



**Hartland Consolidated Schools  
Strategic Plan Summary Document  
2025-2030  
(Update June 2026)**

Hartland Consolidated Schools:  
A community culture of excellence where all soar.





## **The Strategic Plan Process**

This overview describes the planning process, including the survey, data analysis, planning team roles and responsibilities, and timelines.

### **Stakeholder Input**

Input from students, parents/guardians, community and staff were gathered through a comprehensive electronic survey as well as a series of community, student, and staff forums. The community engagement process was conducted to:

- Identify and assess strengths
- Gauge values and perceptions of the community
- Provide an opportunity for input
- Identify areas for improvement
- Gather data to use as a decision-making tool
- Develop communication plans and tools

A participation rate of more than 800 (online survey plus in-person sessions) indicates that the school community cares about the future of the district and desires to engage in the process of creating the future (see Attachment 1 for summary).



**Note:** Each member was selected to offer an opinion based on their understanding of the district, work in the district, and to present the voice of the people they associate with.

## Strategic Planning Team Members

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\* Attended both retreat and implementation meeting



MICHIGAN ASSOCIATION OF SCHOOL BOARDS



# Hartland Consolidated Schools 2025-2030 Strategic Plan

## Vision Statement:

Describes what you want to happen in the long term. It's a statement about your hopes and expectations for the future. The vision statement below was validated during the Strategic Planning Team Retreat Workshop:

### *The Vision of Hartland Consolidated Schools:*

Hartland Consolidated Schools: A community culture of excellence where all soar.

**(Adopted by the Board of Education July 2025)**



## **Mission Statement:**

Establishes, in the broadest terms, the purpose of a school district. It should answer the question “What ultimate end will the district pursue and in the broadest sense, how?” The following mission statement was renewed during the Strategic Planning Team Retreat Workshop:

### ***The Mission of Hartland Consolidated Schools is:***

Hartland Consolidated Schools, in partnership with our community and guided by reason, respect, and responsibility, inspires academic success and personal growth for a premier educational experience.

**(Adopted by Board of Education July 2025)**





## Beliefs:

The basic beliefs/core values of the district—those things that we believe of utmost importance, providing guidance for how we behave and relate to others. The following beliefs were developed during the Strategic Planning Team Retreat Workshop:

### We Believe:

- in a culture of reason, respect, and responsibility
- all students can learn
- in empowering students and staff to be the best version of themselves
- in providing a safe, accessible, and nurturing learning environment for all
- that quality employees are essential to student success
- that parent partnerships are an integral part of student success
- in providing quality instruction and opportunities to maximize student potential

**(Adopted by Board of Education July 2025)**



## 2025-2030 Strategic Goals

Strategic Goals: Areas of priority importance in which the district will focus their work (1-5 years). Strategic goals achieve the organization's vision, mission and beliefs.

The Strategic Planning Team, at the May 2025 retreat, developed goal statements and brainstormed specific objectives using the community input survey and district comparison data as reference. The goal areas are categorized below:

### **2025-2030 Goals (Adopted by Board of Education July 2025)**

- Academics & Programs
- Culture & Learning Environment
- Communication & Community Engagement
- Personnel & Leadership
- Finance & Operations



Following the retreat, administrators were charged with developing specific objectives based on strategic goal areas identified by the team.

## **Goal Area 1: ACADEMICS & PROGRAMS**

**Strategic Goal Statement:** Hartland Consolidated Schools will provide rigorous and student-centered educational opportunities that maximize potential.

### **Priority Objectives: (Adopted by Board of Education October 2025)**

- Realize a 3% increase in student growth.
- Prepare and launch a system for the 2026-2027 school year which identifies additional student behavioral supports needed in the classroom.



## **Goal Area 2: CULTURE & LEARNING ENVIRONMENT**

**Strategic Goal Statement:** Hartland Consolidated Schools will provide a safe and welcoming learning environment that fosters a sense of belonging where everyone feels respected.

**Priority Objectives:** **(Adopted by Board of Education October 2025)**

- Market Parent Perception Survey results by quarter.
- Develop and launch opportunities for stakeholder involvement in 3R's education.



### **Goal Area 3: COMMUNICATIONS & COMMUNITY ENGAGEMENT**

**Strategic Goal Statement:** Hartland Consolidated Schools will create, grow, and sustain partnerships to strengthen community connections.

