

# Building & Site Goal

## 2024-25 HCS

**Goal #1:** Complete 90% of construction projects outlined in the 2020 Bond package.

**Goal #2:** Complete the final 13 projects identified by Secure Education Consultants (SEC) to ensure that all buildings comply with the outlined safety standards.

**Goal #3:** Create a priority project list of things we can complete within current revenue streams (sinking fund and capital outlay) over the next 3 years.

**Goal #4:** Complete 95% of all maintenance and technology work orders.



## Strategies/Expectations

- Report bond progress during at least six public Board Meetings.
- Maintain the sinking fund site on the district web page with completed projects as a visual for the potential 2026 renewal process.
- While creating a project list of our top ten needs, begin creating a list of potential future bond projects. Present this information to Building & Site for thoughts and future discussion.
- Periodically update the SEC safety project completion list.
- Complete maintenance and technology work orders.
- Create and distribute a district service satisfaction survey in conjunction with the Director of Operations and Transportation (custodial, maintenance, transportation, utility). This may be accomplished by adding questions to parent and staff surveys.

## Assessment

- Track and report the number of bond presentations to the Board.
- Review website links that share bond and sinking fund progress.
- Share number of SEC and priority projects completed.
- Review the percentage of work orders completed in both the technology and maintenance departments.
- Share results of district surveys regarding custodial, maintenance, utility, and transportation services.



# Curriculum & Instruction

## Goal 2024-2025 HCS

**Goal #1:** Increase the growth of cohorts by 10% on the Early Benchmark Assessments of Math and Reading. **Note:** Baseline data to be determined by fall scores.

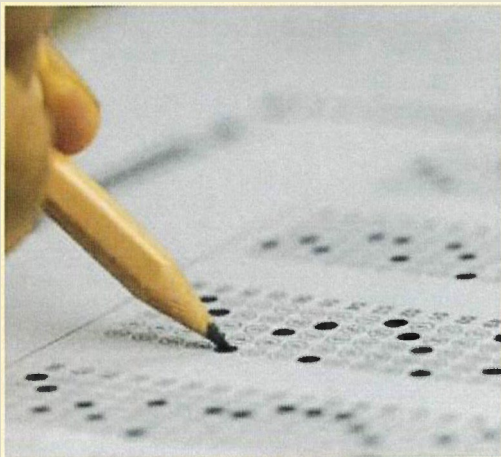
**Note:** The HCS MiCIP School Improvement Plan has the district reaching 10% growth as determined by Spring scores in 2028.

**Goal #2:** Increase the number of MSTEP assessments meeting 70% proficiency.

**Note:** Baseline is 6 out of 16



Department of Education



## Strategies

- Offer professional development opportunities to our teaching staff and administrators through early release Fridays, and full professional development (PD) days. Building administrators and instructional coaches will ensure that teachers are focusing on the Framework for Highly Effective Teaching instructional model to implement the workshop process in the classroom.
- Utilize the expertise of our Instructional Coaches for one-on-one (ie. coaching cycles) and small group professional development (ie. team/grade level meetings)
- Maintain a multi-tiered system of supports for academics to provide intervention for all students to support high achievement.
- Utilize the 23g grant to provide intervention support in the elementary schools.
- Utilize Title I funding to provide an interventionist at Farms Intermediate.
- Maintain an expectation that individual and small group instruction is a focus in all K-12 classrooms, **"Give to All, Gains for All"**.

## Assessment

- Compare Early Benchmark ELA and Math scores from fall to the spring.
- Compare M-STEP proficiency data with the previous year. This may require us to use the tentative data and not data provided by MOE.
- Increase the number of assessment bands reaching 70% proficiency in all state assessments.
- Compare SAT data if available.
- Compare PSAT data if available.
- MOE building ratings compared to previous year, if available.
- Compare ORA assessment data for third graders (reading ready) with the previous percentage of "at grade level" readers.
- District ranking data from available real estate sites
- Present the districts 3 year longitudinal data regarding Graduation Rates (HHS, LEGACY and HVA).



# Health & Safety

## Goal 2024-25 HCS

**Goal #1:** Increase the percentage of students, parents, and staff who feel the schools are safe environments by 2%. (2023-24 survey data as baseline)

**Goal #2:** Close out the Village monitoring wells by working collaboratively with EGLE, NOVA and our staff. The goal is full closure.



### Strategies

- Survey students, parents and staff regarding perceptions about school safety.
- Employ and support SRO's and SSO's throughout the district.

