

Hemlock Public School District

200 Wilson St.
Hemlock, MI 48626



Strategic Plan

2018 – 2019 – 2020 - 2021 and Beyond

Table of Contents

Mission, Vision, Core Values.....	3
Teaching & Learning.....	4
Human Resources.....	5
Business Operations.....	6
Building & Grounds.....	7
Marketing.....	8
Service.....	9
Appendix.....	10

MISSION	Innovate – Collaborate – Educate
VISION	Community of Learners
CORE VALUES	<p>Strive to be a service organization dedicated to students, families and the community.</p> <p>Use teamwork to deliver high-quality education in a safe, clean, and friendly environment.</p> <p>Promote a supportive work setting that includes high expectations, active participation, personal development and recognition, open communication, and trust.</p> <p>Be fiscally responsible with our limited resources.</p> <p>Be involved in the community.</p>

Teaching & Learning

AREAS FOR DEVELOPMENT	INITIATIVES	ACTION	PROGRESS
Curriculum	<p>Align curriculum and resources to local expectations and state standards.</p> <p>Provide faculty with content-specific, research-based professional development.</p>	<p>Utilize ISD consultants and instructional coaches when every practical.</p> <p>Provide opportunities for content-area teachers to work collaboratively to align and implement new standards.</p> <p>Integrate new social studies and science curriculum K-12</p>	
21st Century Learning Opportunities	<p>Enhance instruction and faculty development with technology-rich training and resources.</p> <p>Integrate digital citizenship standards and resources into core instruction.</p> <p>Integrate career exploration into core instruction.</p>	<p>Career Cruising access and training for students and staff.</p> <p>Maintain and enhance relationships with the local business community.</p> <p>Utilize ISD consultants, resources, and instructional coaches to focus on best practices.</p>	
Data-Driven Instruction	<p>Utilize data to determine placement and to drive instruction and supports.</p>	<p>Identify assessments appropriate for lower elementary students (including preschool, ECSE, and Y5)</p>	

Indicators of Success:

- Professional development agendas with ISD consultants/coaches
- Meeting agendas, minutes, curriculum alignment documents
- Achievement data - M-STEP, SAT, NWEA, BAS
- Examples of formative data

Human Resources

AREAS FOR DEVELOPMENT	INITIATIVES	ACTION	PROGRESS
Employee Recruitment Program	Appreciate and value our employees with a competitive pay structure. Create a family atmosphere with a small town feel to get candidates that are a good fit for Hemlock.	Review county wages annually to stay competitive. Recruit candidates from local colleges and utilize social media to reach teachers that may have left the area and desire to return.	
Development Planning	Provide mentor training, time for staff, and provide the staff appropriate, high-quality PD.	Develop a professional development calendar with the District Curriculum Council. Provide a flexible schedule to give mentor/mentee training time.	
Employee Retention	Create a family atmosphere with employees that are the right fit for Hemlock and treat all employees sincerely with respect and integrity.	Schedule family gatherings, give sincere acknowledgment and recognition to employees.	

Indicators of Success:

- * Increase commitment and fidelity to the mission of the school by all employee groups.
- * Increase productivity and attendance by all employee groups.
- * Increase level of service for students, families, and community.
- * Increase retention rate for our employees.
- * Numbers of candidates interested in new positions.

Business Operations

AREAS FOR DEVELOPMENT	INITIATIVES	ACTION	PROGRESS
Organizational Effectiveness and Efficiency	<p>Annually review all programs and staffing to ensure efficiencies.</p> <p>Review services annually and bid/quote at least every three years.</p>	Internally review: special education, state/federal grant programs, staffing, grade level placement, and programs	
Collaborative Partnerships	<p>Develop collaborative relationships with other organizations such as colleges, local government units, and revenue funding sources (Foundations).</p> <p>Maintain strong relationship with both support and teacher unions.</p>	Annually develop a list of organizational partnerships and seek to maintain, create, or enhance.	
Supporting Organizations	Promote 501(3)c with community-based support organizations. Seek support to write grants, advertise, and facilitate microeconomic opportunities, such as school store.	Annually empower support organization leaders, employees, and other stakeholders to seek additional funding, e.g., host grant writing session.	

