



READY **to Shape** **Their Future**

Haslett Public Schools
2025–2030 Strategic Plan





Being **READY** to shape their future means our students will graduate with a **strong academic foundation, essential life skills,** and the **adaptive mindsets** necessary to confidently navigate and succeed in an ever-changing world.





LETTER FROM BOARD OF EDUCATION PRESIDENT

Greg Bird

Dear Haslett Public Schools Families,

The Haslett Public Schools' commitment to our students has never been stronger. Our educators and staff demonstrate exceptional dedication to the academic excellence that defines our district. As we look toward the future, our responsibility to ensure every student graduates **READY TO SHAPE THEIR FUTURE** couldn't be more critical. With such a charge before us, I am proud as your Board President to share our new five-year strategic plan.

Our mission is clear: ensuring **EVERY** student graduates with the academic foundation, essential skills, and adaptive mindsets to thrive in a changing world. This plan builds on Haslett's tradition of academic excellence while preparing students for the real-world challenges and opportunities they'll face after graduation.

Over the past six months, we listened to our community through town halls, focus groups, surveys, and workshops at each school. Your voices shaped every aspect of this plan. The feedback we received from students, families, educators, and community members helped us identify our priorities and set our course for the next five years. This strategic plan truly reflects what our community values most and what we collectively believe our students need to succeed.

The plan serves as our roadmap for continuous improvement across academics, facilities, culture, and community partnerships. It gives us clear direction while maintaining the flexibility to adapt as our students' needs evolve.

I want to thank everyone who participated in this process. Your input was invaluable, and your engagement demonstrates the strength of our community's commitment to our schools. I also thank my fellow Board members, Superintendent Malley, and his leadership team for their dedication to turning our shared vision into actionable goals.

As a community, we know our schools are exceptional. With our new strategic plan, we're positioned to build on our strengths and ensure every student is prepared for whatever path they choose after graduation. Together, we will continue to make Haslett Public Schools a place where every student can thrive.

Sincerely,

A handwritten signature in black ink that reads "Greg T. Bird". The signature is fluid and cursive.

Greg Bird

President, Haslett Public Schools Board of Education



**LETTER FROM
SUPERINTENDENT
Patrick Malley**

Dear Haslett Families,

I'm excited to share our new strategic plan. After spending my first year here listening to you, I'm convinced this plan captures what our community values most and what our students need to succeed. Over the past six months, I've had hundreds of conversations with students, families, teachers, and community members. I've visited schools, attended community events, and reviewed your input on surveys. What I've learned is that Haslett families want schools that honor our tradition of excellence while preparing students for a world that's changing fast.

That's exactly what our 2025-2030 strategic plan does. Our goal is simple: every student graduates **READY TO SHAPE THEIR FUTURE**. Not just ready for the next grade or ready for college, but truly ready for whatever path they choose with the confidence and skills to succeed.

In my twenty years in education, I've seen how easy it is for successful districts like ours to become comfortable. But I believe we can't coast on past success. We need to look honestly at whether our schools are designed to meet the real needs of today's students. That means asking hard questions about what we're doing, why we're doing it, and whether it's working for every kid.

What excites me about Haslett is that this community isn't afraid of those questions. You've been thoughtful partners in this planning process, sharing honest feedback about what you want for your children. You've told us you want schools that challenge students to think deeply, solve real problems, work well with others, and develop their own voice and interests. Our plan is built around that feedback. We're focusing on five key areas that will help us get there, and we'll track our progress openly so you can see how we're doing. Each year, we'll share specific action plans that show exactly what we're working on and how we're measuring success.

The real work starts now. Plans are only as good as the people who carry them out, and I'm confident we have the right team. Our teachers, administrators, and staff are committed to this vision, and with your continued partnership, I know we can make it happen.

Haslett has always been a special place for students and families. With our new strategic plan, we're building on that foundation to create something even better—schools that not only maintain excellence, but evolve with our students' needs and our community's aspirations. Thank you for trusting me to lead this work. I'm honored to serve this community and excited about what we'll accomplish together.

