

Hankinson Public Schools

Strategic Planning 2024-29

Empowering Success: Every Student, Every Opportunity, Every Day



Prepared for:

Hankinson Board of Education

Chad Benson, Superintendent

2024

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Hankinson Public Schools Strategic Plan 2024-2029

Our Mission

Empowering Success: Every Student, Every Opportunity, Every Day

Our Belief

We believe in a safe, caring, and respectful learning environment where students are at the center of our educational decisions. In a partnership between the school and community, students will be supported, encouraged, and challenged to reach their full potential.

Our Vision

We will seek to empower students with authentic and innovative educational experiences in a safe and supportive environment. Every student will be provided the opportunity to develop the essential skills of communication, collaboration, critical thinking, and creativity. These skills will prepare our students for an ever-changing world where they will become confident, community-minded, and productive members of society.

Our Strategic Focus

- I. Academic Engagement
- II. Professional Learning and Development
- III. School Culture and Climate
- IV. Resource Management and Planning

Executive Summary

Hankinson, ND is located 27 miles Southwest of Wahpeton and 60 miles South of Fargo. With a population of 900, Hankinson is a progressive community diligently working to grow business opportunities and residential capacity. This growth directly affects the vitality of the Hankinson Public School District.

The Hankinson Public School consists of about 240 students K-12. The Hankinson High School has been recognized nationally by U.S. News as one of the Best High Schools with a bronze medal in 2013, 2017, and 2018 and the Hankinson Elementary was recognized as Best Elementary School in 2024.



In 2024 the Hankinson Public School opened the Innovation Academy. For the first time we are able to offer Ag-related courses to all student 7-12 as well as learning opportunities for students in grades K-6. In addition, the start of an FFA chapter has provided leadership opportunities both at a local and state level.

Through the strategic planning process, we identified 4 initiatives which will serve as guides to make positive improvements to our school over the next five years. The leadership team will serve as the driving force for implementation of the strategic plan.

Chad Benson, Superintendent
Hankinson Public Schools

Hankinson School Board

Dave Muehler – President
Nick Foertsch – Vice-President
Mat Asp – Director
Aaron Medenwaldt – Director
Angie Evans – Director

Hankinson Leadership Team

Chad Benson – Superintendent
Sarah Pohl – High School Principal/Athletic Director
Dr. Brittanie Watson – Elementary Principal/HS Math Teacher
DeeAnn Bilben – Business Manager
Leah Sherbrooke – High School English
Kevin Nesemeier – High School History
Trisha Nesemeier – Elementary Grade 1
Jessica Peterson – Elementary Title I Teacher

Hankinson Strategic Planning Committee

Aaron Medenwaldt – School Board Member
Chad Benson – Superintendent
Sarah Pohl – High School Principal/Athletic Director
Dr. Brittanie Watson – Elementary Principal/HS Math Teacher
Leah Sherbrooke – High School English Teacher
Kevin Nesemeier – High School History Teacher
Jessica Peterson – Elementary Title I Teacher
Trisha Nesemeier – Elementary Grade 1
DeeAnn Bilben – Business Manager
Dr. Tera Paulson – Parent (Physical Therapist)
Jason Semerad – Parent (Real-estate Agent)
Emily Ward – Parent (Business Owner)
Denver Nelson – Student
Hudsyn Hubrig – Student

Strategic Planning Overview

School District Systems Alignment

There are three main tenants of a quality school district organization – board governance, strategic planning, and operational planning. The following definitions help clarify the roles each play in a strategically aligned school district.

Board Governance

The governance of a school district is provided by the School Board which is tasked with supervising the superintendent, overseeing the finances of the district, setting the mission and vision, and monitoring the results of the district. School Boards across the nation differ in the methods used to govern a district with options including a traditional operational oversight to an overarching policy governance model.

Strategic Planning

A strategic plan is a living document used to communicate the organization's goals, the priorities needed to achieve those goals, and metrics used to measure progress on those goals. The plan outlines a mission, vision, values, and strategic initiatives (focus) for the three to five-year period. A focused strategic plan strengthens operations and ensures that employees, board members, and stakeholders are all working toward common goals. Once strategic goals are established, the strategies for achieving the goals are developed. These strategies are generally three to five-year strategies depending upon the arc of the strategic plan.