**Priority Objectives:** **(Adopted by Board of Education October 2025)**

- Increase student and community attendance at district-wide events.
- Increase parent knowledge of district/community partnerships.



## **Goal Area 4: PERSONNEL & LEADERSHIP**

**Strategic Goal Statement:** Hartland Consolidated Schools will attract, retain, and develop exceptional staff through collaborative leadership.

**Priority Objectives:** **(Adopted by Board of Education October 2025)**

- Prepare and launch a revamped new teacher mentor program in 2026-27.
- Prepare and launch a robust teacher recruitment process in 2026-27.
- Launch a building-level staff recognition program in Community Life.



## **Goal Area 5: FINANCE & OPERATIONS**

**Strategic Goal Statement:** Hartland Consolidated Schools will be fiscally responsible while providing quality services in a safe and well-maintained learning environment.

**Priority Objectives:** **(Adopted by Board of Education October 2025)**

- Plan for Bond/Sinking Fund programming.
- Review wage scales for non-union staff.
- Complete a technology assessment to determine future needs.



## STRENGTHS

### ACADEMICS & PROGRAMS

- Rigorous curriculum (AP, dual enrollment, etc.)
- Academic variety, including Career Technical Education (CTE)
- Non-academic program variety (including clubs, athletics, etc.)
- Special education support

### CULTURE & LEARNING ENVIRONMENT

- Welcoming culture
- Meeting the needs of all students
- Interventions/student support
- Aligned curriculum
- Whole-child approach

### COMMUNICATIONS & COMMUNITY ENGAGEMENT

- A sense of community
- Open communication
- Community partnerships

### PERSONNEL & LEADERSHIP

- Caring teachers
- Strong/supportive administration
- Dedicated staff culture
- Strong collaboration

### FINANCE & OPERATIONS

- Safety
- Clean/quality buildings
- Financial stability



## OPPORTUNITIES FOR IMPROVEMENT

### ACADEMICS & PROGRAMS

- Curriculum enhancement/rigor
- Increased support for special education
- Real-world learning experiences (e.g. professional certifications)
- Balanced funding support across programs
- Focus on core academics

### CULTURE & LEARNING ENVIRONMENT

- No DEI / More DEI (An approach reflecting the best of Hartland)
- Lower class sizes
- Consistent discipline / behavioral interventions
- Reduced bullying
- Supporting students' emotional needs

### COMMUNICATION & COMMUNITY ENGAGEMENT

- Improved transparency
- Consistent communication (varying effectiveness across schools and levels)
- Increase community unity

### PERSONNEL & LEADERSHIP

- Reduced divisiveness / tension at board level
- An approach reflecting the best of Hartland
- Teacher / staff recruitment
- More in-class support for teachers
- Competitive staff compensation
- Accountability / clarity
- Consistency across buildings

### FINANCE & OPERATIONS

- Facility upgrades
- Improving busing / transportation
- Safety
- In-class tech improvements



## BARRIERS

### ACADEMICS & PROGRAMS

- Consistency of curriculum /alignment
- Regulatory requirements / mandates
- Staffing shortage
- Prioritization (academics vs. athletics vs. arts)
- Bureaucratic inertia

### CULTURE & LEARNING ENVIRONMENT

- Resistance to change—”always done it that way”
- Many different perspectives

### COMMUNICATIONS & COMMUNITY ENGAGEMENT

- Resistance to change
- Poor communication
- Misinformation
- Mistrust (community <> staff <> administration)
- Community division

### PERSONNEL & LEADERSHIP

- Division / tension at board level
- Leadership shortfall
- Mistrust (community <> staff <> administration)
- Resistance to change
- Mistrust

### FINANCE & OPERATIONS

- Funding constraints
- Resource scarcity
- Aging buildings
- Time constraints



## VISION

### **ACADEMICS & PROGRAMS**

- Academic excellence
- Rigorous instruction
- A path for all
- Future / career readiness
- Personalized
- Full potential

### **COMMUNICATIONS & COMMUNITY ENGAGEMENT**

- Transparent
- Parent involvement
- Community engagement
- Community pride

### **CULTURE & LEARNING ENVIRONMENT**

- Safe and secure
- Welcoming and valued
- Student-centered
- Whole-child focused

### **PERSONNEL & LEADERSHIP**

- Collaboration
- Teacher quality
- Accountability
- Integrity
- Unified governance

### **FINANCE & OPERATIONS**

- Safe
- Innovative and adaptive
- Modern facilities



## TOP VISION WORDS

### 1. Student

– Almost every response focused on what schools can do for “students” (or “child/children”).

