

BOARD OF EDUCATION WORK SESSION

HUTCHINSON PUBLIC SCHOOLS



ISD 423

October 27, 2025

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

2016A BOND REFUNDING

Matthew Hammer, Senior Municipal Advisor with Ehlers,
will provide information about the benefits of refunding bond 2016A.

BOARD OF EDUCATION

FIRST READING: POLICY 902W AND 902F

Administrators recommend Policy 902W and Policy 902F for a first reading.

MOTION / SECOND

BOARD OF EDUCATION

**2024-2025 STRATEGIC PLANNING/STRIVING
FOR COMPREHENSIVE ACHIEVEMENT AND
CIVIC READINESS UPDATE**

AND

**2025-2026 STRATEGIC PLANNING/STRIVING
FOR COMPREHENSIVE ACHIEVEMENT AND
CIVIC READINESS INTRODUCTION**

A Culture of High Expectation is Critical

DISTRICT GOALS

College & Career Opportunities

Positive Relationships

Manage Resources

Safe & Functional Environment

A Meaningful and Challenging Curriculum is Vital

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

Relationships are Essential for Student Success

STRIVING FOR COMPREHENSIVE ACHIEVEMENT AND CIVIC READINESS

All Students Ready for School

Close the Achievement Gaps Among All Groups

All Students Career- and College-ready by Graduation

All Students Graduate

Prepare Students to Be Lifelong Learners

All Students Learn

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).

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

Excellence in Academics, Activities, and Character

STRIVING FOR COMPREHENSIVE ACHIEVEMENT AND CIVIC READINESS

All Students Ready for School

2025-2026 Goal

Our goal for the 2025-2026 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).

Result: **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

**(This goal is no longer required to due Read Act Legislation
that all students at all grade levels are to achieve grade-level reading at each grade)**

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.

Result: 62.73% 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. (F/R-41.4; Non R/R-67)
- 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. (F/R-38.5; Non F/R-61.4)

Result: **A: 18.9% Gap--Goal Met (F/R-42.1; Non F/R 61.0)**
B: 23.7% Gap--Goal NOT MET (F/R-39; Non F/R 62.7)

Excellence in Academics, Activities, and Character

STRIVING FOR COMPREHENSIVE ACHIEVEMENT AND CIVIC READINESS

Close the Achievement Gaps Among All Groups

2025-2026 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 18.9% in 2025 to 13.9% in 2026.
- 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 23.7% in 2025 to 18.7% in 2026.

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.

Result: Goal Met--111 students failed 2 or more courses

Excellence in Academics, Activities, and Character

STRIVING FOR COMPREHENSIVE ACHIEVEMENT AND CIVIC READINESS

All Students Career- and College-ready by Graduation

2025-2026 Goal

The number of students that fail two or more courses
will be equal to or less than the HHS 3-year average of
131 for the 2025-26 school year.

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.

Results: Waiting for the MDE release of 2025 graduation data

Excellence in Academics, Activities, and Character

STRIVING FOR COMPREHENSIVE ACHIEVEMENT AND CIVIC READINESS

All Students Graduate

2025-2026 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: 88.2%; 2025: 92%; 2026: 94%).

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.

Results: R-54.8%; M-55.1%; S-30.7%

Excellence in Academics, Activities, and Character

STRIVING FOR COMPREHENSIVE ACHIEVEMENT AND CIVIC READINESS

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

2025-2026 Goal

Increase district-wide MCA and MTAS/Alt MCA proficiency scores in math and science from the 2024-2025 year to the 2025-2026 year.

Increase District MCA and MTAS proficiency Scores in Math and Science from 55.1% (Math) and 30.7 % (Science) in 2024-2025 to 58.1% or above for Math and 40.7% or above for Science in 2025-2026. Due to the MCA-IV in Reading first given in the 2025-2026 year, we can not accurately compare this assessment to the MCA-III in Reading given in 2024-2025.

Excellence in Academics, Activities, and Character

Administrator Strategic Objectives

**2024-2025 Results
&
2025-2026 Introduction**

BAILEY RETTMANN

2024-2025 STRATEGIC OBJECTIVE

- 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.
- Results: Goal Met 76%

2025-2026 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

2024-2025 STRATEGIC OBJECTIVE

1. 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.
2. 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.

Results:

Goal #1 MET = 77% / Goal #2 MET = 60.5%

2025-2026 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 77% in the spring of 2025 to 78% or higher in the spring of 2026.

The percentage of Grade 3 students who meet or exceed on the Math MCAs will increase from 71.5% in 2025 to 73% in 2026.

