



# Holton Public Schools

“Rooted in Community, Reaching for Excellence, Ready for the Future”

## DISTRICT STRATEGIC PLAN 2024-2029

<p><b>Mission:</b> Holton Public Schools will foster a safe and respectful educational environment focused on life-long learning and the continuous growth leading to success.</p>		
<p><b>Vision:</b> Holton Public Schools will continuously improve performance and will be a school district whose students will be “<b>Rooted in Community, Reaching for Excellence, and Ready for the Future.</b>”</p>		<p><b>Core Values and Beliefs:</b></p> <ul style="list-style-type: none"> <li>● <b>R- Respect</b></li> <li>● <b>E- Effort</b></li> <li>● <b>D- Dependability</b></li> </ul>
<p>Our Graduates will demonstrate <b>RESPECT</b> by <i>valuing every individual for who they are by acting with kindness, providing service to others, and contributing positively to the communities they are a part of.</i></p> <p>Our Graduates will demonstrate <b>EFFORT</b> by <i>contributing to society through a strong work ethic by putting forth their best self in all aspects of their lives.</i></p> <p>Our Graduates will demonstrate <b>DEPENDABILITY</b> by <i>prioritizing attendance and maintaining focused time management by using strong organizational skills.</i></p>		
<p><u>Goal #1: Teaching, Learning, &amp; Student Achievement</u></p>	<p><u>Goal #2: Customer Service, Communications, &amp; Relationships</u></p>	<p><u>Goal #3: Facilities, Operations, Human Resources, &amp; Finance</u></p>
<p>Through the implementation of evidence-based best practice strategies, and a multi-tiered system of support, along with a strong technological blended approach to learning, we will maintain a culture of academic excellence and continuous growth for all stakeholders.</p>	<p>We will sustain positive relationships with all stakeholders that focus on trust and communication, while fostering a healthy organizational culture toward the continuous improvement of the District.</p>	<p>We will ensure fiscal stability and responsibility, provide a safe and secure teaching and learning environment, enhance our facilities and operations, and employ and support the professional growth of a high quality staff.</p>



# Holton Public Schools

“Rooted in Community, Reaching for Excellence, Ready for the Future”

## Goal #1: Teaching, Learning, & Student Achievement

Objective 1	Objective 2	Objective 3
<p><b>Objective 1</b> HPS will ensure a high-quality learning experience through instructional best practices in academics and behavioral support, utilizing a well-defined multi-tiered system of support that focuses on improving student achievement and learning.</p> <p><b>Action Steps</b> <i>Implement a data driven decision making system to implement a strong MTSS process focused on academic, behavioral, and social perspective data.</i></p> <p><i>Improve instructional learning experiences for students through differentiation of instruction, student centered talk and productive student discourse, and hands-on high engagement. These efforts are supported through professional development of staff.</i></p> <p><i>Improve supplemental services for struggling and accelerated student learners through the improved use of data. This includes a deeper understanding of Special Education referral and eligibility procedures.</i></p> <p><i>Develop early literacy programs and interventions to ensure all students are reading at grade level by 3rd grade.</i></p> <p><i>Embed essential literacy standards, Depth of Knowledge aligned assessments, and critical thinking across the curriculum in all grade levels.</i></p> <p><i>Improve health and wellness programs by convening district wellness / reproductive health committees, providing Social Emotional Learning, and increasing overall wellness programming throughout the district.</i></p>	<p><b>Objective 2</b> HPS will implement a blended learning environment, utilizing instructional best practices throughout the District, that focuses on providing a strong technology infrastructure for learning.</p> <p><b>Action Steps</b> <i>Provide relevant access to technology K-12 ensuring that students and staff utilize these tools to maximize the teaching and learning process including one to one computing initiative, blended learning environments, and other technology supports.</i></p> <p><i>Improve and strengthen the Holton Virtual Academy program and expand learning opportunities to meet the career aspirations of HVA students.</i></p> <p><i>Improve student proficiency in digital literacy, digital citizenship, collaboration, communication, and critical thinking skills through technology.</i></p> <p><i>Promote responsible use of technology and how to balance technology in partnership with other teaching and learning strategies.</i></p> <p><i>Use Xello to develop Educational Development Plans (EDP) for students.</i></p> <p><i>Utilize student data through problem solving to measure student growth and drive system modifications.</i></p>	<p><b>Objective 3</b> HPS will create and maintain a culture that is rooted in high expectations for all, improved learning experiences and opportunities, and the continuous growth and development of students and staff.</p> <p><b>Action Steps</b> <i>Develop and implement career and employability based programs that foster application of skills and internships for students; Provide authentic learning experiences and opportunities for students.</i></p> <p><i>Create opportunities that promote active student engagement; Service learning, mentoring, CTC options, before / after school program options; Early College; Dual Enrollment.</i></p> <p><i>Develop and align all K-12 content areas curricular outcomes and resources to standards; Align grading practices.</i></p> <p><i>Provide timely assessment and feedback to students.</i></p> <p><i>Strengthen positive behavior support and relationship building.</i></p> <p><i>Maintain high expectations for all through mutual accountability and shared ownership of the performance of the district.</i></p> <p><i>Coach all staff in partnership with the administration around High Quality Instructional practices.</i></p> <p><i>Support routine collaboration of staff in the quest of instructional improvement through the use of Teacher Collaborative Routines and to provide job embedded professional development for staff.</i></p>



# Holton Public Schools

“Rooted in Community, Reaching for Excellence, Ready for the Future”