Sincerely,

A handwritten signature in black ink that reads "Patrick Malley". The signature is fluid and cursive, with the first name being more prominent.

Patrick Malley
Superintendent, Haslett Public Schools



READY to Shape Their Future

For the next five years, Haslett Public Schools is committed to a singular purpose: Ensuring EVERY student graduates **READY TO SHAPE THEIR FUTURE**—with the academic foundation, essential skills, and adaptive mindsets to thrive in a changing world.

This vision reflects our deep commitment to blending Haslett’s longstanding tradition of academic excellence with the real-world learning experiences and personal development today’s students need. It defines a clear path forward that elevates rigor, relevance, and the development of the whole student.

WHY THIS MATTERS NOW

Our students are stepping into futures that demand far more than knowledge alone.

The challenges of recent years have shown us that schools must not only deliver strong academics, but also help students adapt, lead, and grow in the face of uncertainty.

Through deep engagement with students, families, staff, and community voices, we’re redefining what it truly means to be **READY** in Haslett—not just ready for graduation, but **READY** for whatever comes next.

Our Theory of Action

WHEN WE:

- Design engaging learning experiences that challenge students to think critically, creatively, and deeply
- Connect classroom learning to real problems that matter to students and our community
- Build strong relationships that support diverse perspectives and effective collaboration
- Give students increasing ownership over their educational journey
- Help students see how their learning connects to personal, local, and global contexts
- Create safe environments where students can take risks, learn from mistakes, and grow

THEN:

- Every student will develop the academic knowledge, essential skills, and adaptive mindsets needed to be **READY TO SHAPE THEIR FUTURE** with confidence and purpose

This is more than a set of instructional practices. It's a commitment to coherence—from classrooms to the boardroom—so that everyone who contributes to Haslett Public Schools understands how their role advances this vision.



What “READY” Means to Haslett

Readiness is not one-dimensional. It’s multi-faceted and personal. In Haslett, being READY means students are equipped to meet life’s opportunities and challenges with the skills and mindsets to succeed on any path.

DIMENSION

Knowledge Ready

Thinking Ready

Communication Ready

Collaboration Ready

Growth Ready

Community Ready

Change Ready

Expression Ready

WHAT IT MEANS

Building academic foundations that open doors to opportunity

Tackling complex challenges with critical thinking and creative problem-solving

Expressing ideas clearly across varied contexts and audiences

Working effectively with others, inclusive of diverse perspectives, values, and ways of being

