

**HEMLOCK PUBLIC  
SCHOOL DISTRICT**

200 WILSON ST. HEMLOCK, MI 48626

Dear Huskie Pack,

Hemlock Public School District remains at the forefront of K-12 public education in the State of Michigan, consistently providing quality programming with a focus on our mantra of “**Kids First**” and our mission and vision of “**Innovate, Collaborate, Educate, a Community of Learners.**” As leaders committed to our core values, we deliver the most engaging, highest quality education possible to our families.

Over the last several years, we have overseen an ongoing effort to strengthen our district’s position in service and education to **our students, families, and community**. This is the third edition of our strategic plan, which is an ever-evolving process that includes engagement by multiple stakeholders and approval by our governing board.

As you read these pages, we are working to make our plan a reality for our students, staff, families, and community. Our primary purpose in these efforts is to **amplify our work by unifying it with stakeholder input and engagement and a clear road map to guide our work.**

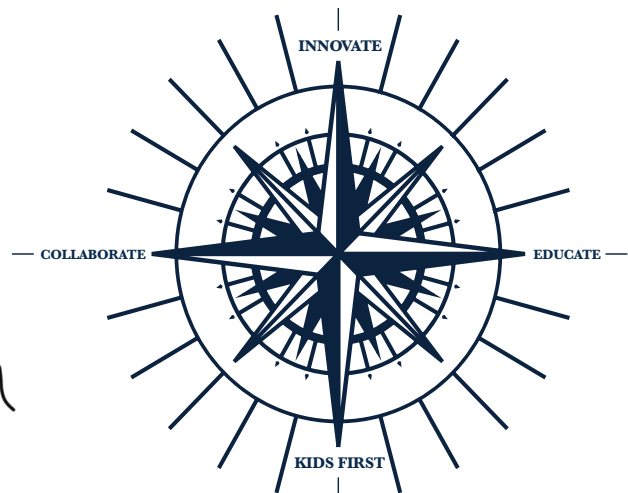
This plan is a **collaborative effort**. It brings a new focus and energy to our amazing district’s future focus. Great things are happening at Hemlock Public School District.

**Innovate, Collaborate, Educate**



**Don Killingbeck Jr., Ed.D  
Superintendent**

A handwritten signature in black ink, appearing to read "Dr. Don Killingbeck Jr." with a flourish at the end.