## Goal #2: Customer Service, Communications, & Relationships

Objective 1 HPS will strengthen student, parent, family, and community engagement, and will utilize timely feedback from stakeholders in District decisions, so that trust and organizational culture are improved.	Objective 2 HPS will use technology tools, other social media applications, the phone/email notification system, and others, as tools for effective and transparent communication.	Objective 3 HPS will foster a welcoming school culture in which all will feel welcomed when visiting or communicating with the District. Customer service will be a top priority for the District.
<p style="text-align: center;"><b>Action Steps</b></p> <p><i>Assess the District's use of feedback from surveys, and investigate additional ways to collect and implement family and community feedback into school decisions.</i></p> <p><i>Advocate and partner with parents and community members by including them on school improvement decision making committees.</i></p> <p><i>Collaborate and establish partnerships between state and local government officials, local churches, and agencies such as Pathways to Potential, Department of Health and Human Services, Catholic Charities, Mental Health, and others to strengthen school and family partnerships.</i></p> <p><i>Strengthen before school, after school, and daycare options for families.</i></p>	<p style="text-align: center;"><b>Action Steps</b></p> <p><i>Continue the use of a written internal and external communications plan that supports engaging communication with all stakeholders.</i></p> <p><i>Develop a District Marketing and Promotion Plan that features all programs of the District; Share positive stories about HPS, and use the plan to effectively communicate about the District.</i></p> <p><i>Continue to strengthen the use of mass mailings such as the Know Your Schools to promote the District and the positive stories about us.</i></p> <p><i>Assess the District's use of social media and investigate ways to improve this type of communication.</i></p> <p><i>Upgrade, update, and continually improve the use of the school's website as a source for information including improved navigation.</i></p> <p><i>Develop and implement an improved plan to enhance the telephone communication system.</i></p>	<p style="text-align: center;"><b>Action Steps</b></p> <p><i>Support a culture of positive office environments by fostering a space where all school stakeholders receive a warm welcome and feel like they belong when entering or communicating with the school.</i></p> <p><i>Improve the number of parents in our schools through positive family engagement opportunities.</i></p> <p><i>Increase the quantity and quality of student and parent activity nights; including, but not limited to: Literacy nights, Science, Technology, Mathematics, and Engineering (STEM) nights, etc.</i></p> <p><i>Improve back to school activities and develop activities that promote effective parenting skills so that the school and parent partnership assists the improvement of student learning.</i></p> <p><i>Improve staff culture by implementing team building, communication norms, and sustaining respectful work environments. Staff culture should be very inclusive especially for new staff.</i></p> <p><i>Develop, promote, and implement alumni appreciation activities to strengthen school pride.</i></p>



# Holton Public Schools

“Rooted in Community, Reaching for Excellence, Ready for the Future”

Goal #3: Facilities, Operations, Human Resources, & Finance		
Objective 1 HPS will develop short and long term plans that improve the financial stability of the District.	Objective 2 HPS will provide a quality teaching and learning environment, quality educational facilities, technological infrastructure, and transportation systems that are safe, secure, and efficient.	Objective 3 HPS will maintain a high quality staff and its continuous development and improvement through systems and services that are efficient and effective.
Action Steps	Action Steps	Action Steps
<p><i>Balance the District's annual budget and eliminate deficit spending; Increase fund balance to the desired Board threshold of 10%, never falling below 6%</i></p> <p><i>Develop a long term facility usage plan, along with potential future needs, that assesses our program in the areas of academics, athletics, and opportunities for students.</i></p> <p><i>Investigate and prepare for a future bond project and other grant opportunities that upgrade facilities and continues to grow outstanding learning opportunities for students.</i></p>	<p><i>Implement safety and security technologies and strategies that will help provide safe and secure environments; Continue to upgrade the video surveillance system; Maintain an access control process to secure the facilities.</i></p> <p><i>Develop a long term Technology and Security plan; Provide technology infrastructure to support the District's Technology Plan.</i></p> <p><i>Review annual facilities assessment to inform project priorities and budget planning that is long term and sustainable.</i></p> <p><i>Update District Emergency Operations Procedures (EOP), District Emergency Response Manual, and emergency preparedness drill procedures and integrate procedures into the NaviGate Prepared System.</i></p> <p><i>Implement a transportation replacement cycle and a District Maintenance vehicle replacement cycle.</i></p> <p><i>Maintain a high level of cleanliness in all buildings by establishing clear communication with all staff and regular, ongoing assessment of performance by the district's custodial services company.</i></p> <p><i>Investigate potential ways to improve the overall water quality at HPS.</i></p> <p><i>Provide a high quality food service experience that includes nutrition education, locally sourced food, and collect feedback from students and staff to make continuous improvement.</i></p>	<p><i>Maintain an educator evaluation system that focuses on effectiveness and professional growth and development; Continue to implement a support staff evaluation system.</i></p> <p><i>Implement the recruitment and retention plan to hire and keep the best team of staff members at HPS; Maintain integrity of the hiring process; Implement the hiring process protocol.</i></p> <p><i>Sustain the teacher and staff induction programs for newly hired staff members and Board members.</i></p> <p><i>Develop and support the written professional development plans for each building and staff; Provide quality professional development to all staff based on School Improvement Plans.</i></p> <p><i>Monitor, update, and implement Board policies and Administrative Guidelines.</i></p> <p><i>Negotiate collective bargaining agreements that focus on professional level attainment and effectiveness, while maintaining fair and affordable compensation and benefit structures.</i></p> <p><i>Develop a staff wellness program for supporting all staff in self care as they work to provide support to students.</i></p>