

STRATEGIC PLAN

UPDATED 2024



HEMLOCK
PUBLIC SCHOOL DISTRICT



IF YOU DON'T KNOW
WHERE YOU ARE GOING,
YOU MIGHT WIND UP
SOMEPLACE ELSE.

Yogi Berra



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A LETTER FROM THE SUPERINTENDENT

Dear Huskie Pack,

Hemlock Public School District remains at the forefront of K-12 public education in the State of Michigan, consistently providing quality programming with a focus on our mantra of “Kids First” and our mission and vision of “Innovate, Collaborate, Educate, a Community of Learners.” As leaders committed to our core values, we deliver the most engaging, highest quality education possible to our families.

Over the last several years, we have overseen an ongoing effort to strengthen our district’s position in service and education to our students, families, and community. This is the third edition of our strategic plan, which is an ever-evolving process that includes engagement by multiple stakeholders and approval by our governing board.

As you read these pages, we are working to make our plan a reality for our students, staff, families, and community. Our primary purpose in these efforts is to amplify our work by unifying it with stakeholder input and engagement and a clear road map to guide our work.

This plan is a collaborative effort. It brings a new focus and energy to our amazing district’s future focus. Great things are happening at Hemlock Public School District.

INNOVATE • COLLABORATE • EDUCATE



A handwritten signature in cursive script that reads 'Don Killingbeck'.

Don Killingbeck Jr., Ed.D
Superintendent

OUR MISSION, VISION AND CORE VALUES

*Who we are
&
What we value*

MISSION

To innovate, collaborate, and educate a community of learners.

VISION

To create a community of learners that grow together and value the district's mission.

VALUES

- Strive to be a service organization dedicated to students, families, and the community.
- Use teamwork to deliver high quality education in a safe, clean, and friendly environment.
- Promote a supportive work setting that includes high expectations, active participation, personal development and recognition, open communication, and trust.
- Be fiscally responsible with our limited resources.



TEACHING & LEARNING

Initiatives and Action

DATA-DRIVEN INSTRUCTION, SYSTEMS + DISTRICT UNITY

Initiatives

- K-12 MTSS
- Scheduling & planning.
- Content collaboration.
- Common assessment.
- Progress monitoring.
- Ensuring time for staff collaboration.

Action

- Establishing secondary level MTSS guidelines.
- Y5-12th grade content area/grade level meetings.
- Grade Level/Content Area PLCs.
- NWEA through 8th grade, IXL.

CURRICULUM + INSTRUCTION

Initiatives

- Selection and implementation of new secondary math curriculum.
- Intervention resources.
- Continuity of support for math curriculum implementation.
- Implementation of new ELA curriculum.

Action

- Curriculum council meetings focused on math curriculum review process.
- PLCs • PD
- Development of a plan for fidelity checks.
- Literacy committee meetings focused on the implementation of K-5 ELA curricula.

SOCIAL + EMOTIONAL LEARNING

Initiatives

- Screening students for social and emotional concerns.
- Ensuring all students have access to mental health professionals in the school setting.
- Increased staff awareness in trauma informed practice.

Action

- Developing a plan to screen students for social and emotional concerns in each building.
- Professional development in trauma and adverse childhood experiences.
- Train and implement restorative justice practices district-wide.

Indicators of Success:

- Completed MTSS handbook with levels of intervention.
- PLC organization, meeting agendas and meeting notes.
- ELA curriculum selection, training, and implementation with fidelity checks in place.
- Trauma informed practice in the classroom.



HUMAN RESOURCES

Initiatives and Action

TEACHER RECRUITMENT PROGRAM

Initiatives

- Appreciate and value our employees with a competitive pay structure.

Action

- Review county wages annually.
- Work with social platforms to recruit teachers.
- Recognize previous districts' rate of pay and experience.

SUPPORT STAFF RECRUITMENT PROGRAM

Initiatives

- Competitive wages, incentives, recognition.
- Healthcare Benefits.