Owning the learning journey with reflection, resilience, and self-direction

Acting as engaged citizens in local and global communities

Adapting to new situations with agility, persistence, and purpose

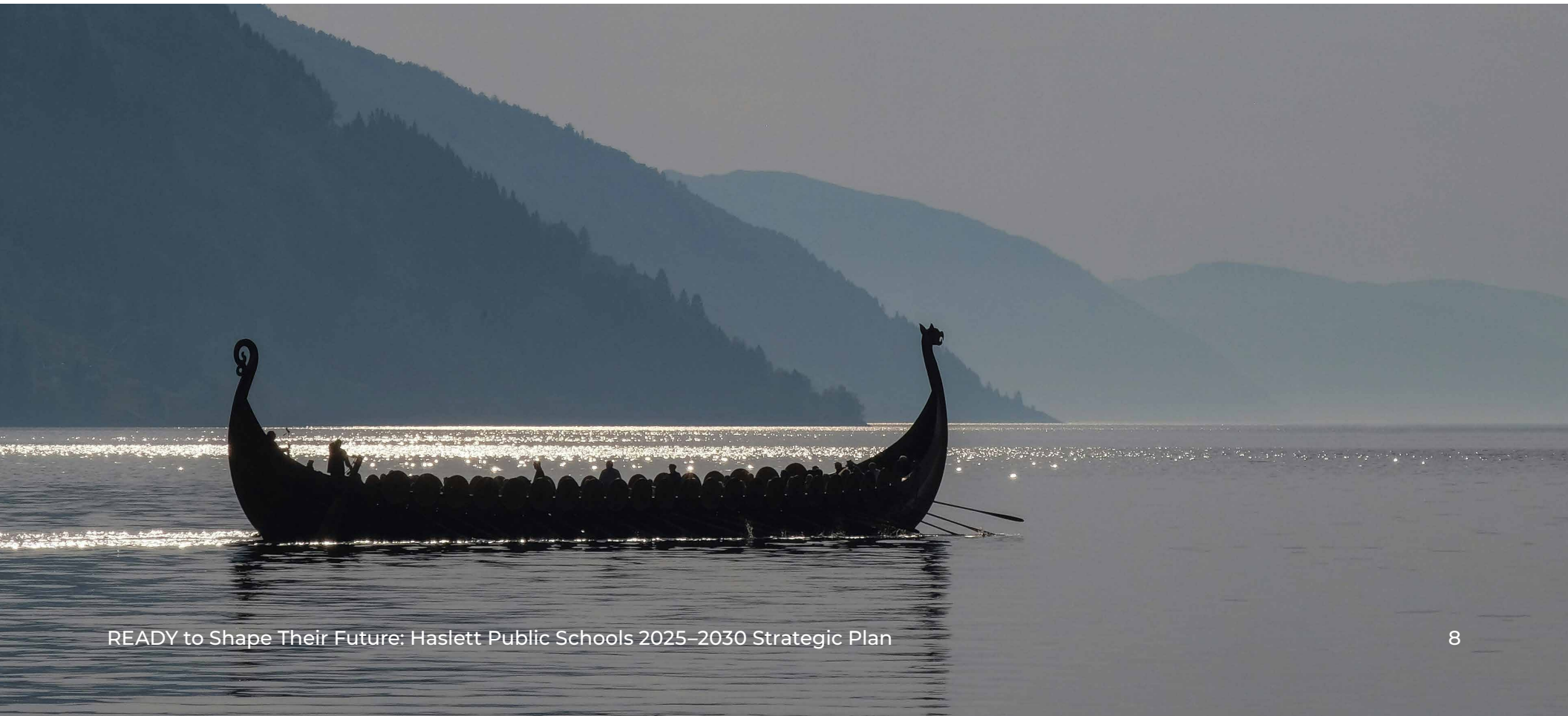
Developing authentic voice through the arts, innovation, and creative pursuits

Moving Forward with Clarity and Purpose

This vision guides every level of our system—from curriculum and instruction to hiring and budgeting. It provides a shared language and purpose while allowing each school to bring it to life in ways that reflect their strengths and context.

Most importantly, it centers what matters most to our community:

Preparing every Haslett student to be READY—not just in school, but in life.



Haslett READY

Being **Haslett READY** means many things but, first and foremost, it means that all students graduate from Haslett Public Schools fully prepared and inspired to thrive in whatever path they choose beyond our classroom walls. We believe that each and every student is capable of making a lasting and positive impact on the world, and that it is our job to help them realize their potential.

Being **Haslett READY** means our students are confident in their abilities, resilient in the face of challenges, and equipped with the critical thinking skills to tackle complex problems. It means they can communicate effectively across different contexts and work collaboratively with people from diverse backgrounds and perspectives.

Being **Haslett READY** means our students will serve as the next generation of innovators and leaders: entrepreneurs, teachers, engineers, artists, healthcare providers, social workers, researchers, and community organizers. They will be equipped not just to find their place in the world, but to actively create positive change within it.

Being **Haslett READY** means our students will be engaged citizens – thoughtful about local and global issues, respectful of different viewpoints, and committed to using their talents and knowledge to contribute meaningfully to their communities. They will understand that their actions matter and that they have the power to make a difference.

Being **Haslett READY** means our students will graduate with the academic foundation, essential skills, and adaptive mindsets they need to navigate an ever-changing world with confidence and purpose.

Most importantly, being **Haslett READY** means they will have discovered their own voice and developed the courage to use it.

Being Haslett READY means our students will serve as the next generation of innovators and leaders: entrepreneurs, teachers, engineers, artists, healthcare providers, social workers, researchers, and community organizers.

