

	Goals	Strategies	Responsible	Time Table
I E n n s r t i r c u h c m t e i n o t n &	All students will achieve at/above grade level expectations in language arts, mathematics, science, and social studies	Review and Adopt the District Improvement Plan (DIP)	Board's Committee for Instruction & Assessment, Superintendent, CIL	August or September Board Meeting
		Review K-12 curricula and assessments to ensure alignment with state & federal expectations.	Board's Committee for Instruction & Assessment, Superintendent, CIL	Ongoing, stay on track with the timeline of the state of Michigan
		Review reports on student achievement performance by "Class of" cohort group. PSAT -9 & 10, SAT -11, DRA -K:8, MSTEP -3:9	Superintendent, Instruction & Assessment Committee	Twice per year updates to the Board from Superintendent
	The district's graduation rate will exceed the State of Michigan's mandated rate of 80%.	The Board will be informed of and review the graduation and drop out rate annually.	Board Members	Annually
		Retain as many services as financially feasible for School Success Workers as either contracted service or direct hire.	Finance Committee, Instruction Committee, Superintendent	Annually
		Increase voc ed programming options for students.	Instruction & Assessment Committee, Superintendent, HHS Principal, HHS Academic Counselor	Annually

	Maintain advanced opportunities that recruit, sustain, and challenge high achieving students	Ensure a broad range of AP courses are offered regularly and encourage enrollment of capable students; Communicate clearly to community what's available & when.	Board (budget); Superintendent, Building Principals; CIL - K-12 Curriculum Committees	CIL report to Bd. Committee for Instruction & Assessment by Jan. each year
	Continue a strong emphasis on character education district-wide.	The Board will review the character education initiatives being sustained at each school.	Board Members	January
		Board members will attend a program or initiative connected with a school level character education plan and report back to the other board members.	Board Members	One time per year
		The character education programs/initiatives will be publized and shared with the broader community.	Administrators/Staff	Ongoing
	Expand the Early Childhood Center Programming	Research additional district program options for pre-school programming.	Instruction & Assessment Committee, CIL	Ongoing
		Pursue community partnerships for additional programming; including children and parents.	Administration, Instruction and Assessment Committee	Update report by 12-1-2016
	Goals	Strategies	Responsible	Time Table
CC oo ml ml ua	Maintain existing collaborations and remain open to new opportunities with other school districts.	Solicit feedback from existing collaborations to ensure continued quality of service.	Community Relations, Superintendent & Administrative Team Members	One time each year

n b i o t r y a t i o n		Continue to develop opportunities for students to participate in Voc Ed programming throughout the Hillsdale community, HCISD, and other regional partners.	Superintendent, High School Principal, High School Academic Counselor	
	Increase Visibility of Board Members at School Events	Back to School Open Houses: Board members will attend one or more of these sessions. Name tags will be provided for Board Members.	Board Members	September-Annually
		Fall Tailgate Event/Business After Hours	Board Members	Fall-Annually
		Elementary Sub Sale	Board Members	November-Annually
		Fine Arts: Concerts, Artrageous	Board Members	Throughout the Year-Annually
		Senior Class Night	Board Members	End of School Year-Annually
		Freshman Orientation	Board Members	End of School Year-Annually
		Horizon Graduation	Board Members	End of School Year-Annually
		HHS Graduation	Board Members	End of School Year-Annually
	Increase engagement with the broader community.	Continue to utilize the district FaceBook page as an outreach to the community.	Mindy Eggleston, Shawn Vondra	Ongoing
		Continue the development of district website so that information is timely and relevant.	Administrators, Teachers, Coaches, Advisors.	On going, keep it current and relevent
		Publish the district newsletter quarterly	Superintendent's Office	Fall, Winter, Spring, Summer

		Continue the WCSR highlights program. (44-48 sessions)	District Staff	Record one program that will be aired 2 X each week
		Continue creating feature articles in the Hillsdale Daily News explaining programs in the district.	Superintendent	1 X month
		Maintain effective relationships with local government (City and Townships), Hillsdale County agencies and Chamber of Commerce.	Board Members, Superintendent & Administrative Team Members	Ongoing
	Increase engagement of HCS alumni.	Revise the job duties and determine if those can be assigned to an existing position.	Community Relations Committee	
	Goals	Strategies	Responsible	Time Table
P I h n y f s r i a c s a t r u c t	Provide a school infrastructure that is appropriate to the size and educational needs of the student population.	Continue to update and monitor a long-range plan at the committee level.	Building and Site Committee along with the assistance of the District's Maintenance Director.	Annually
		Develop a bathroom/locker room spreadsheet.	Maintenance Director	March, 2017
		Develop a roofing maintenance/replacement plan	Maintenance Director	March, 2017

