

BOARD OF EDUCATION WORK SESSION

HUTCHINSON PUBLIC SCHOOLS



ISD 423

October 28, 2024

BOARD OF EDUCATION

CALL TO ORDER

ROLL CALL

Excellence in Academics, Activities, and Character

PLEDGE OF ALLEGIANCE



Photo Courtesy of Debbie Hickel

**I pledge allegiance
to the Flag of the
United States of America,
and to the Republic
for which it stands,
one Nation under God,
indivisible, with liberty
and justice for all.**

BOARD OF EDUCATION

PUBLIC COMMENT

Qualifications and Procedure:

- School Board meetings are meetings held in the public, not public meetings.
- Public comment is reserved for students, parents of students, district employees, and members of the community within the boundaries of the school district.
- Board members will listen to public comments; not engage in a discussion.
- Public comment is included on each regular meeting agenda and limited to 30 minutes.
- Each speaker is allowed three minutes to speak about items on the agenda.
- Prior to making a comment, state your qualification (student, parent of a student, district employee, or member of the community within the boundaries of the school district).
- Those wishing to address the Board concerning any agenda items are requested to form an orderly line down the center aisle (or designated space).
- The Board Chair may modify the procedure as needed.

Relationships are Essential for Student Success

BOARD OF EDUCATION

**2023-2024 STRATEGIC PLANNING/WORLD'S
BEST WORKFORCE PLAN UPDATE
AND
2024-2025 STRATEGIC PLANNING/STRIVING
FOR COMPREHENSIVE ACHIEVEMENT AND
CIVIC READINESS INTRODUCTION**

All Students Learn

DISTRICT GOALS

College & Career Opportunities

Positive Relationships

Manage Resources

Safe & Functional Environment

Excellence in Academics, Activities, and Character

CORE VALUES

Relationships are Essential for Student Success

All Students Learn

A Culture of High Expectations is Critical

A Meaningful and Challenging Curriculum is Vital

Excellence in Academics, Activities, and Character

STRIVING FOR COMPREHENSIVE ACHIEVEMENT AND CIVIC READINESS

All Students Ready for School

All Students in 3rd Grade Achieving Grade-level Literacy

Close the Achievement Gaps Among All Groups

All Students Career- and College-ready by Graduation

All Students Graduate

Prepare Students to Be Lifelong Learners

Excellence in Academics, Activities, and Character

STRIVING FOR COMPREHENSIVE ACHIEVEMENT AND CIVIC READINESS

All Students Ready for School

2023-2024 Goal

Our goal for the 2023-2024 school year is to continue to provide an ECS event prior to the start of the school year so 100% of students registered for kindergarten are screened prior to the first day of kindergarten in Hutchinson or another district (records requested as needed to confirm screening was completed).

Results: **100% students registered GOAL MET**

Excellence in Academics, Activities, and Character

STRIVING FOR COMPREHENSIVE ACHIEVEMENT AND CIVIC READINESS

All Students Ready for School

2024-2025 Goal

Our goal for the 2024-2025 school year is to continue to provide an ECS event prior to the start of the school year so 100% of students registered for kindergarten are screened prior to the first day of kindergarten in Hutchinson or another district (records requested as needed to confirm screening was completed).

Results: **100% students registered GOAL MET**

Excellence in Academics, Activities, and Character

STRIVING FOR COMPREHENSIVE ACHIEVEMENT AND CIVIC READINESS

All Students in 3rd Grade Achieving Grade-level Literacy

2023-2024 Goal

Increase the percentage of students in grade 3 that are identified as at or above grade level in literacy through the triangulation of data (MCA, Fast-A, CBM) from 66.3% in the spring of 2023 to 71.3% in the spring of 2024.

Results: 52% Goal NOT met

Excellence in Academics, Activities, and Character

STRIVING FOR COMPREHENSIVE ACHIEVEMENT AND CIVIC READINESS

All Students in 3rd Grade Achieving Grade-level Literacy

2024-2025 Goal

The third grade students who identify as at or above grade level in literacy through the triangulation of data (MCAs = meets/exceeds; Fast-aReading = some risk/college pathway; CBMR = some risk/college pathway) will increase from 52% in the spring of 2024 to 57% in the spring of 2025.