DAN OLBERG

2024-2025 STRATEGIC OBJECTIVE

- 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.
- **Results: Met 62.25 %**

2025-2026 STRATEGIC ACTION PLAN SUMMARY

Dan Olberg

SMART Goal

The percentage of all students meeting enrollment criteria in grades 4-5 at Park Elementary who are proficient in all Math State Accountability tests (MCAs and MTAS) will increase from 64.8% in 2025 to 66.8% in 2026.

MIKE MCDOWELL

2024-2025 STRATEGIC OBJECTIVE

- 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.
- **Results:**
 - Attendance Rate for 24-25 School Year: **94.08%** - Goal Not Met (0.97%)
 - Unexcused absence rate for 24-26 School Year: **3.25** - Goal Met (1.12 %)

2025-2026 STRATEGIC ACTION PLAN SUMMARY

Mike McDowell

SMART Goal

- HMS will increase the overall attendance rate to at or above the 5-year average of 94.74% (dropping Covid Year 20-21) and will decrease the daily unexcused absence to at or below the 5-year average (dropping COVID Year 20-21) of 4.01.

DAWN HOLTZ

2024-2025 STRATEGIC OBJECTIVE

- 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.
- Results: Goal Met 97.16%

2025-2026 STRATEGIC ACTION PLAN SUMMARY

Dawn Holtz

SMART Goal

- Hutchinson Middle School will exceed the five year average course passing rate of 95.25% for all students in grades 6, 7, and 8 in all courses during the 2025-2026 school year.

TIM SINGER-TOWNS

2024-2025 STRATEGIC OBJECTIVE

- 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.
- **Results:**
 - Attendance Rate for 24-25 School Year: **93.77%** - Goal Not Met
 - Unexcused absence rate for 24-25 School Year: **12.26** - Goal Not Met

2025-2026 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% and will decrease the daily unexcused absence to at or below the 5-year average (dropping COVID) of 10.83 days.

JEN TELECKY

2024-2025 STRATEGIC OBJECTIVE

- 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%).
- **Results: Did not meet goal. 88% graduation rate for 2024**

Organization	Graduated	Continuing	Dropped	
			out	Unknown
Hutchinson Senior High	88.0%	5.1%	6.0%	0.9%
	190	11	13	2

2025-2026 STRATEGIC ACTION PLAN SUMMARY

Jen Telecky

SMART Goal

- Graduation Rate(Year 2 of 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

2024-2025 STRATEGIC OBJECTIVE

- 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.
- **Results:** This group met **monthly throughout the school year** to focus on what it means to be a leader in a high school athletics setting. From these discussions, the students collaboratively created two key documents. The first, titled "**The Value of a Tiger**," was developed after a session discussing how to make people feel valued, serving as a guide for that purpose. The second document defined **leadership and the necessary role modeling** required of student-athletes. This document further divided a leader's responsibilities into three specific areas for consideration: **Leadership and Role Modeling**, **Sportsmanship and Teamwork**, and the **Liaison Role** a leader plays between the team and the coaching staff.

BILL TSCHIDA - ACTIVITIES DIRECTOR, HIGH SCHOOL

2025-2026 STRATEGIC ACTION PLAN SUMMARY

Bill Tschida

SMART Goal

To address the need for new coaches and officials, I plan to work to recruit new coaches and officials to support our athletic programs. The primary event will be a panel discussion designed to highlight the diverse coaching and officiating opportunities available within the Hutchinson School District. This panel will be strategically composed of current staff, ensuring a wide range of voices by including both male and female coaches, as well as those who are full-time district employees and those who contribute from outside the school system. This varied representation is key to demonstrating that coaching is a flexible and achievable role for a broad segment of the community.

Karrie Taylor

2024-2025 STRATEGIC OBJECTIVE

- 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.
- Results: **Significant progress made.**
 - 100% of SpEd staff using SpEd Forms v 2 fluently.
 - 90% of staff are using the expected forms for documentation.
 - The system continues to evolve, requiring ongoing updates, user feedback, and collaborative efforts to ensure needs of staff are met and is compliant with state and federal expectations.

KARRIE TAYLOR - DIRECTOR OF SPECIAL SERVICES

2025-2026 STRATEGIC ACTION PLAN SUMMARY

Karrie Taylor

SMART Goal

The Special Education Department will successfully implement a pilot group of the SPIRE reading curriculum during the 2025–2026 school year with select students in grades K–12 who have been identified through their IEPs as requiring specialized reading instruction. The pilot will ensure that at least 80% of scheduled SPIRE sessions are delivered, and both baseline (pre-assessment) and post-assessment data will be collected to evaluate student progress. Results will be used to determine the feasibility of expanding the program for the 2026–2027 school year.

MICHAEL SCOTT

2024-2025 STRATEGIC OBJECTIVE

- 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.

