



HCS BOARD Goals Evidence of Effort 2023-24

Presented by
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Superintendent

FINANCE Goal

Finance Goal 2023-24 HCS

To remain financially stable, in order to attract and retain quality employees, maintain facilities, technology, enhance security, enhance equipment, enhance curriculum, and maintain an appropriate fund balance.

Strategies

- Share “budget to actual” reviews with Board of Education
- Continue to pursue alternative revenue sources such as grants and rebates
- Manage employee contracts to ensure that they are fiscally responsible while designed to attract and retain the best employees possible
- Remain thoughtful and deliberate with expenditures
- Optimize bond and sinking fund dollars
- Implement & monitor our safety program with the goal of long-term sustainability



Activities

- Finance Committee will meet when needed
- Continue to collaborate with employee groups to ensure that all employees understand the district's financial picture
- Complete the 2022-23 budget audit
- Present Budget Amendments and explanations to the Finance Committee and share with the rest of the Board
- Meet with individual Board of Education members when requested to educate them on processes and expenditures

Assessment

- Final district audit presentation by Plante Moran with an expected “unqualified opinion” outcome, the highest possible rating
- Results of Budget to Actual review
- Maintain fund balance consistent with the approved budget
- Review the end of year budget and adopt the 2024-25 budget





Finance Committee Meetings

August 1, 2023

October 9, 2023

January 8, 2024

February 15, 2024

How Are We Doing?

1

Audit = We have to wait until the fiscal year is complete. No anticipated issues. The 22-23 Audit was given an unmodified opinion, the best possible.

2

Fund Balance = Projected to end at +22% for 23-24. Keep in mind one time ESSR dollars will be used up and we project using fund balance in the out years.

3

Budget to Actual = Reviewed 23-24 budget to actual in February, with no discernable surprises.

Activities For Finance Goal



Finalized contract extension with Food Service Association focused on attracting and retaining employees during a time of significant programmatic changes.



Visitations to every school building to share financial information with staff, Fall 2023.



2022-23 Audit completed with best possible rating. While the 2023-24 audit will not be complete until fall 2024, we anticipate another positive audit.

BUILDING AND SITE

Building & Site Goal 2023-24 HCS

Maintain and improve the district's facilities, equipment, and technology to provide a premier learning environment.

Strategies/Expectations

- Maintain a needs assessment document and complete capital improvement projects annually
- Manage the district's maintenance and operations budget to include transportation, building and grounds, technology, and mechanical needs
- Pursue grants and rebates where available
- Assess and make a determination on the continuation of ABM Custodial for the MS and HS by mid January
- Remain diligent in assessing instructional space relative to projected enrollment

Activities

- Analyze demographic projections to determine if there is enough classroom space for the future
- Share community updates regarding sinking fund and bond projects at BOE meetings, in Community Life, on our website, and through social media outlets
- Complete all maintenance and technology work orders in a timely manner
- Host Board of Education building visits
- Efficiently utilize bond bidding to include sinking fund projects as a way to maximize fiscal resources
- Evaluate facilities for proper cleaning and maintenance



Assessment

- Provide a project completion list (general fund, bond, and sinking fund) at the end of the year
- Review custodial status with Building & Site mid-year
- Maintain and share a replacement schedule for technology, buses, vehicles, mowers, etc.
- Work orders completed in both the technology and maintenance departments (submitted versus completed percentage) at a 95% or better completion rate