Indicators of Success:

* Fiscal health, annual fund balance above 8% and growing

*Fund Balance that provides opportunities for faculty/staff wage increases

Building & Grounds

AREAS FOR DEVELOPMENT	INITIATIVES	ACTION	PROGRESS
Building & Grounds Maintenance	<p>Develop a replacement and maintenance schedule.</p> <p>Develop realistic technology replacement schedule including costs.</p>	<p>Use social media, Conduct staff surveys to understand needs and annually review technology and curriculum plan</p>	
Focus on Safety	<p>Make sure all schools are as safe as possible.</p> <p>Do what we can to improve traffic flow.</p> <p>Examine School Drop-offs.</p> <p>Communication system at high school.</p>	<p>Review facilities with safety consultant, CIM.</p> <p>Consider adding service drive off Hemlock Road (near water tower to help with Pine Street issues. Consult with traffic flow experts.</p>	
Facilities Enhancements	<p>Replace weight room at High School and/or develop a community center.</p> <p>Provide home for district's STEM & robotics programs.</p>	<p>Look at a variety of solutions, locations.</p> <p>Seek grants, donations and other funding to develop better STEM resources.</p>	

Indicators of Success:

- * Safe and well-maintained environment.
- * Improved student spaces that support physical well being and STEM.

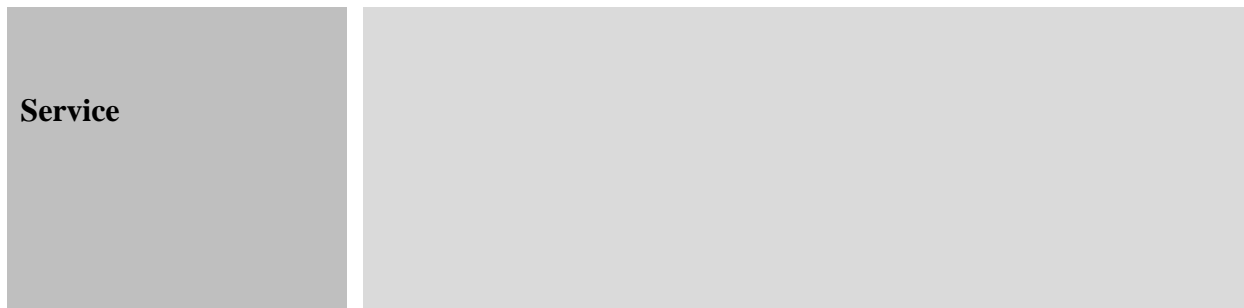
Marketing

AREAS FOR DEVELOPMENT	INITIATIVES	ACTION	PROGRESS
Huskie App	<p>Actively Promote the Use of our Huskie App.</p> <p>Ensure the Huskie App and website materials are always current and relevant.</p> <p>Add active Huskie App contributors.</p>	Promote, train contributors, and consistently review.	
Social Media	<p>Utilize multiple streams and avenues to communicate with stakeholders.</p> <p>Use location and demographics to promote our district.</p>	Regularly promote students, staff, and programs.	
Print and Digital	<p>Video commercials that authentically capture the Huskie experience.</p> <p>Press Releases.</p> <p>Utilize two billboards: 1 in Hemlock and 1 West of Hemlock.</p> <p>Press Releases.</p>	<p>Plan and complete video commercials.</p> <p>Create and implement a regular press release schedule.</p> <p>Work on billboards cost dependent.</p>	

Indicators of Success




*Press Releases: Positive comments and feedback from the community.

*Strong Brand Presence



AREAS FOR DEVELOPMENT	INITIATIVES	ACTION	PROGRESS
Service	Focus on customer service to students and families.	Conduct customer service checks via, phone, email, and site visits to school buildings/departments/etc. to ensure a friendly service focus.	
Communication	Utilize technology tools and media to keep the public informed regarding happenings in the school district.	Utilize technology tools to communicate events and opportunities to families regularly. Provide timely press releases to area media venues.	
Extra-Curricular	Encourage volunteerism with multiple extra-curricular opportunities for students and families to be involved.	Regularly promote volunteerism and conduct iChat's in accordance with state policy to provide an adequate number of eligible volunteers.	Ongoing – PTO and Booster organizations promoting increased volunteerism and involvement.

Appendix

	INITIATIVES
Mascot	Huskie
Official Logo	
Official Colors	Navy and White
Mission and Vision	<p>Hemlock Public  School District</p> <hr/> <p>  </p> <p><i>A Community of Learners</i></p> <hr/>

Board Approved, June 21, 2018