Excellence in Academics, Activities, and Character

STRIVING FOR COMPREHENSIVE ACHIEVEMENT AND CIVIC READINESS

Close the Achievement Gaps Among All Groups

2023-2024 Goal

- A. The proficiency gap between the Non-Free and Reduced and the Free and Reduced enrolled by October 1 in Grades 3-8 and 10 as measured by MCA-III Reading accountability tests will decrease from 25.1 % in 2023 to 20.1% in 2024.
- B. The proficiency gap between the Non-Free and Reduced and the Free and Reduced enrolled by October 1 in Grades 3-8 and 11 as measured by MCA-III Math accountability tests will decrease from 29.2% in 2023 to 24.2% in 2024.

Results: A: **25.6% Goal NOT met** B: **22.9% Goal MET**

Excellence in Academics, Activities, and Character

STRIVING FOR COMPREHENSIVE ACHIEVEMENT AND CIVIC READINESS

Close the Achievement Gaps Among All Groups

2024-2025 Goal

- A. The proficiency gap between the Non-Free and Reduced and the Free and Reduced meeting enrollment criteria in Grades 3-8 and 10 as measured by MCA-III Reading accountability tests will decrease from 25.6 % in 2024 to 20.6% in 2025.
- B. The proficiency gap between the Non-Free and Reduced and the Free and Reduced meeting enrollment criteria in Grades 3-8 and 11 as measured by MCA-III Math accountability tests will decrease from 22.9% in 2024 to 17.9% in 2025.

Excellence in Academics, Activities, and Character

STRIVING FOR COMPREHENSIVE ACHIEVEMENT AND CIVIC READINESS

All Students Career- and College-ready by Graduation

2023-2024 Goal

The number of trimester-long courses failed will be equal to or better than the HHS five-year average (excluding covid affected years) of 470 for the 2023-2024 school year.

Results: 757 failed courses Goal NOT met

Excellence in Academics, Activities, and Character

STRIVING FOR COMPREHENSIVE ACHIEVEMENT AND CIVIC READINESS

All Students Career- and College-ready by Graduation

2024-2025 Goal

The number of students that fail two or more courses
will be equal to or less than the HHS 3-year average of 127
for the 2024-2025 school year.

Excellence in Academics, Activities, and Character

STRIVING FOR COMPREHENSIVE ACHIEVEMENT AND CIVIC READINESS

All Students Graduate

2023-2024 Goal

Based on the HHS five-year average graduation rate of 86.02 (through Class of 2022), HHS's graduation rate goal for the 22-23 school year is 4% growth to exceed 90.02% of seniors as measured by the MDE graduation data.

Results: Waiting for MDE to release data

Excellence in Academics, Activities, and Character

STRIVING FOR COMPREHENSIVE ACHIEVEMENT AND CIVIC READINESS

All Students Graduate

2024-2025 Goal

Hutchinson High School's graduation rate
for the 2024-2025 school year will increase by 2%
to exceed 92% of seniors as measured by the MDE graduation data.

Excellence in Academics, Activities, and Character

STRIVING FOR COMPREHENSIVE ACHIEVEMENT AND CIVIC READINESS

Prepare Students to Be Lifelong Learners (*new goal*)

2024-2025 Goal

Increase district-wide MCA and MTAS proficiency scores in reading, math, and science from the 2023-2024 year to the 2024-2025 year.

Increase District MCA and MTAS proficiency Scores in Reading, Math, and Science from 57.3% (Reading); 53.0% (Math); and 44.4% (Science) in 2023-2024 to 63% or above for Reading; 58% or above for Math; and 50% or above for Science in 2024-2025.

Excellence in Academics, Activities, and Character

Administrator Strategic Objectives

**2023-2024 Results
&
2024-2025 Introduction**

BAILEY RETTMANN

2023-2024 STRATEGIC OBJECTIVE

- The % of students enrolled in Grade 1 at West Elementary who meet the spring benchmark target score or move to the next highest tier of the FAST CBM-Reading will increase from 73% in the Spring of 2023 to 83% in the Spring of 2024
- **Results: Goal Not Met-76% of students moved to the next highest tier of FAST CBM-Reading in the spring on 2024 (Note 10 students missed by 1, would have been 84% with those students)**

2024-2025 STRATEGIC ACTION PLAN SUMMARY

Bailey Rettmann

SMART Goal

72% of all students in Grade 1 at West Elementary
who begin the school year at High Risk or Some Risk for CBMR
will, at a minimum, move 1 or more Tiers;
while the % of Low Risk students maintain/grow.