Action

- Review salary schedule.
- Include support staff highlights.
- Utilize job seeker platforms, i.e. Indeed/LinkedIn.

DEVELOPMENT PLANNING

Initiatives

- Provide mentor training, time for staff, and provide the staff appropriate, high-quality PD.

Action

- Develop a professional development calendar with the District Curriculum Council.
- Provide a flexible schedule to give mentor/mentee training time.

EMPLOYEE RETENTION

Initiatives

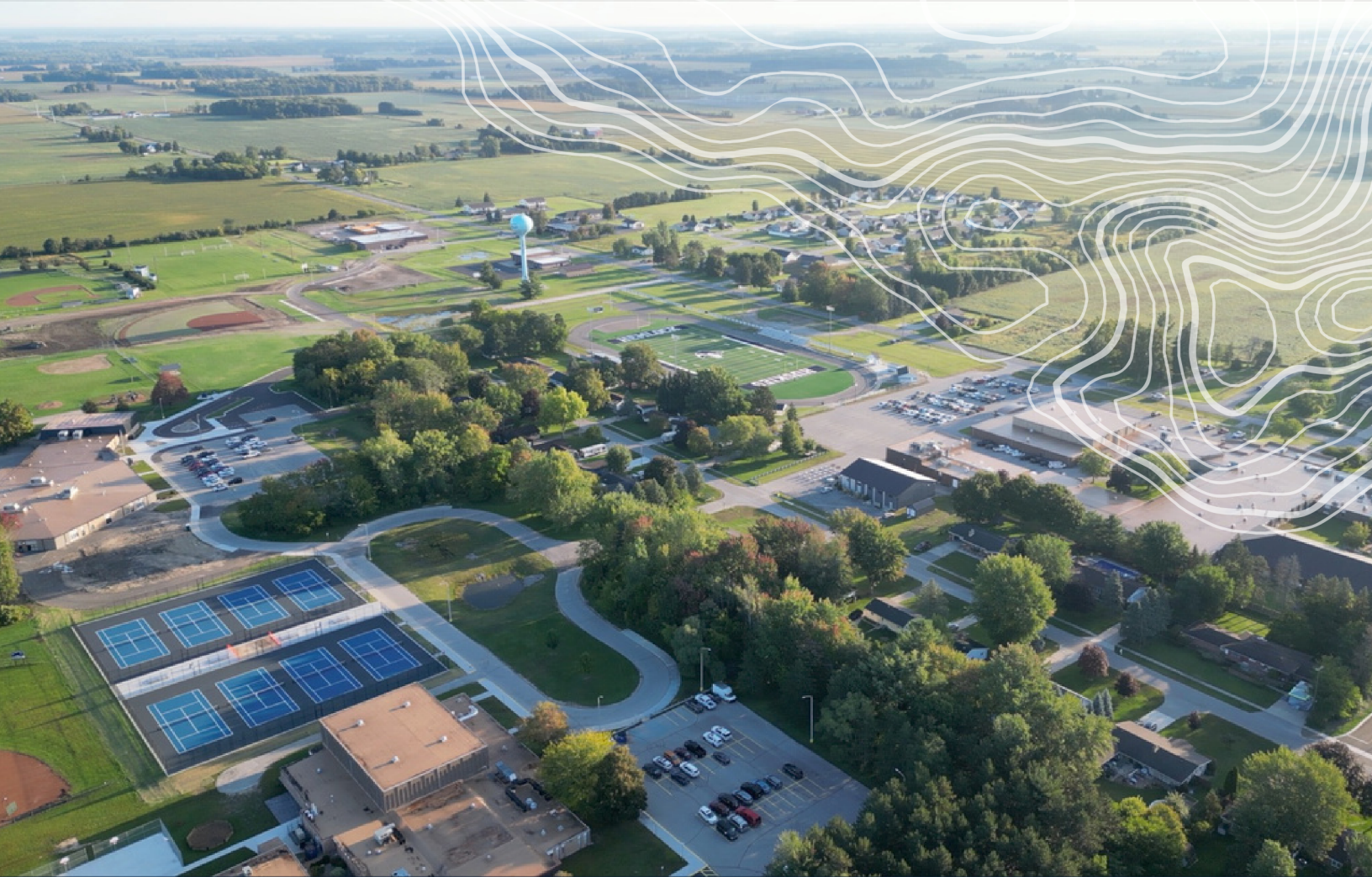
- Cultivate a vibrant workplace community where colleagues forge strong bonds of support and connection, extending beyond just the professional sphere.