Building and Site Committee Meetings

July 21, 2023

April 19, 2024

Maintenance/ Custodial Around the District

Extended ABA Contract for MS & HS



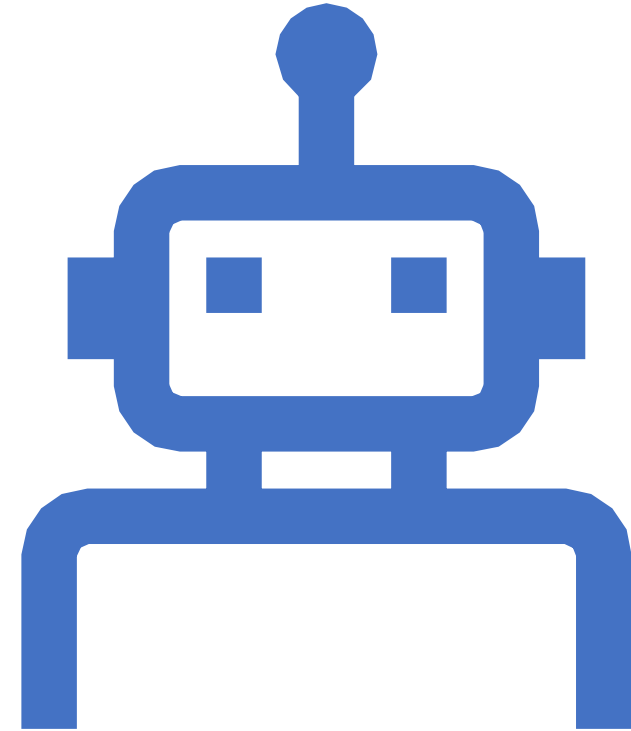


MS Gym, Refreshing Environment, HS Weight Room,
Sidewalk Repairs, Swimming Pool

Bond Projects Completed

- Main HS Stadium
- Baseball and Softball Complex
- Update of building infrastructure throughout the district and chillers at MS and HESSC with High School Control System and select HVAC units.
- Select HS Parking lots and pick-up/drop-off
- HS Water Proofing, Drainage Fix, Sewer line and Sewer Lift Station Replacement
- Connection walkway to Settlers Park from MS
- Technology Replacements
- Bus Replacements

Spring = Pool Upgrades, roofing, and prep for Summer 2024





Main High School Athletic Field

Bond Projects Completed Spring 2024



Bond Update – April 2024

Summer 2023 projects

- Baseball and Softball Complex – completed
- HESSC and Ore Creek Chiller – installed



Summer 2024 Bond Projects



Bond Update – April 2024

- **Next Round of Projects**

Summer 2024 Bond Projects

- Creekside Elem., Farms Int., 51 Building, HESSC, High School – replacement of select roofing
- High School – replacement of parking lots (stadium lot, student north lot, student south lot, east section of ring road.
- High School – reconditioning 3 sets of the tennis courts, replacement of 1 set of tennis courts (east section)
- Upgrade district wide access control system

Sinking Funding Projects

Creekside Elem. – replacement of boilers

High School Pool – replacement of lighting

Round Elem. – replacement of gym lighting

Sinking Fund Update

Sinking Fund – Year 6 Projects

Sinking Fund revenue, Year 6 plus balance carried forward	\$ 1,254,661
Visitor bleachers at Auxiliary Field	63,315
Replace entry signage at Lakes Elementary and Farms Intermediate	24,530
Soccer press box replacement	<u>216,344</u>
 Total estimated cost of Year 6 projects	 \$ 304,189
 Balance to carry forward	 \$ 950,472

Work Orders Completed

Technology Department:

1,537 tickets opened with 1,507 completed through April 2024 or 98.1%.

Maintenance Department:

5,182 tickets opened with 5,104 completed through April 2021 or 98.5%.

Replacement
Schedules for
Technology, Buses,
and District Vehicle
Inventory

Technology = Outlined in the Bond and on schedule

Buses = Outlined in the Bond and on schedule

Vehicles/equipment = Continue replacement when needed

CURRICULUM AND INSTRUCTION

Curriculum & Instruction Goal 2023-24 HCS

Increase student growth and proficiency K-12 while focusing on college and career readiness by graduation.

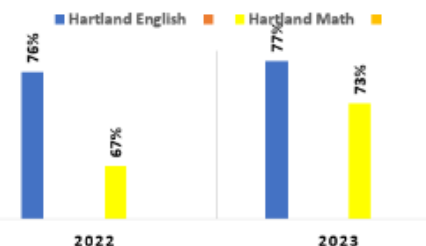
Strategies/Expectations

- Retain Instructional Coaches for teaching staff to learn about best practice instruction, effective delivery of instruction and K-12 intervention. The focus on "Give to All, Gains for all" will guide this work
- Continue offering a robust multi-tiered systems of supports (MTSS) and interventions for academic and behavior needs. This will help to ensure that every child feels welcome, supported, and safe at school
- Focus on the K-12 instructional delivery model, found in the Framework for Highly Effective Teaching, teacher evaluation program
- Continue offering advanced educational experiences for students throughout their educational career. This includes highly capable clusters, advanced placement, honors courses, and dual enrollment opportunities