### 2. Community

– Many respondents envision a district that is strongly connected to its local community and promotes partnership among families, educators, and local stakeholders.

### 3. Inclusive

– A very frequent theme was the need for a welcoming environment where every learner feels accepted and valued.

### 4. Education

– This word (and similar “educating” or “educational”) appears repeatedly as the district’s fundamental mission.

### 5. Academic

– Numerous responses emphasize high standards, rigorous academics, and the need for strong content in the curriculum.

### 6. Safe

– Safety—both physical and emotional—is central to many comments, with respondents calling for secure, supportive learning spaces.

### 7. Collaborative

– Many respondents stress the importance of working together—among teachers, staff, parents, and community—to ensure every student succeeds.

### 8. Excellence

– The ideal vision is one of high achievement and distinction in what the district offers; “excellence” is a recurring ideal.

### 9. Respect

– Often mentioned as part of the foundational values (as in the motto “Reason, Respect, Responsibility”), this word signifies the tone of interactions for a positive school culture.

### 10. Prepare (or Preparation)

– Whether in the context of preparing students for college, careers, or life in a global society, many responses underscore the importance of readiness for the future.





**The Wave** | In the arena of education, what are incoming and outgoing trends, ideas, practices, paradigms, etc.?

**EMERGING**

- Artificial intelligence (AI)
- Collaborative learning (project-based, team, etc.)
- Customized post-secondary options
- Formative/summative teaching/learning
- Impact of social media
- Multi-Tiered System of Supports (MTSS)
- Preparing students for trades
- Proper AI implementation
- Reduced number of teacher candidates
- School funding
- Technology vs. hands-on skills
- Transition to electronic

**ON THE HORIZON**

- Artificial intelligence (AI)
- Church and State
- Flexible learning choices
- Influence/demands of extra-curricular
- Keeping up with technology (e.g. AI)
- Pre-K for all
- Return to life skills
- Schooling alternatives (other than traditional in-person)
- Shared skill trade experiences
- Teaching student independence
- Utilization of AI
- Virtual schooling
- Work-based CTE (Career & Technical Education) learning options

**ESTABLISHED**

- Academic intervention
- Academic success
- Application of knowledge
- Career pathway focus
- College and career readiness
- Critical thinking
- Extracurricular opportunities
- Greater academic focus
- Impact of technology on brain development
- Multi-tiered classroom instruction
- Social media influence
- Standardized testing
- Structured day/schedule
- Use of best practices instruction

**DISAPPEARING**

- Accountability (parent, student)
- Back to basics (e.g. spelling)
- Interpersonal communication/social skills
- One-on-one in-person interactions
- Play-based learning
- Physical activity
- Rote memory (memorization)
- School libraries and librarians
- Sit-and-get (textbooks, lectures, etc.)
- Structured special education
- Tactile skills (cursive)
- Teaching adaptability
- Textbooks



\*Number reflects total votes for this objective by retreat attendees

## **ACADEMICS & PROGRAMS**

- More classroom support for special education students (17) 25-26 Added = 6, and 26-27 Will Add 4-6 and maintain Multi-tiered Systems of Support teams at each building.
- Create additional CTE (Career and Technical Education) offerings (10) CTE Discussion at LCSBA and CTE Focus Groups formed for 26-27 work and added Advanced Woodworking, Insurance Career Exploration and Photography II in 26-27.
- Highly capable opportunities (7)
- Increase support staff (5) Same as Bullet #1, plus added Attendance/MS AD Dean
- Play-based learning (5) ? define.
- Hire teachers to reduce class size to support early interventions (4) Done, added interventionists for every elementary building in 26-27, and additional special education teachers at middle school and Lakes.
- Increase number of students proficient on state assessments (2) 84% of all MSTEP assessments 60, 70, or 80's, past best was 79%.
- More real-world learning experiences (1)
- Staff collaboration (tech, programs, professional development) Monthly Reports



