

The logo for Hernando School District is a large, stylized letter 'H' in the center. The 'H' is composed of a light green vertical bar on the left and a blue vertical bar on the right, with a white negative space in the middle. This 'H' is enclosed within a thick, dark purple circular border. Surrounding this central circle are several other elements: a smaller blue circle at the top left, a light green circle at the top right, a dark purple circle at the bottom right, and a blue circle at the bottom left. A thin, dark purple arc is also visible on the left side of the central circle.

# **HERNANDO SCHOOL DISTRICT**

**Learn It, Love It, Live It:  
Monitoring for Success  
by Developing a  
Systematic Approach  
through Focused  
Accountability**

**February 2023**

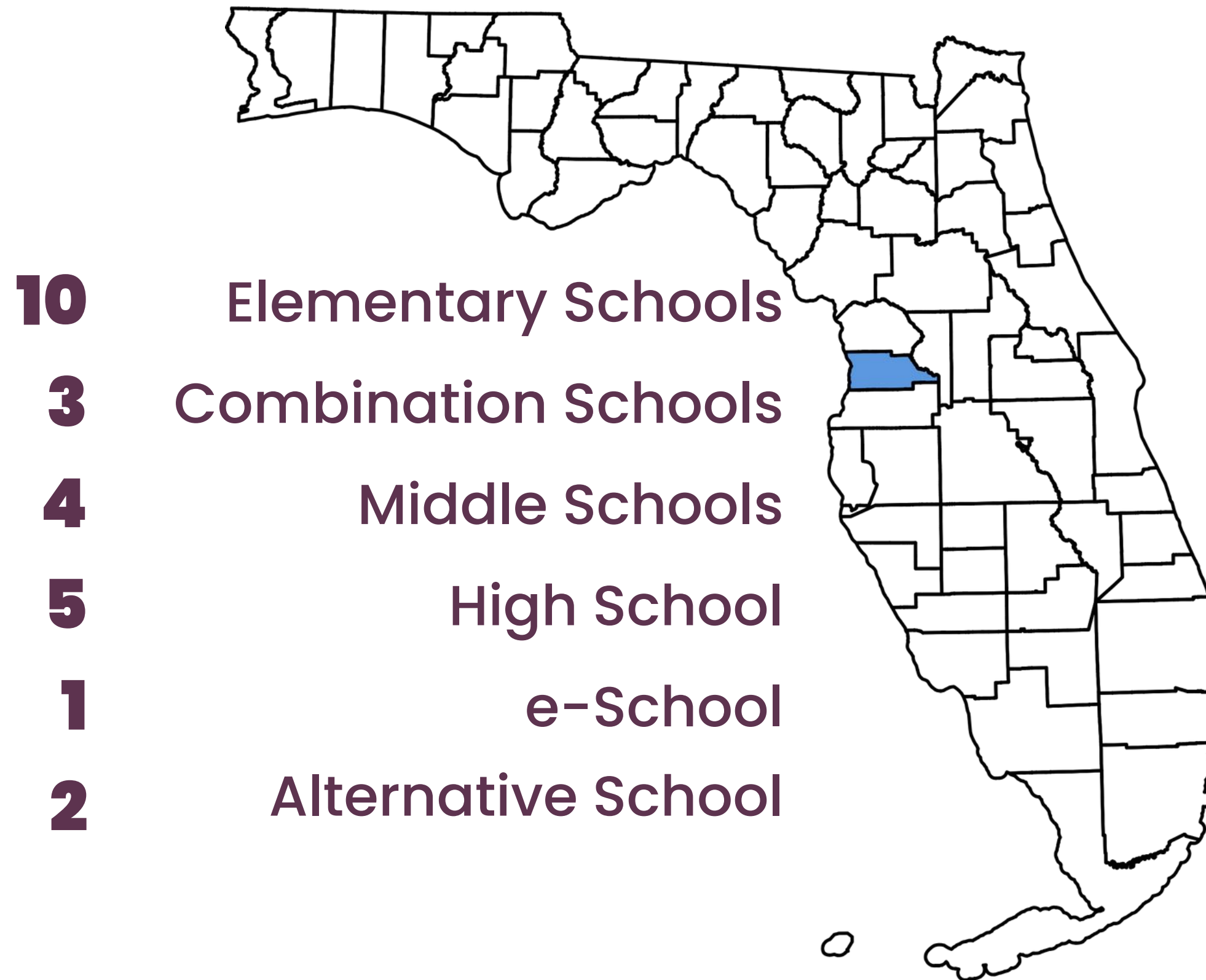


# Purpose

- Developing a comprehensive, systematic approach to monitoring accountability that inspires student success
- Engagement, achievement, and culture of a school are all affected by having processes in place to monitor accountability.
- Processes to be shared will include school walkthroughs, principal data chat structures, creating tiered support systems, and the development of focus areas



# District Demographics



**24,158 Students**  
**1,770 Teachers**  
**1,230 Support Staff**







# HERNANDO SCHOOL DISTRICT 2023 - 2028 Strategic Plan

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



## 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.

#### STRATEGY 2

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



## PRIORITY 2

### 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.

#### STRATEGY 2

Provide opportunities for continued professional growth.