Activities

- Offer professional development opportunities to our teaching staff and administrators through early release Fridays, and full professional development (PD) days
- Utilize the expertise of our Instructional Coaches for one-on-one, small group, and larger group PD
- Continue building on the success of Career Technology Education in conjunction with the Livingston County Career Technology Consortium
- Maintain a multi-tiered system of supports for academics to provide intervention for all students to support high achievement for all
- Maintain school improvement teams in our schools that connect student needs to school goals
- Monitor student proficiency & growth progress through local and state assessment data
- Provide staff with focused PD regarding the development of mastery within the HCS Framework for Highly Effective Teacher expectations
- Maintain an expectation that individual and small group instruction is a focus in all K-12 classrooms

8TH GRADE MSTEP HCS COMPARED TO STATE SPRING 2022-23



Assessment

- MSTEP proficiency comparison vs County/State
- Increased number of assessment bands reaching 70% proficiency (6 in 2023)
- SAT data vs County/State
- PSAT data vs County/State
- Growth/Proficiency data compared to "like school" cohorts via MiSchoolData
- District common assessment data
- District ranking data from available real estate sites
- Early literacy and math benchmark assessments (K-2)
- Graduation Rates



Curriculum Committee Meetings

July 24, 2023

November 7, 2023

MDE School Grades

Spring 2023 Testing and MDE Grades				
School	2023 Grade	2023 Rating	2023 Overall Index	
Creekside	A	Universal	99.4%	
Lakes	A	Universal	89.3%	
Round	A	Universal	97.4%	
Village	A	Universal	94.6%	
FIS	A	Universal	92.2%	
MS	A	Universal	93.5%	
HS	A	Universal	93.3%	
LEGACY	Met	Universal	72.3%	
HVA	Met	Universal	43.0%	

Hartland Rankings

Schooldigger.com latest ranking:

2022-23 and 2023-24 = 76th out of ranked districts in Michigan or Top 9%-12% consistently since following this site in 2021-22. The site does not assign a grade.

How does this compare to Niche.com in their latest rankings?

2023-24 = 52nd out of 580 ranked districts in Michigan or Top 9% (Top 8% in 2022-23) and assigned an “A” grade.

Hartland Rankings (continued)

- The U.S. News and World Report released their 2023-24 rankings for Michigan Public Schools, HCS did well!
- **Creekside Elementary** = Top 5.2% or 139 out of 2,654 Ranked MI Schools
- **Lakes Elementary** = Top 9.3% or 248 out of 2,654 Ranked MI Schools
- **Round Elementary** = Top 12.2% or 326 out of 2,654 Ranked MI Schools
- **Village Elementary** = Top 31.7% or 843 out of 2,654 Ranked MI Schools
- **Farms Intermediate** = Top 9.3% or 190 out of 2,026 Ranked MI Schools
- **Middle School** = Top 3.7% or 76 out of 2,026 Ranked MI Schools
- **Hartland High School** = Top 13% or 153 out of 1,163 Ranked MI Schools

(Note: Top 25% in the Nation or 4,547 out of 17,655 ranked US Schools and all schools combined = Top 11% in the State on average)

MSTEP

How our students
performed compared to
the previous year.

