

HOLDINGFORD PUBLIC SCHOOLS

STRATEGIC PLAN

2025-2030



CORE VALUES

Safe and Caring Environment • Integrity • Academic Excellence • Fiscal Responsibility

BELIEF STATEMENTS

- We believe every student and staff member deserve a safe and secure school environment where physical and mental well-being are prioritized.
- We believe that setting and maintaining high expectations inspires excellence, fosters resilience, and empowers every student and staff member to reach their fullest potential.
- We believe honesty, integrity, and clear communication are the foundation of trust and accountability in our relationships and decision-making.
- We believe in celebrating diverse career paths, recognizing students' unique strengths, and offering educational opportunities to explore a variety of interests.
- We believe maintaining fiscal responsibility and transparency in finances paves the way for a strong and promising future of our district.

MISSION

Our mission is to provide a safe and respectful environment that inspires learning, nurtures potential, and builds strong character for future success.

VISION

Empower every student to reach their fullest potential within a safe, supportive, and student-centered environment.

STRATEGIC PLAN FOCUS AREAS

**Student
Achievement /
Student Support**

Staff Support

**Community
Engagement**

**Finance /
Facilities**

FOCUS AREAS	GOALS	OBJECTIVES
Student Achievement / Student Support	<p>Goal 1: We will achieve the goals of Striving for Comprehensive Achievement and Civic Readiness (SCACR), formerly named World’s Best Workforce (WBWF) for all students in the school district.</p>	<p>Objective 1.1: We will annually evaluate the success and development of meeting the four goals of the SCACR formerly (WBWF) plan:</p> <ul style="list-style-type: none"> • All children are ready for school. • All racial and economic achievement gaps between students are closed. • All students are ready for career and college. • All students graduate from high school.
	<p>Goal 2: We will achieve the goals of the Minnesota Reading to Ensure Academic Development (READ) Act for all students in the school district.</p>	<p>Objective 2.1: We will annually evaluate the success of meeting the goals of the READ Act.</p> <ul style="list-style-type: none"> • Every child reading at or above grade level every year, beginning in kindergarten. • Support multilingual learner and students receiving special education services in achieving their individualized reading goals.
	<p>Goal 3: Equip every student with the academic knowledge, technical expertise, and professional skills needed to discover their passions, explore career opportunities, and confidently pursue their future paths in an ever-evolving world.</p>	<p>Objective 3.1: By 2028-2029, increase the number of College in the School's offerings at the high school level.</p> <p>Objective 3.2: By the spring of 2026, develop community and business partnerships to broaden career/college day offerings and internships opportunities.</p> <p>Objective 3.3: Yearly reviews of course offerings and student interest surveys conducted by admin, counselors, and dept heads to ensure relevance of course offerings.</p>
	<p>Goal 4: Improve Standardized Test Scores.</p>	<p>Objective 4.1: Annually review data to identify and address areas for improvement in curriculum and instruction.</p> <p>Objective 4.2: In the spring of 2025, provide increased communication about the importance of MCA and Fastbridge and how the data is used to better student achievement.</p>
	<p>Goal 5: Improve opportunities for students to learn about social and mental wellness.</p>	<p>Objective 5.1: During the 2025-2026 school year, research and evaluate social and mental wellness practices that support students at a tier one level that uses consistent language PreK-12.</p> <p>Objective: 5.2: During the 2025-2026 school year, research available Social, Academic, and Emotional Behavior Risk Screeners to help us identify which students might need additional levels of support.</p>

FOCUS AREAS	GOALS	OBJECTIVES
Staff Support	<p>Goal 6: Facilitate collaboration among grade level and content areas staff.</p>	<p>Objective 6.1: Provide opportunities for departments to learn and collaborate amongst each other to allow for more alignment amongst staff, expectations, and curriculums taught to students. Explore the concept of PLCs by 2027-2028.</p> <p>Objective 6.2: Yearly reviews of course offerings and student interest surveys conducted by admin, counselors, and dept heads to ensure relevance of course offerings.</p>
	<p>Goal 7: Improve communication among all school staff to foster a collaborative, informed, and supportive work environment that enhances student outcomes and promotes shared responsibility for school success.</p>	<p>Objective 7.1: Before the end of the 2024-2025 school year, conduct a review of the staff handbook along with teacher representatives to develop clear, accessible guidelines for all school policies and ensure they are uniformly applied across classrooms, grade levels, and activities. This will become a yearly expectation.</p> <p>Objective 7.2: Before the start of the 2025-2026 school year, establish a clear process for reporting and resolving concerns or inconsistencies in policy enforcement.</p> <p>Objective 7.3: By the 2026-2027 school year, we will refine the Teacher Development and Evaluation plan to support professional development of our staff.</p> <p>Objective 7.4: By the 2026-2027 school year, select a shared digital platforms to ensure that all staff are informed about student needs and collaborative goals.</p>
Community Engagement	<p>Goal 8: Promote transparency by providing clear, consistent, and accessible communication about school policies, decisions, and progress to build trust and foster collaboration among students, families, staff, and the community.</p>	<p>Objective 8.1: During the 2025-2026 school year, publish clear and accessible reports on school progress, goals, and financial health.</p> <p>Objective 8.2: By the beginning of the 2025-2026 school year, publish detailed, user-friendly financial reports on the school's website, updated quarterly.</p> <p>Objective 8.3: Provide clear timelines and explanations for major decisions, such as curriculum changes or facilities improvements.</p> <p>Objective 8.4: By the end of the 2024-2025 school year, provide a wealth of easy accessible current resources available to students and families so they are aware of their opportunities and resources both during and post high school.</p> <p>Objective 8.5: By the beginning of the 2025-2026 school year, organize a yearly new to the district orientation night for parents.</p>

FOCUS AREAS	GOALS	OBJECTIVES
Finances / Facilities	<p>Goal 9: Ensure responsible stewardship of resources by maintaining clear, accessible, and comprehensive financial reporting that fosters trust, accountability, and informed decision-making among stakeholders.</p>	<p>Objective 9.1: Conduct annual public workshop to educate stakeholders on funding allocations and priorities.</p> <p>Objective 9.2: In Fiscal Year 2025-2026, develop a feedback mechanism for stakeholders to raise questions or provide input on financial decisions.</p> <p>Objective 9.3: Regularly review and align financial decisions with the school's strategic priorities and community needs. This will be accomplished through public discussion at board meetings for all expenditures exceeding \$25,000.</p>
	<p>Goal 10: Maintain safe, functional, and inviting facilities by proactively addressing maintenance needs, prioritizing upgrades, and ensuring environments that support student success.</p>	<p>Objective 10.1: Starting in the year 2025-2026, conduct annual facility audits to identify and prioritize maintenance and upgrade needs.</p> <p>Objective 10.2: Starting in the year 2025-2026, implement a preventative maintenance schedule to minimize costly emergency repairs.</p> <p>Objective 10.3: Incorporate sustainable practices into maintenance and renovations, such as energy-efficient lighting or water-saving systems.</p> <p>Objective 10.4: Review the LTFM plan semi-annually and project out with confidence the next 3 years of expenditures while leaving room for immediate needs.</p>

