

S.O.A.R. IV

Strategic Objectives to Achieve Results



Dear Hudsonville Community,

Child growth and development, safe and secure learning environments, supportive families and communities, high academic achievement, and service to others are the foundational core competencies Hudsonville Public Schools embraces in the education of every child. In doing so, we strive to improve and grow in our service to our parents and community. One concrete way we model this is through the process we use to develop our district's long-range plan for improvement.

In 2011, our Board of Education embraced a process by which we solicit the input of all stakeholders (students, parents, staff, and community members) and use that data to drive our goals for improvement. The development of SOAR I, Strategic Objectives to Achieve Results, was supported by focus groups and survey data from over 2,500 parents, students, staff, and community members. Goals we accomplished include researching and implementing all day every day kindergarten, expanding opportunities for our high school/middle school students, and improving traffic flow on our school campuses.

Staying true to our continuous improvement process, our Board of Education circled back to our stakeholders in 2020. We once again began the data gathering process which is the foundation of SOAR IV; our district's most recent three year plan for improvement. We are elated to report over 4,800 parents, students, staff, and community members participated in either one of 13 focus groups or completed a comprehensive needs assessment survey. This data was used in June to develop specific goals in the areas of Curriculum, Human Resources, Special Services, Finance, and Co-Curricular.

We would like to thank our stakeholders for their contributions and continued support in enhancing Hudsonville Public Schools. It is an honor and a privilege to serve the students and families of our great community. As eagles, we will SOAR!

Respectfully,

Mr. Ken Hall
Board of Education President

Dr. Doug VanderJagt
Superintendent

MISSION STATEMENT

The mission of Hudsonville Public Schools is to educate, challenge, and inspire all learners to become contributing, responsible members of a global society.

- The Hudsonville Public School District believes that ALL students can learn.
- The Hudsonville Public School District is committed to providing a challenging and engaging curriculum, effective instruction, and a positive supportive environment.
- The Hudsonville Public School District realizes success will be achieved through a cooperative partnership of students, teachers, support staff, administrators, board members, parents, and the community.





AREAS OF FOCUS

There are many aspects of schooling that impact a child's educational experience. To properly pinpoint our improvement efforts, Hudsonville Public Schools has identified five areas of focus. Each area encompasses a variety of educational facets that enhance a child's school experience.

Curriculum

- DEIB¹
- Instructional Technology
- SEL² Curriculum
- PK-12 Instruction
- Professional Learning Communities

Human Services

- Professional & Support Staff
- Staff Development
- Wellness
- Evaluation & Promotion
- Community Relations

Special Services

- MTSS³
- Special Education Services
- Mental Health
- PBIS⁴

Finance & Operations

- Transportation
- Technology (infrastructure/operational)
- Grounds/Maintenance
- District Growth

Co-Curricular

- Athletics
- Clubs & Co-Curriculum
- Community Education
- Community Partners
- Community Services

CURRICULUM GOALS

Short-Term

- Develop and communicate an Instructional Technology Vision.
- Select and implement a Social-Emotional Learning (SEL²) instructional resource. (Shared with Special Services)
- Develop and adopt an Instructional Technology Approach that grows and expands with technology trends.
- Identify needs regarding staff/leadership roles at the building level to increase teachers instructional technology capacity.
- Develop plans for Professional Learning Communities training for administrators and certified staff.
- Explore and evaluate World Language opportunities for PK-12.

Long-Term

- Initiate a plan to increase access to curricular resources that incorporate multiple perspectives and to diversify texts PK-12.
- Provide ongoing professional learning to support teacher teams in the development and/or revision of research based formative and summative assessments.
- Explore non-traditional, flexible educational opportunities and graduation paths. (Shared with Human Services)
- Increase Instructional Coaching staff to support best instructional practices in all content areas, buildings and grade levels.



Ongoing

- Equip all teachers with high-leverage skills and strategies to support students in all tiers of instruction. (Shared with Special Services)
- Establish a multi-year professional learning plan to support the instructional technology use for students, staff, and parents.
- Evaluate, refine and expand the Professional Learning Community process.
- Increase awareness and training regarding implicit bias and cultural differences to support the values of diversity, equity, inclusion, and belonging (DEIB¹). (Shared with Special Services)
- Heighten students' understanding of how content knowledge is relevant to their everyday life, future education, and careers. (Shared with Co-Curricular)



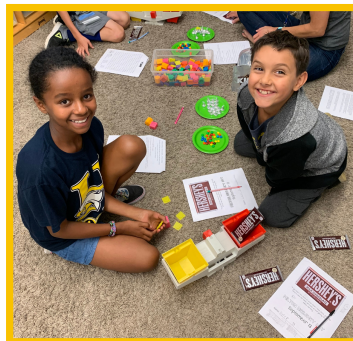
HUMAN SERVICES GOALS

Short-Term

- Create a series of Professional Development opportunities for the various certified staff that includes training for technology, diversity, and inclusion.
- Create a series of Professional Development opportunities for the support staff that includes training for Multi Tiered Systems of Support, Positive Behavior Intervention Support, technology, diversity, and inclusion.
- Evaluate staffing needs for 1:1 technology initiative for the district. (Shared with Finance and Operations)
- Refine the existing Mentor/Mentee program for new teachers.
- Identify contractual and staffing issues for an alternative schedule for elementary/secondary. (Shared with Curriculum)