HCS Spring 2023 State Assessment Results				
Subject	Grade	2022	2023	Difference from 2022 to 2023
ELA	3rd	70%	67%	-3
ELA	4th	56%	68%	12
ELA	5th	62%	62%	0
ELA	6th	60%	58%	-2
ELA	7th	52%	57%	5
Math	3rd	70%	71%	1
Math	4th	53%	68%	15
Math	5th	48%	53%	5
Math	6th	53%	55%	2
Math	7th	52%	57%	5

PSAT/SAT How
our students
performed
compared to the
previous year.
Spring 2023

PSAT/SAT Spring 2023 Results

	Subject	Grade Tested	2022	2023	
	R & W	8th PSAT	76%	77%	1
	R & W	9th PSAT	73%	77%	4
	R & W	10th PSAT	73%	75%	2
	R & W	11th SAT	66%	71%	5
	Math	8th PSAT	67%	73%	6
	Math	9th PSAT	61%	66%	5
	Math	10th PSAT	49%	45%	-4
	Math	11th SAT	46%	51%	5

2023-24 Smarter Balanced Benchmark Assessment (3-8)

23-24 Smarter Balanced Assessment Results

Smarter Balanced Benchmark Assessment was given in the fall and spring to all students (3-8) in ELA:

		<u>Fall / Spring (Total)</u>	<u>Economically Disadvantaged</u>	<u>Students with Disabilities</u>
<u>3rd Grade:</u>	ELA: Language and Vocabulary Use:	64% / 87%	60% / 83%	8% / 40%
<u>4th Grade:</u>	ELA: Language and Vocabulary Use:	84% / 92%	88% / 86%	54% / 69%
<u>5th Grade:</u>	ELA: Language and Vocabulary Use:	89% / 94%	84% / 91%	58% / 65%
<u>6th Grade:</u>	ELA: Language and Vocabulary Use:	83% / 87%	78% / 80%	71% / 63%
<u>7th Grade:</u>	ELA: Language and Vocabulary Use:	78% / 84%	76% / 76%	39% / 39%
<u>8th Grade:</u>	ELA: Evaluate Information/Sources:	86% / 91%	63% / 75%	67% / 67%

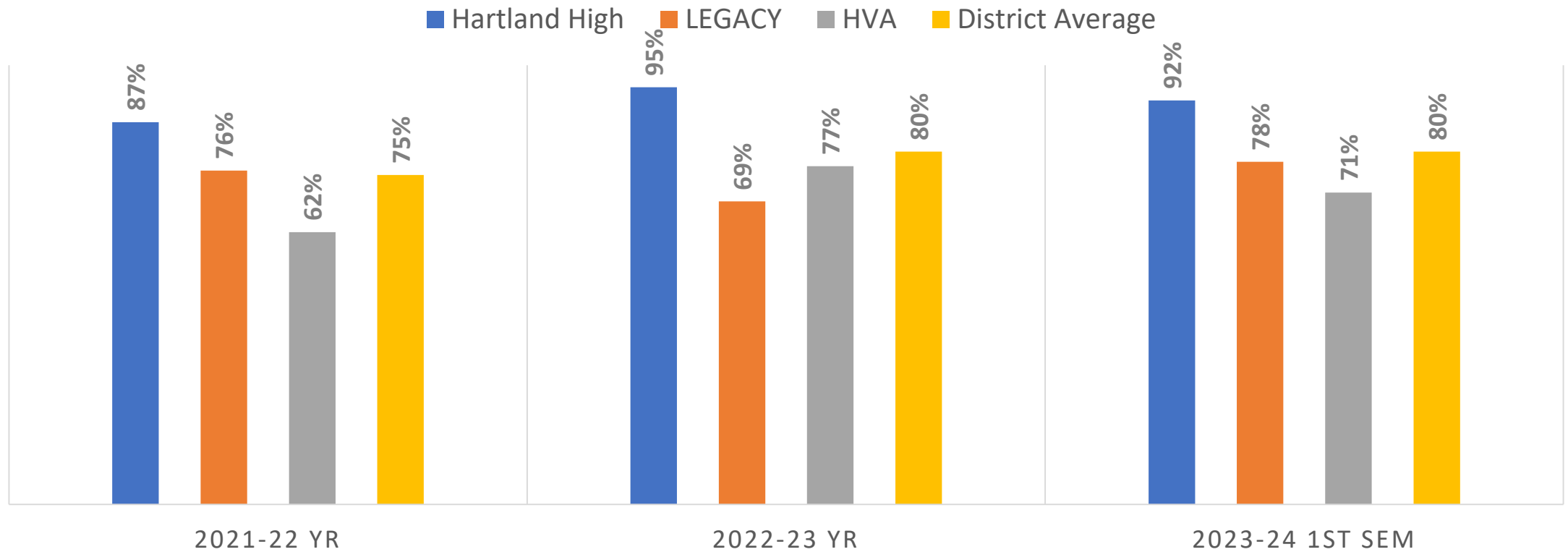
Proficiency: (97% of all students had improved scale score from fall to spring)