## **CULTURE & LEARNING ENVIRONMENT**

- Increase social workers at elementaries (8) **Done**
- Academics over athletics (6) **National Honors Societies, Scholar Athlete Board Presentations, Athletic Handbook/extracurricular expectations, top student recognitions, honors ceremonies, etc.**
- Full coverage of student resource officers (6) **2 SRO's and 4 SSO's, 3-year contracts adopted by the Board of Education in May 2026.**
- Valuable professional development opportunities (3) **Ongoing-monthly reports to the Board of Education.**
- Increase branding in/at facilities (2) **Schools adding wall signage, district road signage all the same, etc.**
- Provide time (not personal days) for opportunities (1) **Ongoing-monthly reports to Board of Education.**
- Reallocate grade-level groupings (1)
- Explore more than Hartland practices
- Tailgating for high school sports **Not of interest, due to several concerns.**

\*Number reflects total votes for this objective by retreat attendees



## **COMMUNICATION & COMMUNITY ENGAGEMENT**

- Free student admission to extracurricular events (9) **Student passes lowered from \$50.00 to \$25.00.**
- Rebranding (logos, etc.) (7)
- Increase parent experiences and involvement in schools (5) **Full opt-out process implemented 2025-26.**
- Increase virtual presentations/broadcasts (2) **Continuing to increase student created content through the high school broadcasting program in partnership with Tyrone Township.**
- Incentives for community attendance at events (2)
- Chain of command protocols (1) **Shared with community every fall**
- Create district-wide spirit activities **Ongoing spirit weeks and events like homecoming.**
- Develop district and building communication plans **Ongoing, newsletters, Weekly Update from Superintendent, Community Life, local media.**
- Flexible program scheduling
- Increase Eagles identity in the community

\*Number reflects total votes for this objective by retreat attendees



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## **PERSONNEL & LEADERSHIP**

- Refocus decision making on the central mission of the district: student achievement (10) **2025-26 focus on supporting all students, Give to All, Gains for All!**
- Create more recognition opportunities for staff (3) **Ongoing, Community Life, Board Presentations.**
- Grow our cadet teaching program (3) **Ongoing, hired first HHS cadet teacher at CE.**
- Training/grant coordinator (3) **Done through the Curriculum & Instruction Department.**
- Expand recruiting to fill open positions (2) **Attending college career fairs, improved posting of job opening formats in 2025-26. 96% vacancy fill rate this year.**
- Strong mentor programs for teachers (2) **Ongoing, half-time teacher, individual mentors and 4 Instructional Coaches plus 2 English Language Learner Coordinators.**
- Pay teachers for additional hours for parent-teacher conferences (1)
- Anonymous feedback form for staff **Ongoing through staff survey process**
- Continue staff survey **Annually completed and shared with the Board and staff**
- Develop hiring process – consistent top to bottom **Ongoing see bullet #5**
- Provide supplemental support staff (e.g. floating paras)
- Teacher attendance at conferences **Ongoing see Academics & Programs slide**



\*Number reflects total votes for this objective by retreat attendees

## **FINANCE & OPERATIONS**

- Strong competitive salaries (16) Ongoing All contracts settled and extended, and non-represented employee wage scales reviewed and adjusted as needed.
- Chromebook carts in every classroom (12) Potential bond (1 cart per 2 teachers)
- Develop a new bond package (7) Held 26 meetings, shared list of projects with Board and community and posted under Superintendent Update on web page. Contracted with Barton Malow to complete a roof, parking lot, road, and mechanical assessment
- Fix broken things (7) 96% work order completion and Sinking Fund projects
- Two new buildings (for early childhood and Village) (4) Potential bond projects
- Add GPS to busing (1) Potential bond project
- Fencing around problematic areas (open playgrounds, round portables) (1) Done
- Fieldhouse (1) Potential bond project
- In-house custodial (full-time person for childcare center) (1) Added a .5 custodian
- Increase paraprofessional pay (1) Ongoing - contract extended
- Add bleacher sections Potential bond project
- Build extension for permanent classrooms at Round Potential bond project
- Bus drivers Ongoing – No bus pauses 2025-26, Marketing/recruiting campaign with county
- Bus route app for parents to view status Done
- Develop 1:1 technology Not recommended ?? Board of Ed.
- Status update on work orders 96% completion rate