Long-Term

- Streamline the electronic communication for the district.
- Develop a district-wide Wellness Program for all staff. (Shared with Special Services)
- Implement a series of teaching and learning nights for the community that focuses on “hot topics” identified by various feedback opportunities.
- Design an ongoing leadership development academy to promote teachers going into administration and administrators pursuing career advancement.



Ongoing

- Evaluate staffing needs and expansion for Multi Tiered Systems of Support (MTSS³), Positive Behavior Intervention Support, and Mental Health professionals. (Shared with Special Services)
- Identify staffing needs for the future building(s).
- Recruit and retain quality staff in critical positions (both permanent and temporary) for the district.
- Develop hiring guide to support current practices.



SPECIAL SERVICES GOALS

Short-Term

- Define social-emotional skills that are necessary for graduates to possess and create specific benchmarks for PK-12 instruction.
- Expand Positive Behavior Interventions & Supports (PBIS⁴) initiative at the elementary level and initiate at the secondary level. (Shared with Human Services)
- Select and implement a Social-Emotional Learning (SEL²) instructional resource. (Shared with Curriculum)
- Develop a shared vision for an inclusive special service delivery model.

Long-Term

- Further develop consistent forms and processes to support child study teams.
- Develop systems to provide social-emotional resources and skills. (Shared with Human Services)
- Formalize consistent/common interventions (tiered support) for English Language Arts (ELA) and Math at the PK-12 level. (Shared with Curriculum)
- Create common understanding and use of restorative practices and re-teaching expectations, among staff, administrators, and students.

Ongoing

- Develop continued professional development for teachers and staff around Trauma Informed Practices, with preventative and response strategies applicable for the classroom.
- Establish goals and action plans to strengthen an inclusive environment for all learners.
- Increase awareness and training regarding implicit bias and cultural differences to support the values of diversity, equity, inclusion, and belonging (DEIB¹). (Shared with Curriculum)



FINANCE & OPERATIONS GOALS

Short-Term

- Evaluate staffing needs for 1:1 technology initiative for the district. (Shared with Human Services)
- Research the need to update internal and external communication systems district-wide.
- Evaluate and implement security measures to address staff access to buildings and student ID requirements.

Long-Term

- Explore adding HVAC enhancement for all buildings.
- Diagnose the need for both small and large group instructional spaces across the district.
- Evaluate current human resources, payroll, and finance software in attempts to navigate a growing district.

Ongoing

- Continue to strive for equitable distribution of resources across the district.
- Ensure for the long-term financial stability of the school district through conservative budgeting practices along with long-term financial projections.
- Study long-term enrollment and determine facility needs for the next five to ten years.

CO-CURRICULAR GOALS

Short-Term

- Create and/or modify our current classes to include real world learning, internships, and community service opportunities. (Shared with Curriculum)
- Cultivate a positive and productive philosophy for all co-curricular activities.
- Develop a flow chart of breadth/depth of offerings including High School/Middle School sports, intramurals, and community education offerings.

Long-Term

- Explore connection with community partners to increase the number of after-school co-curricular opportunities for elementary students.
- Identify needs to support co-curricular activities as the district continues to grow.



Ongoing

- Increase the amount of all-weather space.
- Create a process to evaluate extra duty compensation on a regular basis.
- Expand club offerings and opportunities at the middle school and high school level to foster new connections amongst students.



COMMITTEE MEMBERS

The Hudsonville Public Schools' Board of Education has embraced a continual process for improvement. The foundation of this improvement model begins and ends with input from our stakeholders. Parents, staff, students, business leaders, and community members have contributed thoughts and ideas through numerous focus groups and completion of surveys. We are grateful for the following individuals who worked collaboratively to refine our goals and set our district's direction, the results of which are before you today.

Curriculum

Ami Taylor
Jordan Beel
Raeanne Hart
Dawn Heerema
Bill Ross
Craig Steenstra

Human Services

Anne Armstrong
Ryan Crete
Melanie McClure
Joel Olson
Andy Secor
Randy Waldie

Special Services

Mandy Thomas
Melissa Bernard
John Gillette
Tracy Horodyski
MacKenzie Stefanich
Joe Szymanski

Finance & Operations

Pat Briggs
Lee Arntz
Jane Bykerk
Mary Darnton
Mike Petroelje
Jeff Smucker

Co-Curricular

Mark Heagle
Rebecca Fabiano
Matt Baer
Josh Meersma
George Murphy
Becky VanSomeren
Kevin Wolma