		<u>Fall / Spring (Total)</u>	<u>Economically Disadvantaged</u>	<u>Students with Disabilities</u>
<u>3rd Grade:</u>	Math = Number/Operations Base 10:	33% / 79%	28% / 55%	9% / 51%
<u>4th Grade:</u>	Math = Interpret, Represent, Solve:	41% / 73%	44% / 66%	30% / 36%
<u>5th Grade:</u>	Math = Numerical Expressions:	53% / 86%	59% / 83%	26% / 54%
<u>6th Grade:</u>	Math = One Variable Expressions/Equations:	60% / 88%	53% / 75%	42% / 65%
<u>7th Grade:</u>	Math = Algebraic Expressions/Equations:	55% / 70%	57% / 57%	5% / 42%
<u>8th Grade:</u>	Math = Expressions and Equations:	68% / 89%	56% / 80%	44% / 58%

Proficiency: (99% of students had improved scale score from fall to spring)

Online Learning Success

HARTLAND SCHOOLS ONLINE LEARNING LONGITUDINAL SUCCESS DATA



This data represents passed courses.

District Leadership Team (DLT) Survey

Dave Minsker continues to demonstrate strong guidance and leadership in moving our District Leadership Team (DLT) forward. This team is made up of district Principals, Instructional Coaches, teachers representing every building, Scott Usher, Director of Technology, and Adrian Dean, Director of Special Education. The group focuses on professional development (PD) and building leadership capacity. Below is what the team reports for 2023-24:

- 100% Agreed or Strongly Agreed (A/SA) that their input was heard by administration
- 91.2% A/SA that they were a part of planning and preparing professional development
- 94.1% A/SA that DLT develops leadership skills and leadership capacity
- 88.2% reported they were satisfied with their building/department professional development plan this year.
- 100% A/SA that their input was heard by administration as part of DLT.

PERSONNEL



Personnel Goal 2023-24 HCS

Establish, maintain, and promote a premier educational experience for students, a high quality work-life for employees, and positive relationships with parents and the community.

Expectations

- Timely and relevant presence on social media sites including Facebook, Twitter, Instagram and other sites to attract a diverse pool of new hire candidates
- Maintain an environment that is free of all forms of harassment, bullying and discrimination
- Remain transparent while being thoughtful and deliberate regarding district decisions
- Continue building a culture that is people centered (ex. personable with strong moral principles and reflective of the tenets of Reason, Respect, and Responsibility)
- Focus on increasing leadership capacity throughout the district

Activities

- Staff satisfaction and parent survey, 23-24
- Annual Senior Exit Survey reported by high school principal
- Athletic Program Surveys for all seasons reported by athletic director (3 times a year at BOE meetings)
- Continue to get creative in an effort to increase our advertising campaign to include a broader audience (where possible) to attract a diverse pool of new hire candidates
- Highlight an Employee of the Month in Community Life
- Highlight the 2023-24 Teacher and Support Person of the Year in Community Life and at BOE meetings
- Continue the practice of adjusting salaries and benefits where needed to attract and retain the best employees possible
- Regularly evaluate staff for effectiveness
- Implement a new teacher program at the high school and with the other schools with our Instructional Coaches
- Meet monthly with employee groups to optimize communication and solve problems proactively.
- Continue the practice of employing a social media expert

Activities (continued)

- Implement a BOE/Adm. building relationship program

Assessment

- Present the Staff Satisfaction, Senior Exit, Parent, and Athletic Program Survey results
- Regular communication with the community through Weekly Updates and social media
- School of Choice and New Resident enrollment numbers compared with past years
- Vacancy fill rates report
- Annually summarize discipline data including the number of expulsion hearings, Title IX investigations, and other harassment complaints
- Begin development of a system for identifying reasons for enrollments and exits

Note: The survey effort will be to get a 30% return rate and 80% minimum satisfaction, before intervention plans are created.