JEN MAHAN-DEITTE

2023-2024 STRATEGIC OBJECTIVE

- 23-24 Goal: The percentage of students in 2nd and 3rd Grade at Tiger Elementary who meet or exceed the FastBridge aReading benchmark target score will increase from 70% in spring of 2023 to 75% in 2024.
- **Results: Goal Not Met 68.5%**
- 23-24 Goal: Increase the percentage of students in grade 3 that are identified as at or above grade level in literacy through the triangulation of data (MCA, Fast-A, CBMR) from 66.3% in the spring of 2023 to 71.3% in the spring of 2024.
- **Results: Goal Not Met 52%**

2024-2025 STRATEGIC ACTION PLAN SUMMARY

Jen Mahan-Deitte

SMART Goal

The percentage of Tiger Elementary students in 2nd and 3rd Grade who meet or exceed the FastBridge aReading benchmark will increase from 68.5% in the spring of 2024 to 70% or above in the spring of 2025.

The third-grade students who identify as at or above grade level in literacy through the triangulation of data (MCAs = meets/exceeds; Fast-aReading = some risk/college pathway; CBMR = some risk/college pathway) will increase from 52% in the spring of 2024 to 57% in the spring of 2025.

DAN OLBERG

2023-2024 STRATEGIC OBJECTIVE

- 50% of all students enrolled on Sept. 15 in grades 4-5 at Park Elementary who receive Tier 2 or 3 Reading support and are considered “at risk” or “some risk” on the Fall aReading Screener will increase their Scale Score by 1.5 years growth by May 15, 2024.
- **Results:**
 - **52% of the students in Reading Interventions scored a 1 ½ years growth in their aReading Scale Score from Fall to Spring.**
 - **78% of the students in Reading Interventions scored a 1 year growth in their aReading Scale Score from Fall to Spring.**
 - **20% of students in Intervention have Exited due to grade level performance. 23% had a over 2 years growth.**

2024-2025 STRATEGIC ACTION PLAN SUMMARY

Dan Olberg

SMART Goal

The percentage of all students enrolled for at least a half a year in grades 4-5 at Park Elementary who are proficient in all Reading State Accountability tests (MCAs - not MTAS) will increase from 52.9% in 2024 as students in 3rd and 4th grade to 60% in 2025.

Current Data from July 2024 - Does not meet 107/348 30.7%, Partially Meet 60/348 17.2%, Meets 129/348 37%, and Exceeds 52/348 14.9% - this includes all data except MTAS.

MIKE MCDOWELL

2023-2024 STRATEGIC OBJECTIVE

- Hutchinson Middle School will increase the overall attendance rate and decrease the number of unexcused absences.
- **Results:** The overall attendance rate will increase from 94.89% in 2022-23 to $\geq 95.06\%$ in 2023-24 (5 year avg). (NOT MET) Our year end attendance rate was 94.20% (drop of .69%).
- The daily average unexcused absences will decrease from 4.33 in 2022-23 to ≤ 4.00 in 2023-24 (5 year avg is 6.91 which is influenced by 2020-21). (NOT MET) Our year end average of unexcused absences was 4.97.

2024-2025 STRATEGIC ACTION PLAN SUMMARY

Mike McDowell

SMART Goal

HMS will increase the overall attendance rate to
at or above the 5-year average (dropping COVID Year 20-21) of 95.05%
and will decrease the daily unexcused absence to
at or below the 5-year average (dropping COVID Year 20-21) of 4.37.

DAWN HOLTZ

2023-2024 STRATEGIC OBJECTIVE

- Hutchinson Middle School will increase the passing rate of all students in grades 6, 7, and 8 in all courses from a passing rate of 95.5% (2023) to 97.5% (2024).
- **Results: 2023-2024 Passing rate 96.67% Goal Not Met**

2024-2025 STRATEGIC ACTION PLAN SUMMARY

Dawn Holtz

SMART Goal

Hutchinson Middle School will exceed the
five year average course passing rate of 94.66%
for all students in grades 6, 7, and 8
in all courses during the 2024-2025 school year.

TIM SINGER-TOWNS

2023-2024 STRATEGIC OBJECTIVE

- Hutchinson High School will increase the overall attendance rate and decrease the number of unexcused absences.
- **Results:**
 - The overall attendance rate for 23-24 is 93.61%, which under our goal of beating 94.5 (**GOAL NOT MET**). The goal was not reached, but showed improvement even during the second half of the year.
 - The average daily unexcused absences is 10.83 for the 22-23 school year which did not beat our goal of less than 9.44(**GOAL NOT MET**).

