

# HERNANDO COUNTY SCHOOLS Strategic Plan: 2023 - 2028



**HERNANDO  
SCHOOL DISTRICT**

Learn it. Love it. Live it.

*To inspire and support the pursuit of individual greatness.*



# KEY PRIORITIES 2023-2028

## PRIORITY 1

### STUDENT SUCCESS

Provide standards-based instruction in all classes, in all content areas to ensure all students are college or career ready to be contributing members of society.

## PRIORITY 2

### TALENT MANAGEMENT

Create a culture that attracts, develops, and retains quality employees passionate about supporting student success.

## PRIORITY 3

### COMMUNITY CONNECTION

Create opportunities to engage the greater community for the purpose of fostering trust and advancing student excellence.

## PRIORITY 4

### FISCAL STABILITY AND CAPITAL PLANNING

Ensure public funds are used efficiently to maintain quality educational needs and facilities for our students.

## PRIORITY 5

### SAFE AND HEALTHY LEARNING ENVIRONMENT

Enhance and strengthen a safe and healthy learning environment.



## PRIORITY 1

# STUDENT SUCCESS

## GOAL

Provide standards-based instruction in all classes, in all content areas to ensure all students are college or career ready to be contributing members of society.

## STRATEGY 1

Ensure teachers, visited during administrative walk-throughs deliver, grade level, benchmark based instruction to engage all learners.

- Meet or exceed the state average of students scoring proficient.
- Meet or exceed the state average of students making learning gains.
- Meet or exceed the state average of students in the lowest quartile making learning gains on Florida Assessment of Student Thinking in English Language Arts and Math.

## STRATEGY 2

Ensure schools engage in evidence-based strategies and interventions to support subgroups and close achievement gap.

- Close the achievement gap as measured by state metrics.
- Increase the percentage of English Language Learners becoming proficient in language acquisition on Assessing Communication and Comprehension in English- State to State for English Language Learners.
- Increase percentage of students with Individual Education Plans being served in the regular class 80% of the day.
- Decrease the dropout rate for students with disabilities.
- Meet or exceed the state graduation rate of all Every Student Succeeds Act subgroups.



## PRIORITY 1

# STUDENT SUCCESS

## STRATEGY 3

Prepare K-12 students for post-secondary education, employment or military service.

- Increase middle school acceleration through advanced courses and career & technical opportunities.
- Increase the number of high school credits earned by students in grades 6-8.
- Increase the number of K-5 students participating in Career & Professional Education.
- Increase district average of Advanced Placement and Advanced International Certificate of Excellence exam pass rates for all courses.
- Increase the number of students receiving an Advanced Placement Capstone Certificate or diploma or Advanced International Certificate of Excellence diploma.
- Meet or exceed the state average for high school district acceleration rate.
- Increase student participation in dual enrollment courses.
- Meet or exceed the state average for Scholastic Aptitude Test total and American College Test composite score.
- Increase Student With Disabilities access to post-secondary education.
- Increase Florida Application for Federal Student Aide completion rate to meet or exceed average state rate.
- Increase the number of industry certifications earned by students.
- Decrease truancy for students in grades 6-12.
- Continue to exceed the state's rate for graduation.
- Increase the number of students who take the Armed Services Vocational Aptitude Battery



# TALENT MANAGEMENT

## GOAL

Create a culture that attracts, develops, and retains quality employees passionate about supporting student success.

## STRATEGY 1

Create opportunities and pipelines for our community to become employees of Hernando County Schools.

- Increase annually the number of Associate Teachers.
- Reduce annually the number of classroom vacancies for the first day of school and beginning of the second semester.

## STRATEGY 2

Provide opportunities for continued professional growth.

- Increase the number of Associate Teachers achieving professional certification.
- Increase participation in apprenticeship programs.
- Increase participation in Learn It University.
- Decrease the number of teachers identified as out of field for English for Speakers of Other Languages /Gifted.
- Increase satisfaction for professional development by providing a variety of meaningful activities to be measured for effectiveness by yearly staff survey results.

## STRATEGY 3

Retain our workforce to reduce turnover of high-quality employees.

