Hermon School Department

Strategic Plan 2025-28

District Goals 2025-26

Presented to the Hermon School Committee
September 8, 2025

Hermon School Department

Our Mission: Preparing students for personal success in college, career, and community.



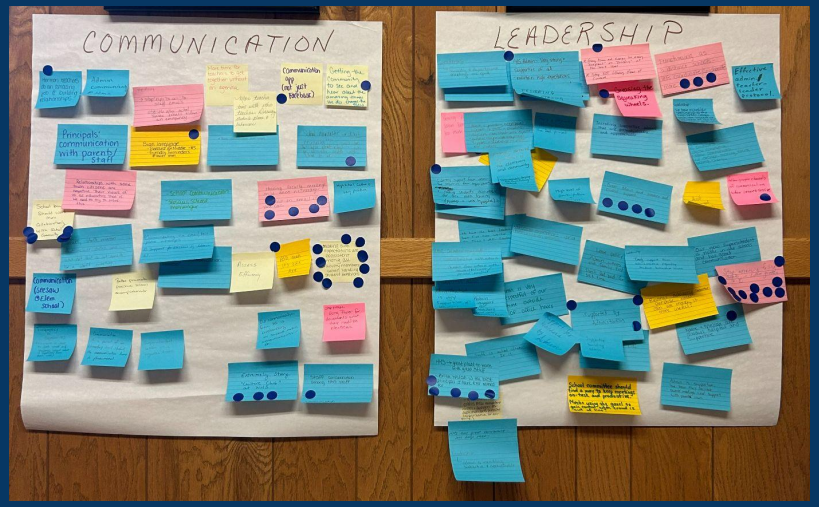


The Strategic Planning Process

I. Gathering Data

- Online Survey: May 21 - June 30, 2025
- Community Intake Sessions: June 4 (Morning) and June 17 (Evening)
- Faculty Intake Sessions:
  - May 21 (Elementary School)
  - May 28 (Middle School)
  - June 4 (High School)

II. Organizing the Data





The Strategic Planning Process

III. Identify Common Ideas

- Technology: Security and Student Practices
- Budgeting and Funding
- Instruction: Team-driven curriculum development, differentiated professional opportunities, high academic standards, explore Visual and Performing Arts PreK-12, enhance mathematics instruction.

IV. Identify Key Priorities

- Students' academic experiences
- Developing teachers and leaders
- Financial sustainability



V. Outline Specific Objectives for Each Key Priority

Hermon School Department

Parents' Survey Feedback:

- We moved here to give our children a better opportunity, and it was the best thing we did. Just giving the kids the opportunity to learn and grow.
- Amazing teachers and staff who truly care about the students.
- Expand on academic opportunities.
- Great communication.

Priority #1: Cultivate an Academic Environment that Fosters Critical Thinking, Creativity, and Innovation

GOAL
Objective 1: Develop a Curriculum Renewal Plan that outlines revisions of all curriculum documents by 2027-2028 with alignment to Portrait of a Graduate.
Objective 2: Implement an AI vision and best practices for Hermon staff and students.
Objective 3: Expand dual credit options for high school students.
Objective 4: Implement a digital literacy program in K-8.
Objective 5: Expand Visual and Performing Arts opportunities for students.
Objective 6: Develop consistent rigor in the district math program and implement a pathway that offers Geometry or Algebra II in Grade 8.
Objective 7: Increase the number of Hermon High School students who earn career certifications. (Cyber-Security, CNA, etc.)
Objective 8: Implement a middle school “Workforce Introduction” CTE-type course by 8th grade.
Objective 9: Strengthen academic supports in order to accelerate learning for students who are not yet performing at grade level expectations.
Objective 10: Design and implement personal finance/common life skills instruction to students in grades 5-12.

Priority #2: Energize district, school, and teacher leadership to create an innovative and dynamic learning community.

GOAL
Objective 1: Expand induction and mentoring and growth of leaders throughout the district.
Objective 2: Recruit, retain, and support a high-quality employee workforce.
Objective 3: Support a process for curriculum to be written and piloted by district educators.
Objective 4: Invite a committee of teachers and administrators to review the Teacher Evaluation model and offer recommendations for enrichment.
Objective 5: Evaluate and revitalize transition programs for PreK through college/career.
Objective 6: Build a framework of Social Emotional Learning (SEL).

Priority #3: Ensure institutional and financial sustainability in the face of economic and demographic challenges.

GOAL
Objective 1: Conduct an energy audit. **Objective 2:** Develop a Long-Range Facility Plan to guide planning and Capital Improvement expenses. **Objective 3:** Partner effectively with the town to generate a fiscally sustainable budget that supports the School Department Strategic Plan. **Objective 4:** Critically examine patterns of spending to realize savings and gain efficiencies. **Objective 5:** Enhance communications and information provided to families and community. Enhance stakeholder and community understanding about school finance and the complexities of the budget. **Objective 6:** Develop and implement a 3-Year District Technology Plan.

Hermon School Department Goals 2025-26

1. Cultivate an Academic Environment that Fosters Critical Thinking, Creativity, and Innovation

- Develop a Curriculum Renewal Plan that outlines revisions of all curriculum documents by 2027-2028 with alignment to *Portrait of a Graduate*. Implement the work defined for 2025-26.
- Define the school department's vision for Generative AI. Initiate a partnership with *MagicSchool* and train the Hermon HS teachers to use the platform for instructional planning and delivery.
- Create and implement a digital literacy program in K-8 that promotes online safety, research best practices, ethical use of technology, and foundational information literacy skills.
- Establish a plan for Grade 4 elementary band instruction to begin in 2026-27.
- Establish a plan to identify Grade 4 students for Accelerated Grade 4 Math for the 2026-27 school year.

Hermon School Department Goals 2025-26

2. Energize district, school, and teacher leadership to create an innovative and dynamic learning community.

- Provide professional development that promotes teacher leadership and provides teacher agency in training opportunities. Include teacher presenters during Professional Development Days and compensate them accordingly.
- Promote curriculum committee opportunities to faculty with the expectation that they pilot new units of study and write curriculum documents.
- Invite a committee of teachers and administrators to review the Teacher Evaluation model and offer recommendations for enrichment for implementation in the 2026-27 school year.
- Provide positive PreK-12 transition programs for students and families.
- Identify two (2) Administrative Interns to support district goals and gain valuable leadership skills.
- Continue the district Professional Development Committee and GenAI Task Force meetings.

Hermon School Department Goals 2025-26

3: Ensure institutional and financial sustainability in the face of economic and demographic challenges.

- Partner with the town to generate a fiscally sustainable budget that supports district goals..
- Conduct an energy audit.
- Develop a Long-Range Facility Plan to guide planning and Capital Improvement expenses.
- Develop and implement a 3-Year District Technology Plan.
- Publish regular District Newsletters to promote accomplishments, events, student and teacher successes, and budget information.

Hermon School Department

Upcoming Timelines:

- ➔ Administrators develop professional goals related to these objectives.
- ➔ Progress Report to School Committee: January 2026
- ➔ Final Report to School Committee: June 2026



WATCH US SOAR!