2024-2025 STRATEGIC ACTION PLAN SUMMARY

Tim Singer-Towns

SMART Goal

HHS will increase the overall attendance rate to
at or above the 5-year average of 94.5%
and will decrease the daily unexcused absence
to at or below the 5-year average (dropping COVID) of 9.6 days.

JEN TELECKY

2023-2024 STRATEGIC OBJECTIVE

- Decrease overall number of HHS trimester-long courses failed.
- The number of trimester-long courses failed will be equal to or better than the HHS 5 year average (excluding Covid-affected years) of 470 for the 2023-24 school year.
- **Results:** 757 failed courses Goal NOT met

2024-2025 STRATEGIC ACTION PLAN SUMMARY

Jen Telecky

SMART Goal

Graduation Rate-3 year goal: Hutchinson High School will improve to a 94% graduation rate by increasing the rate by at least 2% each year over the next 3 years.

(2024: 90.02%; 2025: 92%; 2026: 94%).

BILL TSCHIDA

2023-2024 STRATEGIC OBJECTIVE

- We want to engage our coaches/advisors in developing a greater understanding of their influence as leaders in our school.
- A book study would help provide greater knowledge of leadership for our coaches/advisors. We would work to provide common terminology and expectations for being a coach/advisor for Hutchinson High School.
- The initial book that we will use is The Energy Bus by Jon Gordon.
- **Results: Mixed/Ongoing/Fall Coaches Meeting/MSHS Book Study**
- **Student Survey-96% felt they were valued as a captain by their coach/100% feel the coaches valued their input as Captains/80% said coach provided feedback on how they were performing as captains**

2024-2025 STRATEGIC ACTION PLAN SUMMARY

Bill Tschida

SMART Goal

I would like to create a 9th Grade Academy
for students involved in activities.

This group would focus on developing leadership skills
that we would want them to work towards modeling for other students.

SPECIAL SERVICES

2023-2024 STRATEGIC OBJECTIVE

- The percentage of special education students in grades 4, who are proficient on the 2024 MCA Reading Test will increase by 5% from the proficiency level of the 2023 school year.
- **Results:**
 - **2023 - 39 students tested - 20.5% proficient (state 23.9% proficient)**
 - **2024 - 39 students tested - 41% proficient (state 23.4% proficient)**

DIRECTOR OF SPECIAL SERVICES

2024-2025 STRATEGIC ACTION PLAN SUMMARY

Karrie Taylor

SMART Goal

Fully implement the SpEd Forms Due Process System
(including SpEd Forms, 504 Forms, and MA Forms)
to ensure it is up-to-date, user-friendly, and compliant,
while fostering strong relationships among staff.

MICHAEL SCOTT

2023-2024 STRATEGIC OBJECTIVE

- Final year of this strategic plan with monitoring moving forward.
- Implementation of Guaranteed and Viable Curriculum, Common Assessments, and Common Grading Practices
- **Results: Ongoing goal since October, 2017.**
 - **Templates & common assessments are now an ongoing expectation;**
 - **MDE standards updates & curriculum cycle**
 - **Report cards and grading expectations**

MICHAEL SCOTT- DIRECTOR OF TEACHING & LEARNING

2024-2025 STRATEGIC ACTION PLAN SUMMARY

Michael Scott

SMART Goal

For the 2024-2025 and 2025-2026 school years,
implement the Read Act staff training, curricular resource
purchase/implementation, and student reading screenings
to meet all (100%) requirements of the
Read Act by MDE established deadlines or sooner.

NICK SCHMIDT

2023-2024 STRATEGIC OBJECTIVE

- Update and implement the 2021-2024 Technology Plan (23-24 Update)
- **Results:**
 - **Cybersecurity - started with good participation but then it dropped**
 - **EduCLIMBER Implementation - Met with elementaries**
 - **Technology Inventory Devices/Equipment Audit - discussion but not implemented**
 - **Technology Inventory Subscriptions - Privacy policies were added to the list and subscriptions were updated**

2024-2025 STRATEGIC ACTION PLAN SUMMARY

Nick Schmidt

SMART Goal

Increase Cyber Security Awareness Training Participation - 2023-2024 ended around 50%. Would like to keep this year above that mark. Continue to bring it up at Admin Meetings and also will be sending out posters to be hung in staff work areas.

Decrease Phishing Sim Click Rate below last year - the click rate for our Phishing simulation was 25% would like to get below this level.