### Strategies Continued

- Utilize the Raptor check-in system to screen visitors to our schools.
- Monitor discipline infractions such as bullying, vaping, controlled substance possession and use, discrimination, harassment, threatening behavior, persistent disobedience and the number of expulsion hearings.
- Continue to follow the district's behavioral intervention process to address concerns.
- Promote OK2SAY and respond to all reported concerns.



- Provide ALICE training to all new employees by the end of September.
- Effectively implement the HCS Multi-tiered Systems of Support (MTSS) and Positive Behavioral Interventions and Support (PBIS) processes throughout the district.
- Collaboratively work with EGLE and NOVA to finish all reporting needed to close all VE's monitoring wells.



### Assessment

- Share number of SRO and SSO staff retained in the district.
- Report student, parent, and staff perception data regarding school safety.
- Review school safety team impact within the school environment through regular meetings with security staff and the results of our safety officer survey.
- Compare the number of expulsion hearings with the previous year, the goal is to have less.
- Status of the VE monitoring well closure effort.



# Personnel Goal 2024-25 HCS

**Goal #1:** Reach and maintain a fill rate of 98% for all jobs available in HCS.

**Goal #2:** Train 100% of administrators and teachers on the new evaluation standards mandated by statute by the end of October.

**Goal #3:** Increase staff satisfaction with how the HCS administration and management communicates with employees by 5% (81% is the baseline).

## Strategies

- Continue thinking outside the box on how to post and recruit employees.
- Publish at least 20 Community Weekly Update newsletters for an audience of students, parents, and staff, while including job postings.
- Highlight six employees through the Employee of the Month in Community Life, put emphasis on why they enjoy working in HCS. (Yearly)
- Complete the Staff Satisfaction Survey in April of 2025 with at least a 30% return rate.
- Hold three community input events this year. Mid-morning or early evening. Utilizing topics that the Personnel Committee, DPAC parents, or staff may suggest and follow-up with a summary of what was discussed with the Board of Ed. and community.
- Train administrators and teachers on the latest evaluation processes due to the change in statute.
- Meet monthly with employee groups to optimize communication and solve problems proactively.
- Continue the practice of employing a social media expert to highlight all the good things happening in the district.

## Assessment

- Share job posting fill rates data each semester and substitute teacher vacancy fill rates each semester.
- Report progress of evaluation training, finish date.
- Review 2025 Staff Satisfaction Survey highlighting the responses in Goal 3.
- Reported summary of community meetings.
- Report student enrollments and exits (where from and where to).
- Report the number of Community Updates created and shared.





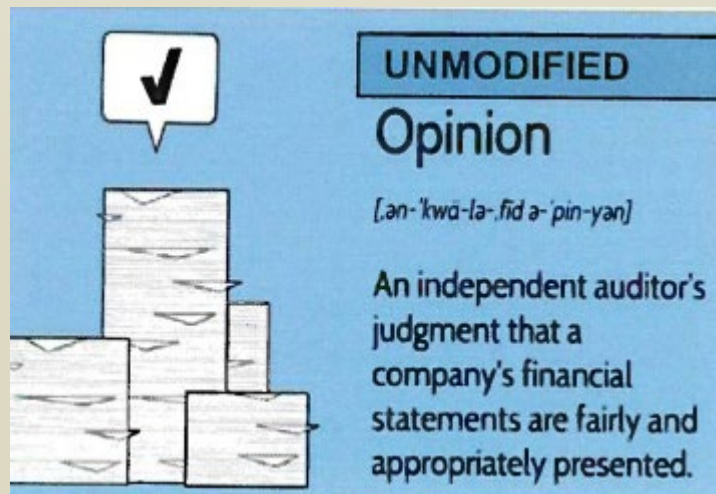
# Finance Goal

## 2024-25 HCS

**Goal #1:** Earn an "unmodified opinion" on our 2023-24 audit.

**Goal #2:** Develop a balanced budget that supports student achievement while maintaining a fund balance above 15%.

**Note:** This can only be accomplished if there are no large scale unexpected expenditures or project investments requested by the Board.



### Strategies



- Prepare for and finalize the annual audit.
- Establish and monitor budgets for all required entities in the district.
- Hold Finance Committee meetings when needed to engage in the work of budget amendments and to ensure the Board is up to date on district finances, including forecasting conversations.
- Continue to monitor and pursue relevant grants that the district may be eligible to obtain.
- Meet with individual Board members when requested to help them understand the financials and budgeting processes.
- Implement a new electronic timesheet system for hourly employees to reduce inefficient paper reporting.

### Assessment

- Results of final district audit rating for 2023-24.
- Final 2024-25 budget amendment.
- Review the end of year budget and adoption of the 2025-26 budget.
- Report on the implementation of the new timesheet process including realized benefits and concerns.