How We Developed Our Strategic Plan

Between January and May 2025, we held more than 35 listening sessions with over 665 participants. These conversations began with staff and students, then expanded to include families and community members. Every school contributed to the process, with input tailored to each community. We used responses from online surveys that reached more than 1,400 students, staff, and families, resulting in over 35,000 individual ratings of open-ended feedback.

To help us process the volume and depth of feedback, we relied on a combination of technology and a district task

force made up of approximately 35 administrators, board members, teachers, students, and parents. This group met monthly to review input, identify patterns across buildings, and ensure that what we heard was reflected accurately and meaningfully in the planning process.

This work wasn't a one-time event. It established new routines for listening and collaboration that we'll carry forward. The insights we gathered shaped not only the direction of our next strategic plan, but also how we'll continue working together as a district to serve our students and community.

35

Listening Sessions

665

Participants

1.4k

Survey Responses

35k

**Ratings and
Comments**

(Parents, Students, Educators, Staff, Community Members, Business Leaders)

Strategic Plan

Building on our Theory of Action, Haslett Public Schools has established five foundational **Pillars** that will serve as our foundation for the next five years. Each Pillar encompasses targeted **Priorities** that we've identified as crucial for fulfilling our educational mission and vision. To ensure transparency and accountability, annual **Strategies** will be released

throughout the duration of the Strategic Plan, detailing the **Measures of Success** we will use to track progress and guide implementation. These plans will allow us to monitor outcomes, make necessary adjustments, and stay aligned with our long-term goals. The five Pillars of the 2025–2030 Strategic Plan are:



Academic Excellence and Future Readiness

Preparing students with the knowledge, skills, and mindsets necessary in an ever-changing world.



Student Safety and Wellness

Promoting environments where students are safe and valued with opportunities for meaningful engagement.



Family and Community Engagement

Building meaningful partnerships with families and the community to support student success.



Investing in Staff

Recruiting, developing, and retaining exceptional educators through a supportive professional culture.



Operational Excellence

Aligning investments in physical, financial, and organizational resources with district goals to drive student success.

Establishing Our Priorities

Based on what we heard from the community, we've outlined several priorities under each of our strategic pillars. These priorities reflect what we need to keep doing well and what we need to improve or build moving forward.

Haslett has a long tradition for strong academics, and this remains our primary focus. We also know that high academic achievement doesn't happen in isolation. It relies on students feeling safe and supported, staff being well-prepared, families staying involved, and our operations running smoothly. Every priority in this plan exists to support and strengthen student learning.

These priorities work together as a unified system. The strategies under each priority will evolve to reflect best practices in education as we commit to continuous improvement. Our goal is to deliver an outstanding educational program that ensures all Haslett students graduate fully prepared for their chosen paths beyond high school.

1 Academic Excellence & Future Readiness

PRIORITIES:

- Rigorous & Engaging Learning
- Responsive Teaching & Learning
- Growth-Focused Assessment
- Future-Ready Competencies
- Authentic Problem-Solving

2 Student Wellness & Safety

PRIORITIES:

- Safe Learning Environments
- Resilience & Adaptive Mindsets
- Student Voice
- Mental Health & Wellness
- Affirming School Culture

3 Family and Community Engagement

PRIORITIES:

- Two-Way Communication
- Community Connections
- Family Partnerships

4 Investing in Staff

PRIORITIES:

- Recruiting & Retention
- Staff Wellness
- Continuous Learning Culture
- Leadership Development

5 Operational Excellence

PRIORITIES:

- Efficient Resource Management
- Informed Decision Making
- Infrastructure Alignment
- Responsive Service

PILLAR 1

Academic Excellence and Future Readiness



Preparing students with the knowledge, skills, and mindsets necessary in an ever-changing world.

Why This Matters: Our students live in a more globally connected world, where new careers emerge every day, and the problems they must solve require creative solutions. By reinforcing strong academics with collaborative problem-solving, deep learning, and engagement in their community, students will graduate ready to adapt, contribute, and thrive in an unpredictable future.

STRATEGIC PRIORITIES:

1A: Rigorous & Engaging Learning

Deliver challenging, standards-aligned experiences that build strong foundations in core academic subjects and develop deep conceptual understanding through inquiry, collaboration, and high expectations that support every student's academic growth.