Personnel Committee Meetings

July 26, 2023

September 21, 2024

February 27, 2024

April 11, 2024



School of Choice 2023-24

- **School of Choice:** Our school of choice applications saw 174 new enrollments which was off pace by 24 compared to last year (198 in 22-23). We added 7 students second semester.
- **The largest group of school of choice are:**
 - Kindergarten = 54
 - 9th grade = 25
 - 4th grade = 13
 - 6th grade = 12
 - 5th grade = 9

Where did new students come from?

This is a snap shot of the district based on schools surrounding Hartland or directly competing for students in 2023-24.

Note: 17 students moved out-of-state
While 45 students entered HCS from out-of-state.

Students Leaving To		Students Entering From	
District	Number	District	Number
Brighton	12	Brighton	10
Charter School	21	Charter School	20
Fenton	4	Fenton	15
Home School	21	Home School	22
Howell	6	Howell	30
Huron Valley	8	Huron Valley	10
LESA	1	LESA	1
Linden	16	Linden	8
Online	12	Online	6
Private School	21	Private School	38
Total	122	Total	160

Student Perception Survey: MI Student Voice

We surveyed the students in grades 7-12. Hartland had a participation rate of 73% or 1,816 students. This data was compared to 107 Michigan districts or 58,201 student participants.

Social Emotional Learning Questions:

Do you feel connected to students at your school? 3.6 out of 5 (3.3 for other districts)

Do you feel connected to adults at your school? 3.2 out of 5 (3.1 for other districts)

Are you able to control your emotions when you need to? 4.2 out of 5 (4.0 for other districts)

Do you care about other people's feelings? 4.3 out of 5 (4.1 for other districts)

MI Student Voice Survey Continued

Engagement Questions:

Do you feel you can get smarter with hard work? 4.0 out of 5 (3.8 for other districts)

Do your teachers encourage you to do your best? 4.2 out of 5 (4.1 for other districts)

Do you feel you are capable of learning anything? 4.0 out of 5 (3.9 for other districts)

Do you put effort into learning at school? 4.2 out of 5 (4.1 for other districts)

MI Student Voice Survey Continued

Belonging Questions:

Does your school prepare you to be open to different viewpoints from other cultures, backgrounds, races/ethnicities, religious, abilities, etc.? 3.5 out of 5 (3.6 for other districts)

Do adults at your school treat people from all cultures, backgrounds, race/ethnicity, religious, abilities, etc. fairly? 4.3 out of 5 (4.2 for other districts)

Do students at your school treat people from all cultures, backgrounds, races/ethnicities, religious, abilities, etc. fairly? 3.6 out of 5 (3.6 for other districts)

Are you given the same chance as other students to do well in school? 4.2 out of 5 (4.0 for other districts)

Do you feel like you belong at your school? 3.7 out of 5 (3.5 for other schools)

Does your school make all types of students feel welcome and included? 3.6 out of 5 (3.6 for other districts)



Senior Exit Survey

Hartland High School Seniors were asked two questions prior to graduating. Of the 430 seniors, 345 responded or 80%.

- Would you recommend HHS to family and friends? **83% Responded - Yes (85% in 2022-23)**
- Did you have a positive experience while at HHS? **88% Responded – Yes (87% in 2022-23)**

Parent Perception Survey

Parent Perception Survey

The 2023-24 Parent Perception Survey for HCS was completed and shared with the community. I shared that 95.4% of our parents assigned the district schools a grade of A or B compared to 91% two years ago. Each school will analyze their building data and work to address areas they feel can be strengthened. The district will work to support these efforts.

<https://www.hartlandschools.us/documents/Superintendent-Updates/2023-24-HCS-Parent-Perception-Survey-Results-Updated.pdf>

Staff Survey

Kate Gregory completed the 2023-24 Staff Survey. We had 279 (59%) respondents:

- 91% (84% in 22-23) are proud All or Most of the time to be employed by HCS.
- 99% (92% in 22-23) feel physically safe.
- 94% (92% in 22-23) feel respected All or Most of the time by their immediate supervisor/building principal?
- 81% (77% in 22-23) feel that HCS administration/management communicate with employees in an Excellent or Good way = 81% compared to 77% last year and 71% in 22-22.
- 93% (92% in 22-23) Stated that they Strongly Agree or Agree that they value the operation of the district under the current administration.
- 42% (49% in 22-23) Stated that All or Most of the time my opinion is valued by the Board of Education in decisions that affect my job?