#### STRATEGY 3

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



## PRIORITY 3

### 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.

#### 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.

#### STRATEGY 3

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

#### STRATEGY 4

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

#### STRATEGY 5

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

#### STRATEGY 6

Provide students and staff with a clean campus environment.



## PRIORITY 4

### 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.

#### STRATEGY 2

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

#### STRATEGY 3

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

#### STRATEGY 4

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



## PRIORITY 5

### FISCAL STABILITY 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.

#### 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.

#### 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.

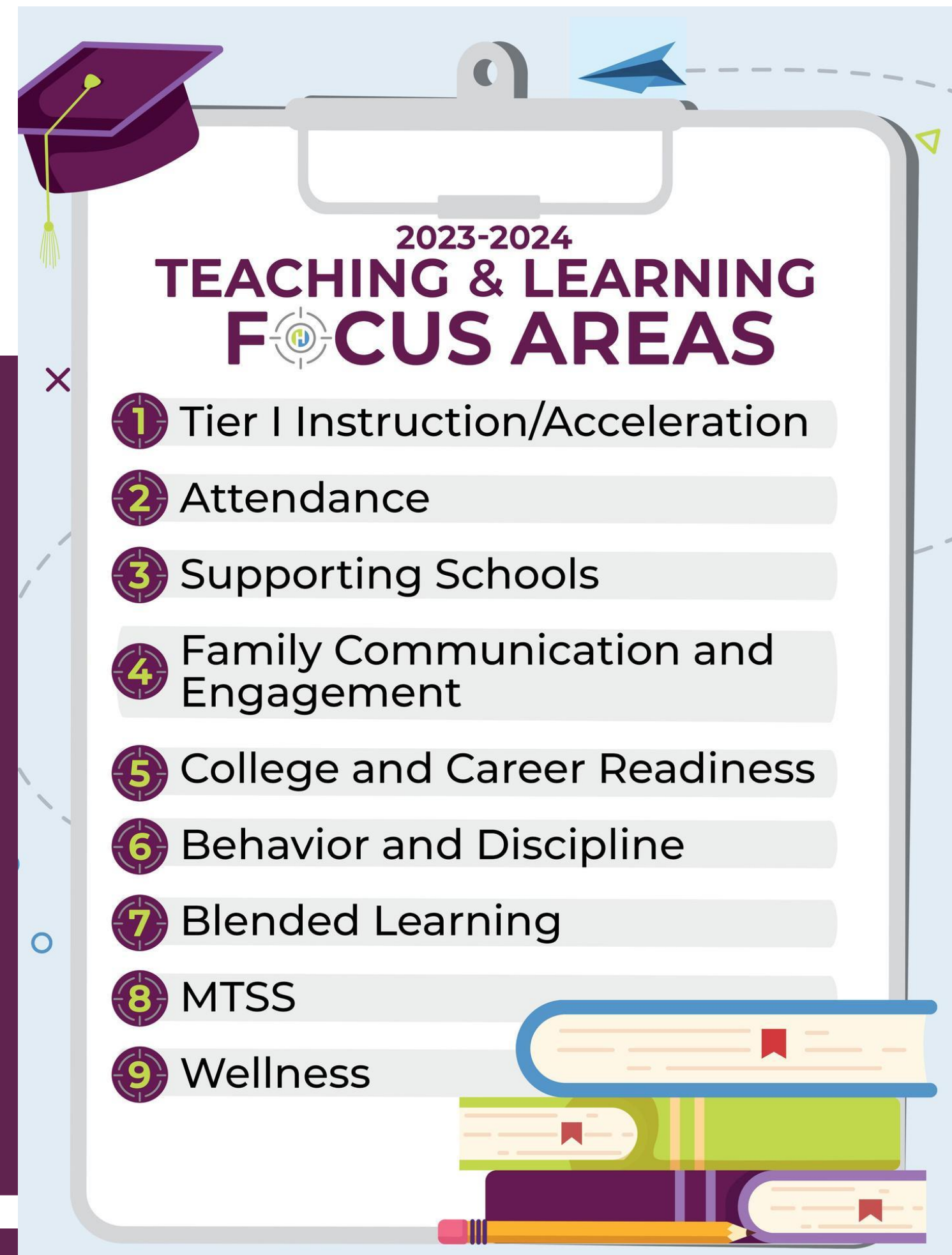




# How do you develop your focus areas?



Our team analyzes all data components including student achievement, stakeholder surveys, and early warning indicators to create focus areas for the upcoming school year.





