment process that remains competitive in a 21st century market.
			2.2 Establish a comprehensive district support system to retain quality staff.	2.2.1 Create a positive, nurturing environment to retain highly qualified employees in order to promote consistency of education. 2.2.2 Create and maintain a retention plan that takes into account research, working environment, generational values, performance, support and personality with the goal of creating and maintaining a workplace that retains and nourishes good people
	Funding and Finance	Develop a comprehensive plan that will achieve financial stability.	3.1 Design a financial plan that will allow Hutto ISD to build/maintain three months of operational savings in our fund balance.	3.1.1 Plan to increase fund balance a minimum amount each year so that an amount equal to three months' operating would be achieved over a specific period of time.
			3.2 Establish a framework to analyze and prioritize current and future programs that ensures accountability of future financial decisions.	3.2.1 Ensure that all district expenditures correlate with district, campus, and department needs and have a measurable effect on meeting district goals. 3.2.2 Implement a planning process for non-academic departments with the result that each district department will create annual needs-based improvement plans.
	Facilities	Create innovative ways to address our facility needs inspiring learning through flexible, state-of-the-art facilities.	4.1 Develop a comprehensive facilities master plan that addresses innovation, safety, and efficiency and includes trigger points.	4.1.1 Develop and implement strategies that will successfully build innovative, safe and efficient schools to meet with flexible and scalable plans for future student needs.
			4.2 Challenge the norm and examine ways to partner with colleges, technical schools and other entities on facility design and sharing.	4.2.1 Develop and implement initiatives to create relationships with surrounding educational and business partners to cooperate in mutually beneficial design and sharing.
	Community/Parent Partnerships	Create community partnerships that encourage participation in HISD's commitment to inspiring excellence.	5.1 Develop a plan to continue and grow partnerships within the boundaries of the Hutto ISD.	5.1.1 Develop and implement a plan utilizing new and best practice strategies for schools, families, communities and businesses to become engaged in the educational support of the students in Hutto ISD.
			5.2 Develop a plan to continue and grow partnerships outside the boundaries of the Hutto ISD.	5.2.1 Establish and improve two-way partnerships between Hutto ISD and the greater community.
	Communications	Create a system and processes that generate two-way external/internal communications.	6.1 Develop a comprehensive internal communications plan that reaches the Hippo Nation, through efficient target marketing and precise messaging of our excellent stewardship.	6.1.1 Develop an effective communication system for parents, students and staff.
			6.2 Develop a comprehensive external communications plan that reaches beyond the Hippo Nation, through efficient target marketing and precise messaging of our excellent stewardship.	6.2.1 Communicate effectively with more transparency and collaboration with the community, the positive stories of the district and community, aimed at improving the image of Hutto ISD.