MICHAEL SCOTT- DIRECTOR OF TEACHING & LEARNING

MICHAEL SCOTT

2024-2025 STRATEGIC OBJECTIVE

- **Results:**
 - Teachers/Admin trained: 110
 - Teachers/Admin remaining (all new and phase 2): 30
 - Support Staff trained: 75
 - Support Staff remaining: 48
 - Implementation of screening requirements, parent notification, literacy plan sent to the MDE, curricular resources (added morphology to 3-5 and ELA standards review for resources) and 2025-2026 planning for new requirements in process.
 - Meeting & on track to meet 100% of MDE requirements by established deadlines

MICHAEL SCOTT- DIRECTOR OF TEACHING & LEARNING

2025-2026 STRATEGIC ACTION PLAN SUMMARY

Michael Scott

SMART Goal

Goal on the Read Act was a two-year strategic plan

- 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.

JUSTIN TENEYCK & LYNN NEUMANN

2024-2025 STRATEGIC OBJECTIVE

- 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. (Year 2 of our 3-year plan.)
- **Results:** Progress with the irrigation project. Section 2 and 3 will be completed this fall. We are waiting for the irrigation company to solidify the plans. Frank the Tank was leased to help with quality of the fields. Meetings with outside user groups were successful and new policies were implemented.

2025-2026 STRATEGIC ACTION PLAN SUMMARY

Lynn Neumann & Justin TenEyck

SMART Goal

- Buildings & Grounds and PRCE will continue to 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 is year 3 of our 3-year plan.)

LESLI MUELLER

2024-2025 STRATEGIC OBJECTIVE

Increase menu portion offerings for secondary students while staying within USDA program guidelines and minimal increased cost. (3-year plan)

Results:

- Only High School students will be offered the increase in menu portions
- Higher food costs limit menus that can offer more on students trays
- Scratch made menus using local foods adhere to upcoming meal pattern changes
- Menu accuracy

2025-2026 STRATEGIC ACTION PLAN SUMMARY

Lesli Mueller

SMART Goal

Continue the three year plan to increase menu portion offerings where we can for high school students. Upcoming changes to USDA program meal pattern and higher food costs will factor in what menus can offer more portions.

Farm to School menu items will do a better job at achieving nutrition services strategic plan.

REBECCA BOLL

2024-2025 STRATEGIC OBJECTIVE

- 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.
- **Results:** Field work completed by CDS the week of Sep 29. Audit results pending with Managing Partner. School board presentation being scheduled for November.
- **Note:** When this goal was set, the school district did not know about nine (9) additional federal/state audits/reviews that would be required. Little to no corrective actions are needed. Not all results have been received from the State. Great job to the entire district office and administrative team.

2025-2026 STRATEGIC ACTION PLAN SUMMARY

Rebecca Boll

SMART Goal

Complete the nine (9) Federal/State audit/reviews that were required of Hutchinson Public Schools in the past fifteen (15) months

Goal completion is measured by completing corrective action plans or procedure revisions, if applicable, within one fiscal year of the audit/review outcome being received from the respective gov't entity

[MDE Audit/Review/Request List](#)

NICK SCHMIDT

2024-2025 STRATEGIC OBJECTIVE

- 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.
- **Results: 8 months over 50% for participation. Phish rate below 15%.**

NICK SCHMIDT - DIRECTOR OF TECHNOLOGY

2025-2026 STRATEGIC ACTION PLAN SUMMARY

Nick Schmidt

SMART Goal

- **Continue to increase Cyber Security Awareness Training Participation.**
District participation was dropping off at the end of the year would like to see that pickup and see our participation rate stay above 55%.
- **Keep Phishing Sim Click Rate below below 10% - the industry average is 13% and I think we can do better than that if we keep it at the front of people's minds and continue to keep training participation high.**

2024-2025 STRATEGIC ACTION PLAN SUMMARY

District-wide

SMART Goal

[Strategic Action Plan](#)

- 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.

Results: **R-54.8%; M-55.1%; S-30.7%**

2025-2026 STRATEGIC ACTION PLAN SUMMARY

District-wide

SMART Goal

[Strategic Action Plan](#)

- Increase District MCA and MTAS proficiency Scores in Math and Science from 55.1% (Math) and 30.7 % (Science) in 2024-2025 to 58.1% or above for Math and 40.7% or above for Science in 2025-2026. Due to the MCA-IV in Reading first given in the 2025-2026 year, we can not accurately compare this assessment to the MCA-III in Reading given in 2024-2025.

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



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Relationships are Essential for Student Success

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All Students Learn

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A Culture of High Expectation is Critical

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A Meaningful and Challenging Curriculum is Vital