Operational Planning

An operational plan is a yearly plan that focuses on the work of the district during one school year. The operational plan is the mechanism used to implement a strategic plan. It is directly aligned to the strategic plan and includes metrics to measure the progress of the plan throughout the school year. A one-year operational and action plan becomes the strategic assignments for administration and staff to address. The operational plan emphasizes both the academic and operational aspects of the school district. This integration provides the proper balance between planning and acting to assure forward movement of the strategic plan. The key is to make this challenging, yet manageable, as the school district still must meet its day-to-day responsibilities.

In short, an aligned district has a governing board that approves policy and budget while monitoring results and helps to shape the vision of the district by approving a strategic plan. Then, the administration executes an annual operational plan to carry out the initiatives listed in the strategic plan.

Elements of a Strategic Plan

A comprehensive strategic plan includes both the academic and operational aspects of a school district as identified in the district's accreditation process: the AdvancED school improvement model. This model consists of three domains:

- ❖ Leadership Capacity
- ❖ Learning Capacity
- ❖ Resource Capacity

The Domains are statements that define the capacity of a school district to provide quality student experiences as measured by a set of standards and meet the rigorous demands of continuous school district improvement. A Strategic Plan will align the work of the school district in both academic and operational strategic initiatives, goals, and result metrics.

The elements of a good strategic plan include: Mission Statement, Vision Statement, Belief or Value Statements, Strategic Initiatives, Goals, and Results and are aligned with the AdvancED performance standards for continuous school improvement.

Strategic Planning vs. Operational Planning

A strategic plan is a living document used to communicate the organization's goals, the priorities needed to achieve those goals, and metrics used to measure progress on those goals. It outlines your mission, vision, values, and strategic initiatives (focus) for the next three to five years. A focused strategic plan will strengthen operations, and ensure that employees, board members, and stakeholders are all working toward common goals.

An operational plan is a yearly plan which will focus the work of the district during the current school year. It is the mechanism used to implement a strategic plan. The operational plan is directly aligned to the strategic plan and includes metrics to measure.

Environmental Scanning

Engaging in a strategic planning process involves looking at the internal and external factors, both perceptual and factual, associated with the school district's current performance. A method typically used to complete this task is called "Environmental Scanning."

Environmental scanning is a process where both internal and external factors that impact the effectiveness of a school district are examined. The method identifies the strengths and challenges facing the school district.

Environmental scanning occurs through several different processes to include a review of the following:

- Current strategic and operational plans
- District policies which pertain to operational practices
- Advanced Reports
- ND Insights review – DPI dashboard
- Internal academic measurements and metrics
- District demographic trends
- Review of current district initiatives

Strengths

Strengths are internal factors which represent the things your organization/school district does well. The following is a list of strengths identified by the strategic planning committee.

- Caring and knowledgeable staff
- Safe and positive environment
- Teacher to student ratio
- K-12 students in one building
- Resource and curriculum support
- Fiscal management
- Technology: staff use and efficiency, student usage, and interaction
- Innovation Academy and new Ag related courses
- Good communications
- Positive affirmations
- School newsletter
- Expectations of excellence
- Multiple ages/grades that work together as a group
- Academic achievement
- Dual Credit and AP courses

Weaknesses

Weaknesses are internal factors which hinder progress. They inhibit your district/organization from functioning effectively. The following is a list of weaknesses identified by the strategic planning committee.

- Technology integration
- Variability in expectations by teacher
- Staff involvement outside of the classroom
- Resources for social/emotional needs of students

Opportunities

Opportunities are external factors which, when considered, could help your school district/organization enhance overall effectiveness. By identifying possible external opportunities, the school district/organization can be proactive in their approach to communicating and collaborating with external resources. The following is a list of opportunities identified by the strategic planning committee.

- School culture
- Community housing
- Community support
- Opportunities for scholarships
- Professional development
- Education Foundation
- SRCTC
- SEEC

Threats

Threats are external factors which can negatively impact your school district or organizations. The following is a list of threats identified by the strategic planning committee.

