

INNOVATE. COLLABORATE. EDUCATE.



HEMLOCK
PUBLIC SCHOOL DISTRICT

2026-2030 STRATEGIC PLAN



SMALL TOWN. BIG OPPORTUNITIES.

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 mission and vision of "Innovate, Collaborate, Educate, a Community of Learners."

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.



Don Killingbeck Jr., Ed.D
Superintendent

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

MISSION. VISION. VALUES.



LEARNING DESIGN FOR MAXIMUM INSTRUCTIONAL EFFECTIVENESS

Initiatives

- High Quality Tier 1 Instruction
- Curriculum Fidelity & Alignment

Action

- Conduct K–12 ELA/math curriculum fidelity audit
- Integrate student voice and choice in learning
- Define and monitor student engagement indicators
- Use observation data to refine instruction
- Audit instructional time by grade bands
- Ensure schedules support hands-on learning without fragmenting core instruction

STUDENT LEARNING PATHWAYS

Initiatives

- AP Access + Readiness
- MTSS Programming
- Personal Curriculum

Action

- Include differentiation for advanced learners in planning and coaching
- Integrate study skills, focus, and confidence-building strategies
- Provide 1:1 check-ins and small group support for persistence
- Expand career exploration and job shadowing (upper grades)
- Define AP readiness criteria aligned to curriculum
- Clarify supports for success in advanced coursework

INSTRUCTIONAL CAPACITY + LEARNING SYSTEMS

Initiatives

- Instructional Coaching & Feedback
- PLC Structure Focused on Practice

Action

- Create instructional observable practices
- Align coaching to core practices
- Support diverse learners and build student confidence
- Clarify access to instructional support
- Strengthen peer observation, PLC focus
- Provide training on hands-on learning and differentiation
- Emphasize engaging, meaningful instruction in peer/PLC work

TEACHING + LEARNING

Indicators of Success:

- Consistent, high-quality Tier 1 instruction (K–12)
- Fidelity to core curriculum and aligned practices
- Strong student engagement (discussion, persistence, meaningful tasks)
- Protected, priority-aligned instructional time
- Access to MTSS and advanced learning pathways
- Aligned coaching and PLCs improving practice and outcomes



RECRUITMENT

Initiatives

- Attract and hire high-quality teachers and staff
- Offer competitive compensation and acknowledge prior experience
- Recruit actively across multiple platforms to reach diverse candidates

Action

- Review county wages and salary schedules annually to maintain competitive pay
- Promote support staff roles, benefits, and healthcare
- Recognize prior experience and previous district pay
- Recruit via social media and job platforms (e.g., Indeed)

TRAINING

Initiatives

- Support employee growth with structured mentoring
- Provide targeted professional development
- Dedicate collaboration time aligned to district goals

Action

- Develop and evaluate the mentor program
- Provide mentor training, protected time, and quality professional development
- Maintain a district-wide professional development calendar
- Expand training for support staff

RETENTION

Initiatives

- Foster a supportive workplace culture
- Recognize and communicate with employees
- Provide regular feedback and engagement opportunities

Action

- Foster a positive, family-oriented culture with the right-fit staff
- Maintain small-town feel while offering big opportunities
- Provide consistent recognition and acknowledgement
- Host family/staff engagement events
- Improve communication with staff and parents
- Use staff feedback to address concerns, enhance support systems

HUMAN RESOURCES

Indicators of Success:

- Strategic Professional Development implementation for all district staff
- Continued formal mentor program
- Continued employee feedback via focus groups, Gallup Q 12, and exit conversations
- Continued growth of staff engagement events
- Continued and consistent staff recognition



FOCUS ON SAFETY, SECURITY + TRAFFIC FLOW

Initiatives

- Ease of use and clear communication for new spaces
- Traffic flow and safety
- Add camera coverage to new areas

Action

- Implement QR code wayfinding
- Upgrade badge access system
- Enhance secure HECC entry
- Communicate facilities plan to community
- Provide updates on parking, entry, and schedules
- Install "No Parking" signage at main high school entrance
- Add student seating near bus loop

CAPACITY + FLEXIBLE USE OF SPACE

Initiatives

- Be ready to grow, alter plans as needed
- Continue to explore increased parking access

Action

- Explore additional classrooms, restrooms, and student spaces
- Evaluate parking capacity and expansion options

GROUND EXCELLENCE + SUSTAINABILITY

Initiatives

- Maintain current spaces at a high level
- Develop a system and plan to replace outdated roofs, windows, technology, boilers, and doors

Action

- Continue campus and new build beautification
- Maximize natural light while maintaining safety
- Establish asset management and replacement schedules
- Evaluate building efficiency (cost per sq. ft.)

Indicators of Success:

- Smooth traffic flow before and after school, and event nights
- Safe, beautiful, and well-maintained spaces
- Positive annual inspection results (boiler, fire, LARA, CIM, etc.)



CENTRALIZED COMMUNICATION TOOLS

Initiatives

- Unified & accessible district communication and information delivery
- Safe & structured two-way communication

Action

- Review website access, redirects, and usability
- Increase building-level communication on sign-ups and activities
- List age-appropriate two-way platforms, and define expectations

MASCOT & SPIRIT PROGRAMMING

Initiatives

- Mascot refresh to align with updated brand standards
- Expanded district-wide spirit visibility through spirit wear and recognition banners

Action

- Conduct a comprehensive mascot review
- Create a mascot calendar for events
- Improve access to spirit sales

UPDATED BRANDING GUIDE

Initiatives

- Updated colors, fonts, & hashtags
- Iconography and specialty graphics

Action

- Finalize updated color palette and approved fonts
- Review hashtags and streamline their use by identifying the most relevant
- Develop district iconography and patterns, and incorporate them into the approved graphics

Indicators of Success:

- Consistent district communication through centralized tools and two-way engagement
- Expanded mascot and spirit presence at school and community events
- District-wide adoption of updated branding, and graphics





SMALL TOWN. BIG OPPORTUNITIES.

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.

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

Vincent van Gogh