Action

- Continue to schedule family gatherings, give sincere acknowledgement and recognition to employees.
- Communication to both staff/parents.

Indicators of Success:

- Successful Staff Welcome Back Event.
- Research Based Professional Development.
- Utilize Michigan Department of Education Welcome Back Michigan Educator Program.
- Successful Lunch & Learn Training for staff.



BUILDINGS & GROUNDS

Initiatives and Action

BUILDINGS + GROUNDS MAINTENANCE

Initiatives

- Develop a replacement and maintenance schedule.
- Develop a realistic technology replacement schedule including costs.

Action

- Use social media, survey staff, annually review.
- Review and update snow and lawn care plans district-wide.

FOCUS ON SAFETY

Initiatives

- Make sure all schools are as safe as possible.
- Improve traffic flow across the district.
- Annually review entryways focusing on best practices with security and safety.

Action

- Review facilities with safety consultant, CIM.
- Explore options with architect and construction management firm for traffic flow.

FACILITY ENHANCEMENTS

Initiatives

- Provide upgrades to science labs district wide.
- Build district/community modern theatre at HHS.
- Build modern competition gym at HHS.
- Add classrooms to the Lockwood STEM Center.

Action

- Look at a variety of solutions, options. Consult with architect and construction managements firms.
- Seek outside funding (grants, donations, other sources) for boosting STEM resources.

Indicators of Success:

- Safe and well-maintained environment.
- Improved student spaces that support physical well being and STEM.

FRIENDLY.
FOCUSED.
FEARLESS.



LIFE



READY

HEMLOCK
PUBLIC SCHOOL DISTRICT

BRANDING

Initiatives and Action

HUSKIE APP

Initiatives

- Establish target audience.
- Parents, Students, Prospective Employees.
- Promote the app: How and When.

Action

- Create videos for tutorial use of app.
- Develop a graphic to add to the homepage that promotes the downloading of the app.
- Organize and streamline app within capabilities.

SOCIAL MEDIA

Initiatives

- Moving forward, limit social media footprint (in terms of granular district presence).
- Expand social media presence in terms of platforms.
- Fewer users (Thrillshare specifically).

Action

- Create one hashtag series.
- Create stand-alone athletic social media presence.

TELEVISION

Initiatives

- Increase local advertising.
- Trust and verify website results.

Action

- TV at Rosati's, Rick Ford.
- Make sure old website links are discontinued.
- Clean up Google search results.
- Email listserv for small business relationships: BCC.

Indicators of Success:

- Increased app downloads and usage.
- Increased functionality of app within our parameters set by Apptegy.
- Increased local and digital footprint with advertising of HPSP.



“ GREAT THINGS ARE NOT DONE
BY IMPULSE, BUT BY A SERIES OF
SMALL THINGS BROUGHT TOGETHER.

Vincent van Gogh

WORKING BETTER TOGETHER

Concluding Thoughts

Hemlock Public School District continues to play an essential role in district innovation and collaboration. Moving forward, Hemlock Public School District partners with its families and students to harness strategic thinking, engage in community outreach, and create a shared understanding of the future of education.

The district is eager to learn from those that inspire growth and improvement. Where hard work and hands on never goes out of style and kids come first, Hemlock Public School District serves families from the cradle to college, and beyond.