## 2023-2024 Tiered Schools Receiving Support

Tier 3	<p><b>ELA</b></p> <p>Eastside Elementary School Explorer K-8</p> <hr/> <p>Fox Chapel Middle School D.S. Parrot Middle School</p> <hr/> <p>Weeki Wachee High School</p> <p><b>MATH</b></p> <p>Eastside Elementary School Explorer K-8</p> <hr/> <p>Fox Chapel Middle School D.S. Parrott Middle School</p>
	<p><b>ELA</b></p> <p>Pine Grove Elementary School Winding Waters K-8</p> <hr/> <p>Springstead High School</p> <p><b>MATH</b></p> <p>Pine Grove Elementary School Winding Waters K-8</p>
Middle School Support- All Content Areas	

## 2023-2024 Tiered Schools Receiving Support

Elementary	<p>Pine Grove Elementary School Paula Clark</p> <p>Eastside Elementary School Keri Littlefield</p> <p>Explorer K-8 Anna Jensen Magen Schlechter</p> <p>Winding Waters K-8 John Morris</p>
Middle	<p>D.S. Parrott Middle School Sonsee Sanders</p> <p>Fox Chapel Middle School Jesse Diaz Magen Schlechter</p>
High	<p>Springstead High School Kelly Downey</p> <p>Weeki Wachee High School Tiffany Howard</p>





**HERNANDO**  
SCHOOL DISTRICT

Learn it. Love it. Live it.

# Tiered Support Matrix

	Principal, AP & Coach Meetings	Principal Data Chats	District & Content Area Walk- throughs	Statewide Assessment	Progress Monitoring	District Coach Support	Schoolwide Improvement Plan	SBLT & PLCs
TIER 3	Monthly	Monthly During Walkthrough	Monthly & Ongoing Support	Data "Deep Dive" Workshop	On-site Guided Work Session with Action Plan	Ongoing	Full-Day District Led Workshop with School Leadership Team	Attended by District Leadership Staff
TIER 2	Monthly	Quarterly	Winter & Spring	Review led by District Team	On-site District Review with School Leadership Team	Weekly	Half-Day Work Session	Attended by District Coaching Staff
TIER 1	Monthly	Semi-Annually	Annually	Data Disaggregation at Summer Leadership Conference	Overview for Administrators Provided by District Team	Consultation & PD	District Overview with all Administrators	Upload Schedules to the HILT



**How do you  
establish your  
focus areas to  
support  
schools?**





# Our Way of Work



[Hernando Instructional Leaders Catalog \(HILC\)](#)



Walkthrough Process



School Folders



# Reviewing the Data

- 1 Assistant Superintendent of Teaching and Learning
- 2 Executive Director of Student Support Programs
- 3 Curriculum Supervisors
- 4 Content Area Instructional Coaches
- 5 Federal Programs Staff
- 5 Assessment and Accountability

Summer Planning	Lesson Planning	
	PLC/SBLT Planning	
	Bottom Quartile	
	Teacher Observation Plan	
	Early Warnings	
	Science (Elementary) Civics, Advanced Math, & CTE (Middle)	College & Career Acceleration
Fall Data Chats	MTSS	
	Teacher Observation Plan	
	D/F Reports	
	School Wide Improvement Plans	
	Extended Day Plans	
	Early Warnings	
	i-Ready Usage & Pass Rates	ALEKS/Achieve3000 usage & Pass Rates
Winter/Spring Data Chats	Title 1 Programs & Personnel	Online Course Requirement
	D/F Reports & Possible Retention	
	ESSA Sub Group Update	
	Early Warnings	
	i-Ready Growth, Plan for the FSA	ALEKS/Achieve3000 Growth, Plan for the FSA
	Overage Report	Graduation Test Requirement
	Science (Elementary) Civics, Advanced Math, & CTE (Middle)	College & Career Acceleration





**What  
processes do  
you have in  
place in order  
to monitor and  
support  
schools**





## Tiered Support in Action

"D" Rated School

<input checked="" type="checkbox"/>	Monthly & ongoing support for walkthroughs – formal and Informal
<input checked="" type="checkbox"/>	Ongoing coaching support
<input checked="" type="checkbox"/>	District monitoring & attendance at SBLT meetings
<input checked="" type="checkbox"/>	District and Site based facilitate lesson planning
<input checked="" type="checkbox"/>	District staff working with the administration to establish systems, processes, and procedures – Including NON-NEGOTIABLES







Test Year	Achievement			Learning Gains				Total Number Points Earned	School Grade
	% Level 3 and Above FSA ELA FSAA ELA	% Level 3 and Above FSA MATH FSAA MATH	% Level 3 and Above FOST Science FSAA Science	% Making Learning Gains ELA - ALL	% Making Learning Gains Math-ALL	% Bottom Quartile Learning Gains ELA-L25%	% Bottom Quartile Learning Gains Math-L25%		
22-23	7	12	25						Difference
FAST 2023 <small>(Informational Release)</small>	40	41	56					137	C
FSA 2022	33	29	31	48	35	40	37	253	D
FSA 2021	32	37	41	39	44	57	39	289	C
FSA 2019	42	51	53	46	52	50	50	344	C
FSA 2018	55	65	74	61	59	61	64	439	A



Mike Lastra started his educational career at Nature Coast Technical High School (NCTHS) in 2004.

In 2015 Mike became the Assistant Principal at Eastside Elementary School (EES) and then Principal at Brooksville Elementary (BES) in 2018.

At the end of the 2021 school year, Mike returned to EES and is currently serving as Principal.





**Based on this  
presentation,  
what will you  
bring back to  
your district to  
implement?**





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# Thank You

[Hernando Schools](http://www.hernando.k12.fl.us)