u r e		Space Planning: Identify the current usage of each facility in the district and compare that to the future programming needs for the students.	Building & Site Committee, Superintendent, Maintenance Dept. Supervisor	Annually
		Maintain the Building & Site fund balance at \$150,000.	Building & Site Committee	Annually
	Complete the annual summer projects before the start of school in September each year.	Identify PD opportunities relating to the creation of "bid specs" and state laws pertaining to building and site issues for the Maintenance Director	Maintenance Director, Superintendent	Update progress at the January Board meeting
		Develop a flow chart creating bid spec documents with a timeline (including state laws, Board policies for bid thresholds.)	Building & Site Committee, Superintendent, Maintenance Dept. Supervisor	September 30th
		Finalize the projects for the following summer construction window of June 15 - August 15th	Maintenance Director, Superintendent, Building and Site Committee	October Board Meeting
		Select the architect and/or project manager as needed.	Building & Site Committee, Superintendent, Maintenance Dept. Supervisor	As Needed
		Submit all summer projects that require bids for board approval.	Building & Site Committee, Superintendent, Maintenance Dept. Supervisor	January Board meeting

	Promote and encourage external entities to visit and utilize our buildings.	Advertise our facilities to more community based groups like the Chamber, Class Reunions, HCHC, etc... through the utilization of the electronic signs and district newsletter.	Building and Site Committee & Community Relations Committee	Ongoing
		Monitor for one year the usage of the district facilities by outside groups/entities.	Administration	June, 2017
		Conduct an annual cost analysis of outside groups using the buildings for non-school functions.	Building & Site Committee	Annually
		Utilize the vacant building spaces in the district with the preference of generating revenue through rental or sale.	Superintendent	Ongoing
	Begin succession planning for maintenance department leadership	Organize existing resources (drawings, blue prints, etc...) at the Maint. Building.	Tim Clark	Status check in June of 2017
		Identify leadership potential in future hires as retirement of current employees occurs.	Superintendent	During the hiring process
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P e r s o n n	Develop internal administrative capacity.	Identify staff with leadership potential and encourage that interest.	Superintendent, Principals	Ongoing
		Find ways to give staff leadership opportunities: SIP teams, Mentor Teachers, CIL, Lead teachers for each building.	Superintendent, Principals	Maintain participation list for each area annually

e l	Identify non-instructional issues for which staff need support.	Engage the stakeholders; staff, parents, community to identify items of concerns or areas of improvement, for example; internal communication, student management, discipline, etc...	Board, Administrators, Teachers, Staff	Monthly
	Acknowledge the successes and opportunities for students and staff within the district.	Create time/opportunity at board meetings for staff and students to showcase the accomplishments of students.	Superintendent, Principals	September-May
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PG o o l v i e c r y n a &n c e	Improve board members' knowledge of educational systems, processes & issues.	Generate topics of interest for increasing knowledge and awareness of Board members.	Board of Education	Annually during the self-assessment process
		Create a communication plan/strategies with Rep. Eric Leuthauser for the purpose of exchanging information on school related topics.	Kathy Petersen	Annually
		Each board member attend at least one MASB sponsored educational offering or other function related to their current committee assignments.	Board of Education	Annually 1 X per year
		Increase the opportunities for staff to share their work in academic areas at monthly Board meetings.	Staff Members	4 x per year

		Solicit input from the school district community about topics of interest or concern. Create an actual "Suggestion/Question Box" and have them available at each school location.	Principals, Superintendent, Community Relations Committee	Principal will check the box weekly and forward district-wide issues to Supt.
	This Board will be actively involved in the development of a healthy relationship with the HCISD Board.	HCS Board members will attend ISD board meetings. (3rd Thursday of the month @ 5:30 Bacon Rd.)	All Board Members	Ongoing, especially at the monthly ISD meetings
	Ensure board member succession with qualified, informed, and educated candidates.	Identify and encourage potential BOE candidates as needed.	Board Members	Ongoing, related to expiration of seats in 2016.
		Maintain the orientation/mentoring process for new members.	Board President, Superintendent	As needed
	Assure successful implementation of the Strategic Plan.	Schedule quarterly committee meetings for the purpose of the Strategic Plan progress review.	School Board members	Quarterly Committee meetings

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F i n a n c e	Maintain a Fund Balance of at least 5%.	Superintendent will forward information on this topic directly to the Board as it becomes available.	Superintendent, Business Manager, Finance & Personnel Committee	Ongoing
		The Board will discuss this topic at it's monthly board meetings.	Board of Education	Monthly

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