- Teacher and staff shortages
- Social Media and technology
- Small school enrollment /declining enrollment
- Lack of affordable housing
- External factors for at-risk students
- Mental health and behavioral issues
- NDDPI initiatives and unfunded mandates – too many
- Lack of legislative support at the state level

STRATEGIC PLANNING MODEL



STRATEGIC INITIATIVE 1

ACADEMIC ENGAGEMENT

Hankinson will offer a school learning environment that encourages each student to engage in their own learning experience. By engaging students in the learning process, students can focus their attention to reach a higher level of critical thinking skills and participate in meaningful learning experiences.

GOAL 1: 21st Century Readiness and Personalized Learning

Hankinson will use the 21st Century skills of collaboration, communication, creativity, and critical thinking to provide the structure for teaching and learning. 21st Century skills encourage high achievement of every student and support the teaching of the North Dakota State Standards.

Objectives

1. Personalized Learning - Hankinson teachers will use instructional best practices to meet the needs of diverse learners, positive learning environments responsive to different student needs and populations, and a variety of learning platforms to create individual student pathways based on student needs and requirements.
2. Provide students with opportunities to become Choice Ready using the framework provided by the state.
3. Assess students on Career Ready Practices in multiple classes and add these scores to the students' report cards. (Improvement Priority #4)

Progress Monitoring

1. Principals will monitor through teacher evaluations, data meetings, and IEP goals and objectives.
2. Track the percentage of seniors that graduate Choice Ready.
3. Track Career Ready Practices scores.

GOAL 2: Technology and Innovation

Hankinson will continue to increase the integration of technology as a learning tool for students and staff and will work to incorporate computer science and cybersecurity into the K-12 curriculum.

Objectives

1. Offer professional development opportunities for integrating technology in the classroom.
2. Develop and implement a plan for technology lessons in the areas of computer science, cybersecurity, digital citizenship, computer applications, keyboarding, and basic computer fundamentals.

Progress Monitoring

1. Annual review of the district technology plan.
2. Cyber Security Self-Assessment.

GOAL 3: Data-Driven Decision Making

Hankinson will use data to make decisions about student achievement and growth.

Objectives

1. Hankinson will continue to evaluate and modify the MTSS-A process.
2. Hankinson will create a plan for and implement MTSS-A in mathematics.
3. Develop, implement, and evaluate processes to determine the effectiveness of curriculum and instruction. (Improvement Priority #2)
4. Utilize data analysis more formally to make decisions on instruction, curriculum, and professional development. (Improvement Priority #3)

Progress Monitoring

1. Teachers will use the MTSS-A process during data meetings to individualize instruction and provide supports for students.
2. Teachers will use the MTSS-A process to review student data throughout the school year to make decisions about student learning and engagement.
3. Administration will create formal procedures for which data will be used for making decisions about instruction, curriculum, and professional development.

STRATEGIC INITIATIVE 2

PROFESSIONAL LEARNING AND DEVELOPMENT

Hankinson will promote individualized and focused professional development on enhancing professional practice that will positively impact student learning.

GOAL 1: Professional Development for Staff

Hankinson staff members will participate in professional development activities as organized by the school districts leadership team. Opportunities for professional development will be targeted and implemented as appropriate for teachers and support staff.

Objectives

1. Staff members will be encouraged to participate in professional development activities as planned during the school year.

Progress Monitoring

1. Professional development will be planned, tracked, and organized by the school district leadership team.

GOAL 2: Professional Development for School Board

Hankinson School Board members will engage in Professional Development activities throughout the school year.

Objectives

1. School Board members will be encouraged to participate in professional development activities to include the North Dakota School Boards Association conferences and seminars.
2. School Board members will engage in professional development from NDSBA during board meetings.

Progress Monitoring

1. Professional development will be planned, tracked, and organized by the Administrative Team.
2. Individual professional development will be tracked by the administration to ensure consistent participation from all School Board members.

STRATEGIC INITIATIVE 3

SCHOOL CULTURE AND CLIMATE

Hankinson will support our students in their intellectual, social, and emotional growth by providing a safe and caring environment and positive relationships among students, parents, staff, and community members.

GOAL 1: Student Leadership and Citizenship

Increase awareness and opportunities for leadership and service learning for students.

Objectives

1. Provide leadership and service-learning opportunities for students aligned with the Choice Ready Framework.
2. Develop and implement an instructional model that focuses on student voice and agency which includes student support for pursuing academic and non-academic goals. (Improvement Priority #1)

Progress Monitoring

1. Obtain feedback about leadership opportunities from participants and teachers.

GOAL 2: Positive Behavior Management

Hankinson Public School will implement a school-wide positive behavior system for all students.

