

	Goals	Strategies	Responsible	Time Table
I E n n s r t i r c u l c m t e i n o t &	All students will meet their annual growth targets for academic learning goals.	Review the District Improvement Plan (DIP)	Instruction & Assessment Committee	By the October Board Meeting
		The I&A committee will review disaggregated data by content area for progress monitoring.	Instruction & Assessment Committee	Twice per year
		The I&A committee will review reports on student achievement performance by "Class of" cohort group. PSAT 9, PSAT 10, SAT 11, DRA K-8, MSTEP All Tested Grades	Instruction & Assessment Committee	Annually
		Review the K-12 Curriculum Scope & Sequence for the content area selected for review. The district uses a five (5) year rotation.	Instruction & Assessment Committee	By the May Board Meeting
	The District's 4 Year Graduation Rate Will Be 85% or Greater.	The Board will be informed of and review the graduation and drop out rate annually.	Board of Education	Annually
		Allocate the resources to Horizon Alternative High School for the following programs: Work Study, service learning projects, incremental learning targets, celebrations for success, Peer to Peer mentoring.	Finance Committee, Superintendent	Annually
		Collaborate with the HCISD to provide social and emotional support for students through district SSW and ISD's 31N staff	Finance Committee, Superintendent	Annually
	Manage Responses to COVID as Needed.	Adopt a staffing plan that maximizes in-person learning opportunities for students.	Board of Education	2022/23 School Year
		Provide a Virtual Learning Program option for students in grades 6-12.	Board of Education	2022/23 School Year
		Allocate resources to address learning loss with: Credit Recovery, Extended Day Programs, Summer School	Board of Education	2022/23 School Year
		Allocate resources to provide School Nurse services.	Board of Education	Annually
	Continue a Strong Emphasis on Character Education District-wide.	The Instruction & Assessment Committee will review the PBIS initiatives in place at each school.	Board of Education	Annual Updates

		The character education programs/initiatives will be published and shared with the broader community.	Administrators/Staff	Ongoing
	Maintain & Maximize the Early Childhood Center Programming	Allocate funds to hire an administrator dedicated to Early Childhood Programming/BECC.	Board of Education	Aug-22
		Provide preschool classrooms to match the enrollment needs of the community.	Board of Education	Ongoing
		Pursue community partnerships to enhance programming for children and their parents at BECC.	Administration, Instruction and Assessment Committee	Update Annually by the end of the 1st Semester

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C C o o m m u n i t y a t i o n	Collaborate with other school districts, ISD and other organizations to maximize effectiveness of resources.	Solicit feedback from existing collaborations to ensure continued quality of service.	Community Relations, Superintendent & Administrative Team Members	One time each year
	Maintain Visibility of Board Members at School Events	Fall Tailgate Event	Board Members	7-Oct-22
		Elementary Sub Sale	Board Members	12-Nov
		Fine Arts: Concerts, Artrageous	Board Members	TBA
		Freshman Orientation	Board Members	24-May
		Senior Class Night	Board Members	25-May
		Horizon Graduation	Board Members	27-May
		HHS Graduation	Board Members	28-May
	Increase engagement with the broader community.	Allocate funds for staff to maintain the District's website and social media feeds.	Board of Education	Annually
		Allocate funds for staff to engage/inform Alumni.	Board of Education	Annually
		Allocate funds to publish the district newsletter to the community three (3) times per year.	Board of Education	Fall/ Winter/ Spring
		Allocate funds to advertise on Hillsdale Highlights (weekly)	Board of Education	Annually
	Maintain effective relationships with local governments.	Conduct an annual "check in" session with the City Manager, Mayor, Board of Education Member, Superintendent	Board of Education, Superintendent	Annually
		Superintendent or a Board Member will attend a township meeting once every other year and be available for Q/A from the township boards (Adams, Allen, Cambria, Fayette, Hillsdale, Jefferson, Woodbridge) and the Hillsdale County Board of Commissioners	Board of Education, Superintendent	Once Every Other Year
	Inform the Community About the Special Education Funding Needs	Collaborate with the HCISD and other districts to create a county-wide communication plan.	Board of Education, Superintendent	4/1/2023

		Implement the communication plan.	Board of Education, Superintendent	Per the plan
	Renew the Building & Site Sinking Fund	Determine an election date.	Board of Education	January 2023
		Develop a Communication Plan for stakeholders across the community	Board of Education, Superintendent	February 2023

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P I r h n e y f s r i a c s a t i r u c t u	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 Building & Site Plan (Long-range planning)	Building and Site Committee	Annually
		Review and prioritize the current Sinking Fund Millage Funds (5 year Plan - 2019-2023)	Building and Site Committee	Annually
		Maintain the Building & Site fund balance with at least \$150,000 for emergency situations.	Building & Site Committee	Annually
	Improve the Security and Safety District-wide	Align the 2019-2023 Building & Site Millage to fund the security projects selected for implementation.	Building and Site Committee	Annually
		Review improvement recommendations from the School Safety Plans with the assistance of Law Enforcement and Emergency Management Services.	Building and Site Committee	Annually

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P e r s o n n e l	Develop internal instructional leadership capacity.	Identify staff with leadership potential and encourage that interest and skill development.	Superintendent, Principals	Ongoing
		Develop a succession plan for the Gier Principal position.	Superintendent, Personnel & Finance Committee	1-Nov-23
	Identify current issues for which the district's staff members need support.	Engage the staff to identify items of concerns or areas of improvement, for example; internal communication, student management, discipline, etc...	Personnel & Finance Committee	Annually
	Celebrate 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.	Board of Education	September-May

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P G o o l v e r i c y n a & n c e	Improve board members' knowledge of educational systems, processes & issues.	Select 2-3 district policies to review with the BOE as "features" during one or two regular monthly meeting(s).	Board of Education	Annually during the self-assessment process
		Create a communication plan/strategies with Rep. Fink for the purpose of exchanging information on school related topics.	Board of Education	Annually
		Each board member will engage in professional development related to his/her current committee assignments and/or board roles.	Board of Education	Annually 1 X per year
	This Board will be actively involved in the development of a healthy relationship with the HCISD Board.	Attend the county-wide board meetings.	Board of Education	Ongoing, especially at the monthly ISD meetings
	Ensure successful implementation of the Strategic Plan.	Schedule quarterly committee meetings for the purpose of the Strategic Plan progress review.	Board of Education	Quarterly
		Include Strategic Plan updates for the public at board meetings. This could be through work sessions or at regular meetings.	Board of Education	3 X Annually
	Provide Orientation/Mentoring for New School Board Members	Provide BOE candidates with dates/times of school board meetings and other relevant events in the district.	Superintendent	1-Oct-23
		Provide orientation session for newly elected BOE members.	Superintendent, BOE President	November/December 2022
		New BOE members will be placed on the Policy Committee.	BOE President	Jan-23
		Enroll new BOE members into training for Superintendent's evaluation	Jean Michael	Jul-23

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F i n a n c e	Maintain a General Fund balance of 15% at the end of the current year.	The Personnel & Finance will monitor the district's G/F budget with monthly financial reports provided by the Business Office. This fund balance goal amount is intended to scaffold programs/staffing throughout the utilization of the ESSER funds in 22', 23', 24'.	Personnel & Finance Committee	Monthly
		The Board of Education will review budget adjustment recommendaitons provided by the Superintendent.	Board of Education	Quarterly
	Adopt Successor Contract Agreements for HEA & HESPA	Establish a Negotiation Committee of up to three (3) BOE members	BOE President	Jan-23
		Conduct negotiation sessions with HEA/HESPA	Negotiations Committee	January - June 2023