1B: Future-Ready Competencies

Integrate critical thinking, creativity, digital literacy, global awareness, initiative-taking, and innovation mindsets with core academic content, preparing students for careers and challenges that don't yet exist.

1C: Responsive Teaching & Learning

Design flexible, student-centered learning experiences that meet students across the full range of academic abilities, honoring individual strengths, interests, and pace while

maintaining rigorous expectations and multiple routes to mastery.

1D: Authentic Problem-Solving

Engage students in real-world challenges that require interdisciplinary thinking, community partnerships, and innovative solutions, demonstrating the impact of learning beyond school walls.

1E: Growth-Focused Assessment

Implement comprehensive assessment systems that capture academic progress, skill development, and mindset growth through formal assessments and multiple other measures, fostering student self-reflection and data-informed instruction.

PILLAR 2

Student Wellness and Safety



Promoting environments where students are safe, valued, and meaningfully engaged in their learning journey.

Why This Matters: By creating environments where students feel physically and emotionally secure, teaching them coping skills, and giving them a voice in their school community, we help them thrive in and out of the classroom. Schools provide opportunities for belonging, self-reflection, and relationship-building that help students become confident, contributing members of their community.

STRATEGIC PRIORITIES:

2A: Safe Learning Environments

Implement layered safety systems that address physical security, emotional safety, and digital citizenship through trauma-informed practices, clear protocols, and environments that feel protective and welcoming to all community members.

2B: Mental Health & Wellness

Support student mental health through prevention programs, early help when needed, and targeted services for those who need more support.

2C: Resilience & Adaptive Mindsets

Teach students essential life skills like managing emotions, building healthy relationships, and developing a growth mindset so they can successfully handle challenges and bounce back from setbacks.

2D: Affirming School Culture

Build positive school communities through restorative practices, education that builds understanding across differences, celebration of diverse strengths and backgrounds, and consistent efforts to ensure fair treatment and genuine belonging for all students.

2E: Student Voice

Empower students to take responsibility for their learning and contribute meaningfully to school life through leadership opportunities, participatory decision-making, peer mediation programs, and authentic platforms for students to drive school improvement and community change.

PILLAR 3

Family and Community Engagement



Building meaningful partnerships with families and the community to support student success.

Why This Matters: By building genuine partnerships with families and community members, we create a support network around each student that extends far beyond the classroom, helping them achieve more than any school could accomplish alone. Strong family and community connections give students real-world learning opportunities and help them see how their education connects to their future.

STRATEGIC PRIORITIES:

3A: Two-Way Communication

Establish clear, timely, multi-directional communication systems through culturally and linguistically accessible channels, with consistent opportunities for meaningful dialogue that values family voice and incorporates feedback into school decisions.

3B: Family Partnerships

Engage families as valued partners in student learning through targeted resources and flexible involvement opportunities that honor diverse family structures, cultural assets, and varying availability.

3C: Community Connections

Develop authentic community partnerships where local expertise enhances learning, students contribute meaningfully to community needs, and collaborative projects create expanded opportunities while addressing real local challenges

PILLAR 4

Investing in Staff



Recruiting, developing, and retaining exceptional educators through a supportive culture.

Why This Matters: By making our district a place where all staff members want to work and grow their careers, we ensure students continue to have access to the best possible teaching and support. This means students build stronger relationships with adults, benefit from experienced instruction and services, and see consistent approaches to learning year after year.

STRATEGIC PRIORITIES:

4A: Recruiting & Retention

Maintain Haslett as an employer of choice by providing positive working conditions, an inclusive workplace culture, meaningful recognition of staff contributions, and competitive employment practices, resulting in stable and high-quality staffing.

4B: Continuous Learning Culture

Provide relevant and collaborative learning experiences that enhance our effectiveness and student outcomes, offering differentiated opportunities aligned with individual goals and district priorities for all staff members.

4C: Staff Wellness

Create work environments that balance high-performance expectations with sustainable workloads, supportive relationships, and resources that promote professional excellence and personal wellness.

