

S.O.A.R. V

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.

Staying true to our continuous improvement process, our Board of Education circled back to our stakeholders in 2023. We once again began the data-gathering process, which is the foundation of SOAR V, our district's most recent three-year plan for improvement. We are elated to report over 2,800 parents, students, staff, and community members participated in either one of 9 focus groups or completed a comprehensive needs assessment survey. The data was used in June to develop specific goals in the areas of Curriculum, Human Services, Special Services, Finance, and Co-Curricular. Goals were developed as short-term goals (expected completion in 1-2 years), long-term goals (expected completion in 1-5 years), or ongoing goals (expected to begin in year 1 and continue for an unforeseen future).

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,

Dr. Barb Hooper
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

- Professional Learning Communities
- Multi-tiered Systems of Support
- College & Career Pathways
- Artificial Intelligence

HUMAN SERVICES

- Employee Wellness
- Communications & Relationships
- Staff Development
- Employer Systems & Processes
- Retention & Positions

SPECIAL SERVICES

- Special Education Services
- Student Services
- Mental Health
- Diversity & Advocacy

FINANCE & OPERATIONS

- Facilities Planning
- Financial Stability
- Safety & Security
- Technology
- Transportation

CO-CURRICULAR

- Athletics
- Clubs & Co-Curriculum
- Middle School Options
- District Facilities
- Expanded Opportunities

CURRICULUM GOALS

Short-Term

- Increase awareness and training for staff, students, and parents around discrimination, harassment, and bullying.
- Improve parent communication regarding math and reading standards and research-based instructional practices.
- Expand alternative paths to graduation.
- Evaluate World Language opportunities for PK-12.

Long-Term

- Explore increased opportunities for struggling students.
- Expand opportunities for students to explore college and career pathways.
- Investigate increased opportunities for advanced learners.
- Analyze the use of instructional coaching staff to support best instructional practices in all content areas, buildings, and grade levels.
- Increase opportunities for all students to learn study skills and life preparedness skills.

Ongoing

- Strengthen our school's system of collaboration and support to ensure that all students receive the help they need to succeed. This will be done through further development and maintenance of Professional Learning Communities (PLC's) and Multi-tiered Systems of Support (MTSS).
- Study and implement instructional technology plans to address the impact artificial intelligence (AI) will have on staff, students, and parents.
- Refine and expand professional development opportunities to support Professional Learning Communities.
- Strengthen and broaden the district's commitment to continuous improvement, and ensure that all stakeholders have a voice in the process.

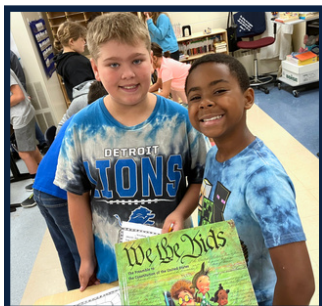




HUMAN SERVICES GOALS

Short-Term

- Evaluate the K-12 processes to address the consistency in behavior response and discipline in order to determine appropriate levels of staffing.
- Evaluate needs for expansion within building staff for mental health services.
- Analyze the use of state and federal funding to determine staffing needs for continued support for Multi-tiered Systems of Support (MTSS) processes and at-risk students.
- Clarify the legal implications of cyberbullying/social media issues when committed outside of school.



Long-Term

- Provide professional development for staff that empowers students to proactively deal with bullying behaviors at school.
- Assess various school year calendars and daily schedules to ensure staff and students have time to connect and build relationships.
- Grow in-house options for students within Career and Technology Exploration courses by identifying and recruiting endorsed staff.
- Expand staff learning opportunities to empower staff around restorative practice and de-escalation practices when dealing with student discipline.
- Evaluate staffing needs around advanced/accelerated student programming.

Ongoing

- Identify staff needs for professional development around the needs of all students in a global society.
- Refine processes for staff to connect and interact with Central Office Administration around the goals and direction of the district.
- Develop wellness practices for adults who encounter or handle difficult situations during the school day.



SPECIAL SERVICES GOALS

Short-Term

- Increase knowledge and use of consistent proactive and response strategies, i.e., restorative practices, among administrators and staff as one means of addressing the concern regarding consistent discipline.
- Further develop and maintain training, coaching, and education of trauma-informed practices.
- Expand upon the use of PBIS strategies to influence and improve school culture.
- Evaluate, select, and implement preventative strategies to address discrimination of students.

Long-Term

- Evaluate, select, and implement approaches to prevent and address bullying and harassment.
- Explore options to teach and assess social, emotional, and behavioral skills (life skills) at the secondary level.
- Build upon consistent district practices and implementation for problem-solving teams to address individual student challenges.
- Engage families and staff in opportunities to learn and clarify discipline terms, laws, policies, and best practices.

Ongoing

- Enhance students' cultural awareness and a sense of belonging through education and opportunities.
- Explore and enhance teacher resources, training, and clarity on processes and strategies to support all learners.
- Expand alternative education and alternative paths to graduation.





FINANCE & OPERATIONS GOALS

Short-Term

- Explore adding air conditioning throughout the district.
- Increase the number of cameras in certain locations at the elementary buildings as well as the balance of the bus fleet.
- Investigate additional proactive security training for school staff.
- Explore methods to increase transportation driving staff.

Long-Term

- Evaluate the physical safety of buildings. Especially consider “hardening” points of entry.
- Evaluate the future 5 to 10-year facility needs of the district.
- Examine internal instructional technology and administrative software to reduce stand-alone systems.
- Diagnose the need for both small and large group instructional spaces throughout the district.

Ongoing

- Continue to strive for equitable distribution of resources throughout the district.
- Ensure the long-term financial stability of the district through conservative budgeting practices along with long-term financial projections.

CO-CURRICULAR GOALS

Short-Term

- Explore options for increased intramural offerings to meet the needs & interests of students at all levels.
- Analyze the current Career Technical Education (CTE) course offering needs at the HS to expand opportunities.
- Study the co-curricular needs of students with special needs and identify areas where opportunities can be expanded or improved.

Long-Term

- Expand the district’s current communication practices for sharing information about co-curricular opportunities.
- Evaluate the need for providing summer programming and tutoring to non-qualifying students.
- Develop a structure to expand athletic opportunities at the middle school & high school level with adequate resources.

Ongoing

- Evaluate the district’s current facilities and identify potential needs for additional all-weather spaces.
- Identify extracurricular club interests among students and research new clubs to meet those needs.
- Explore the need for peer-mentoring programs at one or more schools.

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

Aimee Dittmer
Peter Geerling
Kathy Levandoski
Melanie McClure
Heidi Mucha
Joel Olson
Craig Steenstra
Joe Szymanski
Ken Hall

Human Services

Anne Armstrong

Nate Allen
John Gillette
Mark Heagle
Clint McDowell
Josh Meersma
Randall Waldie
Jeremy Verwys
Dawn Sneden

Special Services

Mandy Thomas

Matt Baer
Melissa Bernard
Delia Bush
Ryan Crete
Tracy Horodyski
Heather Stauffer
Mackenzie Stefanich
Andrew DeWitt

Finance & Operations

Pat Briggs

Lee Arntz
Lindsey Bolhouse
Mary Darnton
Rob Matthews
Mike Petroelje
Bill Ross
Jeff Smucker
Greg Chanski
Nick Bolhuis

Co-Curricular

Jordan Beel Rebecca Fabiano

Ben Farkas
Stephanie Fast
Casey Glass
Josh Magley
Rebecca VanSomeren
Jon VanSlyke
Mark Davis