



## HAWTHORN ACADEMY DISTRICT OFFICE

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## HAWTHORN ACADEMY

*Where high expectations, individual growth,  
and academic achievement happen.*



[www.hawthornacademy.org](http://www.hawthornacademy.org)



### ABOUT OUR STRATEGIC PLAN

Hawthorn was founded in 2009 with a clear purpose of providing an exciting and enabling learning environment where students not only develop a desire to explore and understand the world around them, but are inspired to set and reach personal goals and become lifelong seekers of knowledge. As we prepare to begin our 15th year, we felt the need to revisit our purpose and reestablish our place in the ever-evolving landscape of public education.

As we look to the future, Hawthorn's Leadership Team has developed a Strategic Plan that will direct our efforts in the coming years. Over the course of several months, teachers, parents, board members, and administrators have met to discuss and share their vision for Hawthorn Academy. This important work led to many critical conversations about how to best meet the needs of our students and our community.



The strategic plan refines our mission and vision for Hawthorn Academy and highlights the core values that guide everything we do. The plan focuses on three key strategic areas: Safety, Growth, and Engagement. We strongly believe that our focus on these high priority areas will help us stay true to our purpose and provide the excellent education that students, teachers, and the community have come to expect.

While we continue our commitment to our founding principles, we are excited to move fearlessly into an even better future. We would like to thank all those who participated in the strategic planning process, and encourage all members of the Hawthorn community to stay involved as we implement these initiatives.

## MISSION:

Where high expectations, individual growth, and academic achievement happen.

This refined mission statement is bold and action-oriented. It emphasizes our commitment to three critical components of a student's education and opportunities to learn.



## OUR VISION:

Hawthorn Academy is dedicated to providing a safe and engaging environment that guarantees high levels of growth and achievement for every member of the Hawthorn community.

The success of our vision is connected to our commitment to establishing powerful systems and structures necessary to assure success. We are determined to focus our time, energy, and resources on initiatives that make our vision a reality.



## CORE VALUES:

Building a strong school culture is vital to the success and well being of students and teachers. At its core, culture is a collection of shared values and expectations that inform practice. At Hawthorn, we value Safety, Growth, and Engagement. We believe that if we align our efforts to these core values and establish expectations that guide and inform the practices of all students and adults, we will cultivate a culture of positivity, high expectations, inclusion, and trust.

### Safety

We strive to create an environment where everyone feels safe in every way. *Physically safe • Safe to share differing ideas, viewpoints, and opinions • Safe to try new things • Safe to be you*

### Growth

We are committed to the growth and development of both our students and our teachers. *Academic growth • Personal growth • Professional growth*

### Engagement

We believe that learning happens best when we are all fully engaged. *Students engaged in learning • Teachers providing highly engaging lessons and learning experiences • Intentional Parent and family engagement*

## CURRICULUM AND INSTRUCTION:

Embedded in these three core values is Hawthorn Academy's commitment to providing high-quality instruction for all students. As a STEM-designated school, Hawthorn proudly recognizes its South Campus as a Platinum-level STEM school and its West Campus as a Silver-level STEM school. All teachers follow a guaranteed and viable curriculum aligned with Utah's core standards and work to ensure that every student has the opportunity to thrive academically and reach their full potential.

Hawthorn's math program promotes 21st-century skills by fostering the 4 C's: communication, collaboration, creativity, and critical thinking. We recognize that these ambitious goals and high-quality instruction cannot be achieved without our dedicated and hardworking educators. Hawthorn will continue to seek out and retain the very best teachers, administrators, counselors, assistants, and staff members by offering a strong compensation and benefits package, focused professional development, and ongoing support for professional growth.

## STRATEGIC FOCUS AREAS:

As we work to achieve our goals, we will continue to align our strategic focus areas to Hawthorn's core values. Within each of these areas, we have carefully selected targeted strategies that we think are critical to assure success. It is our hope that over the coming years, you will recognize how each new initiative aligns to one of these three focus areas.

## SAFETY

### House System

The house system builds character, relationships, and school spirit while providing a sense of belonging and purpose to students and staff.

### Advisory- Middle School

This structured time helps establish a relationship between students and a trusted adult who knows and cares about them.

### Counselor/Behavior Specialist

In collaboration with teachers and parents, these professionals promote the mental health and well being of all students.

### Behavior/Discipline Plan

A clear plan for behavioral expectations assures that everyone knows what is expected at all times and in all locations.



## GROWTH

### Standards Based Instruction

Identifying the highest priority core standards in all core subject areas helps teachers and students focus on what matters most. High quality core instruction, rigorous assessments, and strategic interventions will assure that all students are progressing toward mastery of these standards.

### Proficiency Scales

Creating proficiency scales for each of the selected Priority Standards includes a clear description of the expected rigor and maps out the learning pathway for students to achieve mastery. This helps pinpoint where students are in the learning process giving them a clear picture of what mastery looks like so they can track their own progress.

### Data Driven Collaboration

Narrowing the focus of our collaborative team meetings on data from the Priority Standards will help us track the growth of our students and work together to find solutions for both those who are struggling and those who need to be challenged beyond grade level expectations.



## ENGAGEMENT

### Hawthorn Engagement Strategies

Hawthorn continues to incorporate teaching and learning strategies that assure high levels of student engagement throughout instruction. These engagement strategies are designed to keep students actively engaged in the learning process.

### Engagement for Teachers

Dynamic lessons require highly engaged teachers who plan opportunities for students to engage throughout the lesson. Teachers are expected to be out of their seats and moving around throughout the lesson to assure that they are monitoring students and providing support.

### Higher-Level Questioning

As teachers plan their lessons, they will be paying close attention to the types of questions they are asking. Students are encouraged to think more deeply about a topic or learning objective by engaging in discussions and collaborative problem-solving.

### Student Self-Monitoring

Students are encouraged to take an active role in their own learning by tracking their progress on their proficiency scales. This will help them identify their individual needs and determine what support they need to move to the next level.