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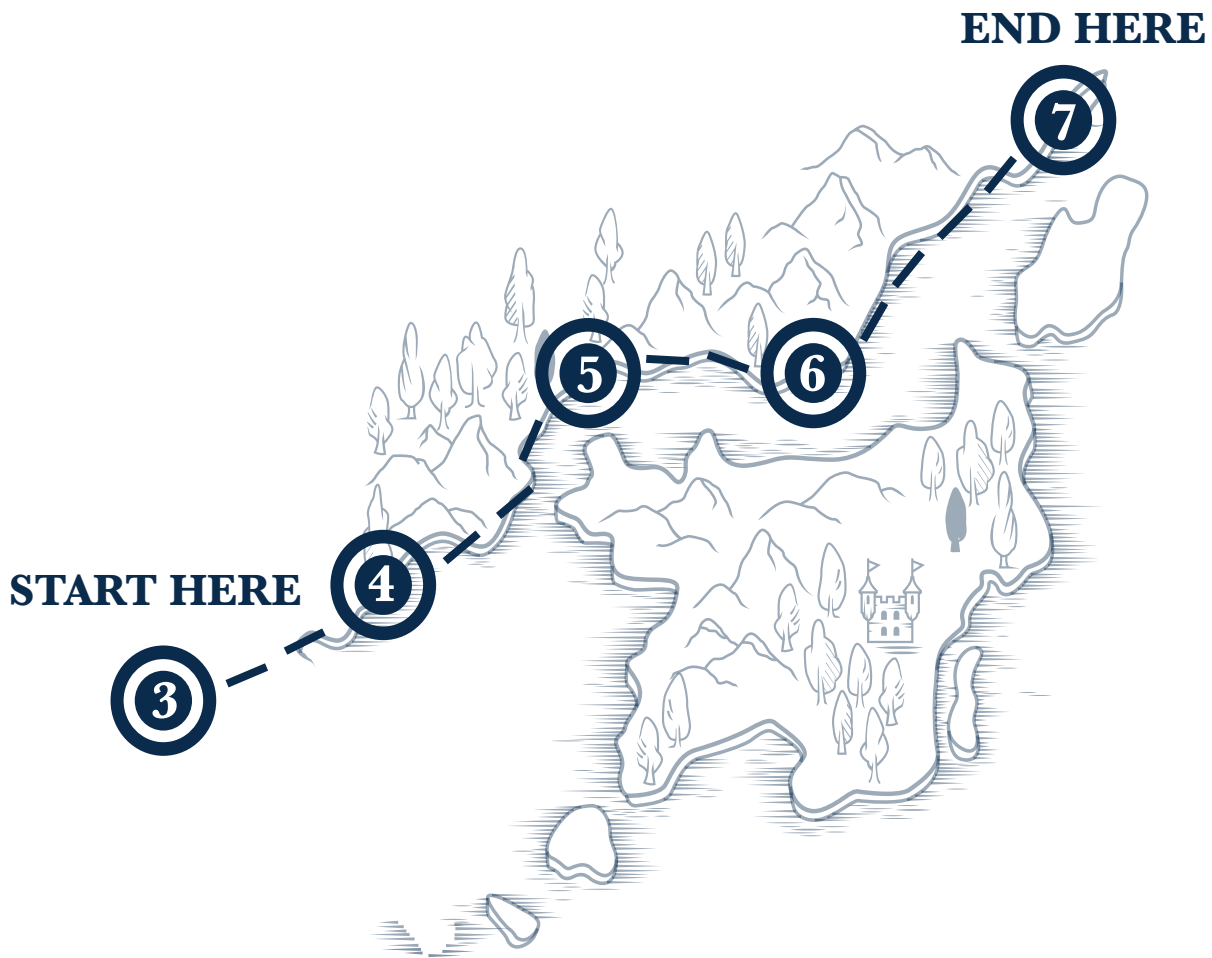
INNOVATE

## STRATEGIC PLAN

KIDS FIRST

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# MISSION, VISION, CORE VALUES

## MISSION & VISION:

*“Innovate, Collaborate, Educate,  
a Community of Learners”*

## CORE VALUES:

- Strive to be a service organization dedicated to students, families, and involved in the community.
- Use teamwork to deliver high quality education in a safe, clean, and friendly environment.
- Promote a supportive work setting that includes high expectations, active participation, personal development and recognition, open communication, and trust.
- Be fiscally responsible with our limited resources.



# TEACHING & LEARNING

AREAS FOR DEVELOPMENT	INITIATIVES	ACTION
Data-driven instruction, systems & district unity	<ul style="list-style-type: none"> <li>- K-12 MTSS</li> <li>- Scheduling &amp; planning</li> <li>- Content collaboration</li> <li>- Common assessments/progress monitoring</li> <li>- Ensuring time for staff collaboration</li> </ul>	<ul style="list-style-type: none"> <li>- Establishing MTSS guidelines and goals</li> <li>- Y5-12th grade content area/grade level meetings</li> <li>- Grade Level/Content Area PLCs</li> <li>- NWEA through 11th grade, IXL</li> </ul>
Curriculum & Instruction	<ul style="list-style-type: none"> <li>- Selection and implementation of new math curriculum</li> <li>- Intervention resources</li> <li>- Continuity of support for math curriculum implementation</li> </ul>	<ul style="list-style-type: none"> <li>- Curriculum Council Meetings focus on math curriculum review process</li> <li>- PLCs</li> <li>- PD</li> <li>- Development of a plan for fidelity checks</li> </ul>
Social & Emotional Learning	<ul style="list-style-type: none"> <li>- Screening students for social and emotional concerns</li> <li>- Ensuring all students have access to mental health professionals in the school setting</li> <li>- Increased staff awareness in trauma informed practice</li> </ul>	<ul style="list-style-type: none"> <li>- Developing a plan to screen students for social and emotional concerns in each building</li> <li>- Professional development in trauma and adverse childhood experiences</li> </ul>