4D: Leadership Development

Cultivate leadership capacity at all organizational levels through mentoring, growth opportunities, and distributed leadership models that empower staff to contribute expertise beyond their primary roles.

PILLAR 5

Operational Excellence



Aligning investments in physical, financial, and organizational resources with district goals to drive student success.

Why This Matters: Managing the operations of the district responsibly and sustainably keeps our focus on teaching and learning. When district decisions, processes, and procedures are informed, transparent, and aligned system-wide, we are more efficient and effective in achieving our educational goals.

STRATEGIC PRIORITIES:

5A: Efficient Resource Management

Implement strategic budgeting and operational processes that balance short-term needs with long-term sustainability through transparent resource allocation, streamlined administrative systems, environmentally responsible practices, and strong alignment with educational priorities while minimizing unnecessary complexity.

5B: Infrastructure Alignment

Align facility design, technology systems, and physical infrastructure with educational goals to create flexible, well-maintained, and environmentally sustainable environments that support diverse instructional approaches and enhance learning experiences for all.

5C: Informed Decision Making

Establish comprehensive systems to collect, analyze, and report relevant information that guides improvement efforts at all levels, fostering evidence-based practices while maintaining focus on improving student outcomes.

5D: Responsive Service

Deliver responsive, professional service that anticipates stakeholder needs, resolves issues promptly, and creates positive experiences for students, families, staff, and community members in all interactions with the district.

Call to Action

This strategic plan relies on our collective commitment. Together, we can help Haslett students achieve academic excellence, develop essential skills, and build the resilience they need for their futures. Everyone in our community—educators, families, support staff, business partners, and neighbors—plays a vital role.

EDUCATORS AND STAFF

Strategy Development: Develop annual action plans and activities connected to our Pillars and Priorities that meet the needs of students and staff in each building.

Ongoing Engagement: Provide opportunities for stakeholders to engage with our schools.

Systems Alignment: Review and adjust on an ongoing basis district policies, procedures, budgets, and structures to support the strategic plan.

Progress Monitoring: Update the Board and community annually and transparently to track our success, highlight accomplishments, identify challenges, and make informed adjustments as needed.

SCHOOL COMMUNITY

Community Connection: Stay informed about our progress, celebrate the successes of our staff and students, and participate in opportunities to engage with our schools, ensuring that all voices continue to shape our work.

Thank You

We would like to express our sincere gratitude to the entire Haslett Public Schools community for the support, feedback, and inspiration that contributed to the creation of this Strategic Plan. This document reflects the hopes and aspirations of our school community, and we deeply appreciate the opportunity to collaborate with so many dedicated stakeholders throughout this process.

We would like to extend our special thanks to our Board of Education for their thoughtful guidance and direction. Their unwavering commitment to excellence and their passionate advocacy for our students have been instrumental in developing this coherent roadmap for our district's future.

School Board Members (Left to Right):

Tracy Collins - Vice President, Molly Polverento - Secretary,
Korine Wawrzynski - Treasurer, Greg Bird - President,
Amy Clark - Trustee, Travis Stoliker - Trustee, Rick Fritz - Trustee

We also want to recognize the diverse voices who contributed their time, insights, and expertise to this process. These contributors include our students, families, teachers, building administrators, support staff, union representatives, district office personnel, community organizations, local officials, business partners, and members of the broader Haslett community. This plan reflects their collective wisdom and shared commitment to the success of our students.



Non-Discrimination Policy

Haslett Public Schools does not discriminate on the basis of race, color, national origin, ethnicity, religion, sex (including gender identity or expression, sexual orientation, pregnancy, childbirth, or a related condition), age, height, weight, familial status, marital status, military service, veteran status, genetic information, disability, or any other legally protected status, and prohibits unlawful discrimination, including harassment and retaliation, in any education program or activity that it operates, including in admission and employment.

Concerns about unlawful discrimination may be reported to the District's Civil Rights Coordinators. Haslett Public School's non-discrimination, anti-harassment, and non-retaliation policies, as well as grievance procedures and contact information for the designated civil rights coordinators, are available on our website at haslettschools.org.



Ensuring **EVERY**
student graduates
READY TO SHAPE
THEIR FUTURE.