- Increase percentage annually of alternative certified teachers achieving professional certification.
- Reduce resignations due to a lack of job satisfaction.
- Increase the number of first year teachers retained for a second year.



## PRIORITY 3

# COMMUNITY CONNECTION

## GOAL

Create opportunities to engage the greater community for the purpose of fostering trust and advancing student excellence.

## STRATEGY 1

Improve student learning opportunities by strengthening community and business partnerships.

- Increase sponsorship contributions to enhance school and district student learning outcomes.
- Increase participation rate for family and community engagement events.

## STRATEGY 2

Enhance two-way district communication and engagement with families and the community.

- Increase the number of respondents to the feedback structures.
- Improve overall satisfaction ratings from feedback structures.

## STRATEGY 3

Elevate the quality of internal communications and ensure staff receive timely and constructive information.

- Increase the number of staff responding to feedback structures.
- Improve overall satisfaction ratings from feedback structures.

## STRATEGY 4

Develop authentic ways to celebrate the contributions and achievements of all employees

- Open pathways to partner with other HCSD departments, schools and teams to develop recognition opportunities.
- Monitor and update feedback systems to determine areas of improvement.



# FINANCIAL TRANSPARENCY AND CAPITAL PLANNING

## GOAL

Ensure public funds are used efficiently to maintain quality educational needs and facilities for our students.

## STRATEGY 1

Maximize all district resources to enhance the learning environment and ensure financial sustainability.

- Increase purchasing card participation & annual rebates.
- Strive to increase revenue from local revenue sources.
- Increase interest earning strategy by expanding investment portfolio.
- Maintain an assigned and unassigned fund balance of 5%
- Maintain the current bond rating as reported by designated agencies.

## STRATEGY 2

Improve and maintain district facilities by utilizing appropriate funding effectively to provide the best quality education and services to our students, staff and community.

- Improve existing district facilities by utilizing planned life cycle replacement.
- Decrease the average age of the bus fleet.
- Increase the number of sites with upgraded bandwidth.

## STRATEGY 3

Monitor the projected growth of Hernando County over the next several years, and plan accordingly to ensure student growth does not outgrow student stations.

- Study and analyze growth population in county.
- Plan for new construction for additional student stations so Florida Inventory of School Houses capacity meets or exceeds student enrollment.



## **PRIORITY 5**

# **SAFE AND HEALTHY LEARNING ENVIRONMENT**

## **GOAL**

Enhance and strengthen a safe and healthy learning environment.

## **STRATEGY 1**

Ensure students have access to and receive high quality, nutritious meals provided by the Food & Nutrition Department.

- Annually increase the number of students participating in National School Lunch program.
- Annually increase the number of students participating in the Seamless Summer program by increasing the number of mobile feeding sites.

## **STRATEGY 2**

Increase the preparedness of staff and students to respond to critical incidents on campus or at school-sponsored events by providing on-going training activities.

- Through student surveys, annually increase the percentage of students reporting their schools are safe.
- Through staff surveys, annually increase the percentage of staff reporting their schools are safe.

## **STRATEGY 3**

Improve student resiliency and life skills by providing school-based mental health supports.

- Annually reduce the number of students who are referred to the pre-expulsion hearing process for drug offenses.
- Increase parent and student participation in tobacco/drug awareness training.
- All students in grades 6-12 will receive resiliency and life skills training.



## **PRIORITY 5**

# **SAFE AND HEALTHY LEARNING ENVIRONMENT**

### **STRATEGY 4**

Improve the student-to-school connection by monitoring early warning data to determine student needs and provide additional support.

- Annually increase the number of students who have 90% or better average daily attendance.
- Reduce the number of students with two or more early warning indicators.
- Maintain 80% compliance with Youth Mental Health First Aid certification with all required staff.

### **STRATEGY 5**

Provide safe, on-time transportation to and from school for all students.

- Reduce the number of accidents that receive point penalties as measured by the annual Safe Driver Committee review process.
- Improve on-time arrival to schools.

### **STRATEGY 6**

Provide students and staff with a clean campus environment.

- Increase the number of Environmental Services Technicians participating in training opportunities.
- Improve the annual ratings of determined by school cleanliness reports.





# HERNANDO SCHOOL DISTRICT

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 Hernando Schools

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