JUSTIN TENEYCK & LYNN NEUMANN

2023-2024 STRATEGIC OBJECTIVE

- Buildings & Grounds and PRCE will collaborate to complete various projects, maintenance work, and updating and implementing of field schedules and policies to ensure the fields operate at the highest standard possible. This will be a three-year implementation plan.
- Strategic objective is broken up into 5 parts:
 1. Irrigation on practice fields (Potentially 3 different projects over 3 summers)
 2. Field renovations and maintenance(work completed over 3 summers after irrigation is installed)
 3. Create schedules for routine maintenance & field “rest” time
 4. Establishing budget dollars for routine maintenance(tracked for 2 years prior to establishing)
 5. Updating policies for field usage and rental policies for user groups
- **Results: Sprinklers have been installed, and soil improvements have been completed for the west soccer field. This is the only section of the practice fields that remained green this fall! Budget tracking for maintenance is ongoing, and scheduling and policy updates will continue as part of a three-year plan.**

2024-2025 STRATEGIC ACTION PLAN SUMMARY

Justin TenEyck & Lynn Neumann

SMART Goal

Buildings & Grounds and PRCE will collaborate together to complete various projects, maintenance work, and updating and implementing of field schedules and policies to ensure the fields are operating at the highest standard possible.

This will be a three-year implementation plan.

(This is year 2 of our 3-year plan.)

LESLI MUELLER

2023-2024 STRATEGIC OBJECTIVE

- Continued expansion of the Farm to School program and building positive relationships with students to increase consumption of local foods by all students.
- Results:**

<u>Top Day</u>	<u>Low Day</u>
Cheeseburger	Meatball Sub
Taco in a bag	Baked Potato Bar
Pasta bar	Brats
French Toast Bake	Beef Bowl
Thanksgiving Meal	

2024-2025 STRATEGIC ACTION PLAN SUMMARY

Lesli Mueller

SMART Goal

Increase menu portion offerings for secondary students
while staying within USDA program guidelines
and minimal increased cost.

(3-year plan)

REBECCA BOLL

2023-2024 STRATEGIC OBJECTIVE

- Review existing and establish new standard operating procedures in business and finance
- Complete stimulus funding allocations based on student needs, year 3 of a 3-year plan

REBECCA BOLL

2023-2024 STRATEGIC OBJECTIVE

- **Results:**

- SOP - 2024: Eighty-three percent (83%) of standard operating procedures have been reviewed and updated. This is below the 96% performance measure. Consistent progress was made thru Spring 2024. Significant turnover occurred during Summer 2024, so the process was not finished as planned. However, the procedures that were completed are useful this year.
- Stimulus - 2024: Ninety-nine percent (99.1%) of total stimulus expenses were allocated to personnel costs during 2024. This is above the 70% progress goal. Of those expenses, 65% of total stimulus expenses were allocated to programs showing student achievement growth, which is below the target minimum of 96%.

2024-2025 STRATEGIC ACTION PLAN SUMMARY

Rebecca Boll

SMART Goal

To successfully onboard and develop
new district office staff and
strive for minimal, three or less, audit findings
for the year ended June 30, 2025

2024-2025 STRATEGIC ACTION PLAN SUMMARY

District-wide

SMART Goal

Increase district-wide MCA and MTAS proficiency scores in reading, math, and science from the 2023-2024 year to the 2024-2025 year.

Increase District MCA and MTAS proficiency Scores in Reading, Math, and Science from 57.3% (Reading); 53.0% (Math); and 44.4% (Science) in 2023-2024 to 63% or above for Reading; 58% or above for Math; and 50% or above for Science in 2024-2025.

[Strategic Action Plan](#)

BOARD OF EDUCATION

ADJOURN

All Students Learn

TIGER PRIDE

HUTCHINSON PUBLIC SCHOOLS



ISD 423

WEST ELEMENTARY

Relationships are Essential for Student Success

TIGER ELEMENTARY

All Students Learn

PARK ELEMENTARY

A culture of high expectations is critical

MIDDLE SCHOOL

A Meaningful and Challenging Curriculum is Vital

HIGH SCHOOL

Excellence in Academics, Activities, and Character

TIGER PRIDE

HUTCHINSON PUBLIC SCHOOLS



ISD 423

BOARD OF EDUCATION

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Relationships are Essential for Student Success

BOARD OF EDUCATION

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All Students Learn

BOARD OF EDUCATION

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A Culture of High Expectation is Critical

BOARD OF EDUCATION

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A Meaningful and Challenging Curriculum is Vital