

HOBBS MUNICIPAL SCHOOLS: STRATEGIC PLAN 2021-2026

The mission of the Hobbs Municipal Schools is to ensure that all children have a fair, equal, and significant opportunity to obtain a high-quality education and reach, at a minimum, proficiency on challenging state academic standards and state academic assessments.

Pillars

Student Success	People	Community	Finances
<i>Prepare students to succeed in postsecondary education and contribute to a global society</i>	<i>Provide a great work environment so that every employee can perform at the highest level</i>	<i>Sustain the intentional culture of The Hobbs Way so that relationships with parents and community stakeholders are nourished and expanded over time</i>	<i>Utilize resources wisely at all levels of the organization to maximize impact</i>

Strategic Plan Goals: 2021-2026

<ul style="list-style-type: none"> ● Foster excellence and experiential learning opportunities through academics, arts, athletics, and activities. ● Increase attendance by students in day-to-day instruction. ● Support the social-emotional learning, character development, and mental health of all students. ● Develop a district-wide system in which all students graduate with a post-secondary plan and associated pathways for success. ● Provide safe and flexible learning environments to encourage collaboration, and innovation by students. ● Ensure that curriculum (including evolving virtual system) is relevant and rigorous, including the assessment of district and state curricular priorities. ● Integrate the Career Technical Education Center into the overall Hobbs model for teaching, learning, and student success. 	<ul style="list-style-type: none"> ● Recruit, develop, and maintain high quality staff focused on maximum performance of the organization as it relates to mission and overall student success. ● Continue to recruit, hire, and retain employees with a strong sense of commitment to the district. ● Establish professional development that includes all employees. ● Create processes and protocol for returning to buildings in the post-COVID era. ● Create leadership succession plan to preserve the knowledge capital and commitment of employees who have dedicated years of service to HMS. ● Cultivate a collaborative environment that meets the needs of staff in areas of emotional, physical, and social well-being. ● Ensure staff understand and feel competent and efficient in accessing and utilizing virtual and other types of technology. ● Continue to strengthen and accentuate the positive relationships among staff and departments as well as across the internal and external community. ● Provide role-specific leadership and training at all levels of the organization. ● Develop a system of reward and recognition for employees. 	<ul style="list-style-type: none"> ● Nourish and advance the sense of pride in Hobbs as premiere school district of New Mexico. ● Strengthen and continue to work on strengthening the positive relationships of HMS employees with students, families/caregivers, and the broader external HMS community. ● Involve parents and caregivers more intentionally and specifically in teaching and learning. ● Develop methods to integrate the Career Technical Education Center into the overall, broader HMS community. 	<ul style="list-style-type: none"> ● Explore and develop options for affordable housing for HMS employees. ● Build equity and consistency of facilities across HMS buildings. ● Nourish existing community partnerships. ● Create new community partnerships. ● Ensure staff have knowledge of district budget/resource allocations. ● Develop a prioritization plan and timeline for upgrading facilities. ● Continue to engage in decision-making that ensures financial transparency and solvency. ● Continue to support and promote the investment, benefits, and outcomes of the Career Technical Education Center.
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