## INDICATORS OF SUCCESS:

- ⦿ Completed MTSS handbook with levels of intervention
- ⦿ PLC organization, meeting agendas and meeting notes
- ⦿ Math curriculum selection, training, and implementation with fidelity checks in place
- ⦿ Trauma informed practice in the classroom

# HUMAN RESOURCES

AREAS FOR DEVELOPMENT	INITIATIVES	ACTION
Teacher Recruitment Program	- Appreciate and value our employees with a competitive pay structure	- Review county wages annually - Work with social platforms to recruit teachers - Recognize previous districts' rate of pay and experience
Support Staff Recruitment Program	- Competitive wages, incentives, recognition - Healthcare Benefits	- Review salary schedule - Include support staff highlights - Utilize job seeker platforms, i.e. Indeed/LinkedIn
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	- Continue to schedule family gatherings, give sincere acknowledgement and recognition to employees - Communication to both staff/parents

## INDICATORS OF SUCCESS:

- Successful Staff Welcome Back Event
- Research-Based Professional Development
- Utilize Michigan Department of Education Welcome Back Michigan Educator Program
- Successful Lunch & Learn Training for staff



# BUILDING & GROUNDS

AREAS FOR DEVELOPMENT	INITIATIVES	ACTION
Building & Grounds Maintenance	<ul style="list-style-type: none"> <li>- Develop a replacement and maintenance schedule</li> <li>- Develop a realistic technology replacement schedule including costs</li> </ul>	<ul style="list-style-type: none"> <li>- Use social media, survey staff, annually review</li> </ul>
Focus on Safety	<ul style="list-style-type: none"> <li>- Make sure all schools are as safe as possible</li> <li>- Rework Childcare entrance on Pine Street</li> <li>- Move Childcare playground</li> <li>- Improve traffic flow across the district</li> </ul>	<ul style="list-style-type: none"> <li>- Review facilities with safety consultant, CIM</li> <li>- Explore options with architect and construction management firm for Pine St. entrance, playground relocations, and traffic flow</li> </ul>
Facilities Enhancements	<ul style="list-style-type: none"> <li>- Provide upgrades to science labs district wide</li> <li>- Build district/community modern theatre at HHS</li> <li>- Build modern competition gym at HHS</li> <li>- Add classrooms to the Lockwood STEM Center</li> </ul>	<ul style="list-style-type: none"> <li>- Look at a variety of solutions, options. Consult with architect and construction managements firms</li> <li>- Seek outside funding (grants, donations, other sources) for boosting STEM resources</li> </ul>

## INDICATORS OF SUCCESS:

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

# BRANDING

AREAS FOR DEVELOPMENT	INITIATIVES	ACTION
Huskie App	<ul style="list-style-type: none"> <li>- Establish target audience</li> <li>- Parents, Students, Prospective Employees</li> <li>- Promote the app: How and When</li> </ul>	<ul style="list-style-type: none"> <li>- Create videos for tutorial use of app</li> <li>- Develop a graphic to add to the homepage that promotes the downloading of the app</li> <li>- Organize and streamline app within capabilities</li> </ul>
Social Media	<ul style="list-style-type: none"> <li>- Moving forward, limit social media footprint (in terms of granular district presence)</li> <li>- Expand social media presence in terms of platforms</li> <li>- Fewer users (Thrillshare specifically)</li> </ul>	<ul style="list-style-type: none"> <li>- Create one hashtag</li> <li>- Create stand-alone athletic social media presence</li> </ul>
Television	<ul style="list-style-type: none"> <li>- Increase local advertising</li> <li>- Trust and verify website results</li> </ul>	<ul style="list-style-type: none"> <li>- TV at Rosati's, Rick Ford</li> <li>- Make sure old website links are discontinued</li> <li>- Clean up Google search results if possible</li> <li>- Email listserv for small business relationships: BCC</li> </ul>

## INDICATORS OF SUCCESS:

- ⦿ Increased app downloads and usage.
- ⦿ Increased functionality of app within our parameters set by Apptegy.
- ⦿ Increased local and digital footprint with advertising of HPSD.