Objectives

1. Establish school-wide behavior expectations and a discipline flow chart to promote consistency among staff and administration.
2. Promote positive school-wide behavior with a rewards system for students.
3. Provide professional development for all staff on PBIS best practices.
4. Establish and implement MTSS-B tier 2 and tier 3 behavior supports for students.

Progress Monitoring

1. Ongoing review of data from positive behavior referrals and incident reports.
2. Annually review discipline matrix.

GOAL 3: Social Emotional Support

Hankinson will increase the availability of social and emotional supports for students.

Objectives

1. Partner with a mental health program in the area to bring mental health services into the school to work with students on a regular basis.
2. Conduct relationship mapping surveys with students and staff to evaluate student sense of belonging.
3. Create peer-to-peer opportunities.
4. Integration of social and emotional instruction in the classroom.

Progress Monitoring

1. Annual review of mental health services and relationship mapping surveys.

STRATEGIC INITIATIVE 4

RESOURCE MANAGEMENT AND PLANNING

As a result of Hankinson Public School's efforts, the school district will secure and allocate resources needed to fund and carry out this strategic plan adequately. Meeting the needs of all students by providing equitable opportunities across the school district will be a priority in all decisions made to educate our students. We will accomplish this by ensuring that we create and maintain current long-range and yearly operational plans to include a Long-Range Technology Plan.

GOAL 1: Long-Range Facilities Planning

Hankinson will strive to build and maintain facilities necessary to carry out the mission of the district with appropriate space available for all aspects of education. As a result of our efforts, this will be accomplished through the following objectives:

Objectives

1. Maintain a 5-10 year facilities plan.
2. Solicit input annually from staff, students, and community members.

Progress Monitoring

1. Review facilities plan annually with the building committee and school board.

GOAL 2: Long Range Technology Planning

Hankinson will integrate technology within the curriculum to optimize the individual learning of each student. Integrated technology assists students in gathering, evaluating, and or using information, conducting research, solving problems, and or creating original works. As a result of our efforts, this will be accomplished through the following objectives.

Objectives

1. Maintain a district-wide technology plan.
2. Solicit input annually from staff.

Progress Monitoring

1. Ongoing review of the technology plan by the leadership team.
2. Annual review of technology plan by the School Board.
3. Annual review of Acceptable Use Policy with students and staff.

GOAL 3: Long-Range Financial Planning

Hankinson will develop a long-range financial stability and sustainability plan. This effort will require ongoing state commitment to education funding, local support for the educational experience expected by district stakeholders, and current federal support for federal educational mandates. As a result of our efforts, this will be accomplished through the following objectives.

Objectives

1. Develop an annual budget for the school district to include all funds of the district (General, Building, etc.).

Progress Monitoring

1. Annual review of the long-range financial plan by the budget committee.
2. Annual review and approval of the budget and long-range financial plan by the School Board.

COGNIA REVIEW IMPROVEMENT GOALS

Hankinson has identified and ensured that the recommendations made by the Cognia report team are embedded throughout the strategic plan. The suggestions included:

Improvement Priority #1

Develop and implement an instructional model that focuses on student voice and agency which includes student support for pursuing academic and non-academic goals.

(Standards 19, 28)

Improvement Priority #2

Develop, implement, and evaluate processes to determine the effectiveness of curriculum and instruction. (Standard 26)

Improvement Priority #3

Utilize data analysis more formally to make decisions on instruction, curriculum, and professional development. (Standards 24, 30)

Improvement Priority #4

Continue to build formal structures that ensure learning experiences foster lifelong skills. (Standard 18)

HANKINSON PUBLIC SCHOOL STRATEGIC PLAN ANNUAL REVIEW

The Hankinson Public Schools Strategic Plan will serve as a compass to maintain the priorities, goals, and achievements of the school district. Engaging community stakeholders about what is the most comprehensive approach to providing educational experiences for students we serve is essential to understanding what is critical to the community. This plan responds to growth and opportunity, the sustainability of programs, and community needs. In June of each year, the plan will be reviewed by the administrative leadership team and presented to the School Board to consider annual adjustments to the plan.