Athletic Survey

Mr. Wheeler surveyed the Spring 2023 and Mr. Hassler surveyed Fall 2023, and Winter 2024 athletes to assess the experiences of the student athletes. Highlights include:

- 89% (91% in 22-23) state that they Strongly Agree or Agree (SA/A) that their coach has high expectations regarding good behavior and sportsmanship.
- 83% (86% in 22-23) SA/A that their coach treated them with respect.
- 76% (90% in 22-23) SA/A that they feel supported by our athletic director
(New and getting to know Mr. Hassler).
- 84% (78% in 22-23) replied that they enjoyed their time with the team and feel their role was valued.
- 87% SA/A that their coach is knowledgeable about the sport. (New Question)
- 86% SA/A that they felt comfortable asking their coach about questions they have regarding the sport. (New Question)



New Hires 23-24

26 Teachers

1 Director of Student Services

1 General Education Social Worker

9 Affiliates (Secretaries/Para-Educators)

2 Maintenance Crew Members

7 Student Nutrition Staff Members

2 School Resource Officers (LCSO)

4 School Safety Officers (Fortis)

Student Expulsion Hearings

	2023-24	2022-23	2021-22
Controlled Substances	35	39	28
Fighting or Threatening	0	9	1
Lewd or Licentious Behavior	0	1	1
Harassment / Bullying	1	0	1
Using Racist, Prejudiced, or Sexist Lang.	4	4	2
Dangerous or Unsafe Behavior	0	0	3
Weapons	0	0	0
Stealing	0	0	0
Willful Destruction of Property	0	0	0
Sexual Harassment / Assault	1	2	0
Matters Pertaining to Safety of Others	5	1	0
Persistent Disobedience	1	2	0
Total # of Hearings=	47	58	36

Common Discipline Infractions

	2023-24	2022-23	2021-22
Bus Violations	268	337	381
Disruptive Behavior	189	205	113
Dress Code Violations	5	5	10
Disrespect	132	99	92
Fighting	37	51	41
Inappropriate Behavior	260	232	185
Total	891	929	822

DIVERSITY, EQUITY, AND INCLUSION

Diversity, Equity, and Inclusion (DEI) Goal 2023-24 HCS

The Hartland Consolidated School District will foster a school/work culture that ensures a sense of belonging, safety, and support for all students and staff.

Strategies/Expectations

- Maintain a District Wide Committee to review practices, policies and procedures to provide potential recommendations for supporting and promoting an equitable, diverse and inclusive school environment
- Maintain a DEI Supt./Adm. Subcommittee which will meet when necessary to support the efforts of the Districtwide Committee
- Welcome and graduate our diverse population
- Endeavor to diversify the HCS demographics with high quality staff
- Hire a Director of Student Services who will coordinate district educational and behavior intervention for issues affecting a welcoming educational environment for all



Activities

- Continue providing student and staff training regarding discrimination, harassment and bullying including the differences when it involves someone from a protected class
- Support an inclusive Unified Sports program
- Focus the EAGLES framework on the Multi-Tiered Systems of Support process to address academic and behavior intervention
- Complete student and parent surveys regarding the experiences our students are having regarding acceptance and fairness within the learning environment
- Develop plans for moving forward based on the above survey results, in conjunction with the needs of the Department of Justice monitoring program

Assessment

- Summary of staff professional development training
- Summary of student educational activities regarding bullying, harassment and discrimination
- Summary of school district climate survey with an emphasis on racial experiences and perspective



"We strive to be a leading district in Livingston County and the State of Michigan"



DEI Committee Meeting

August 8, 2023
TBD

DEI Work in 2023-24

- Building staff trainings on Anti-Harassment (BP 2266, BP 5517, BP 5517.01)
- Athletic Pre-Season Coaches Meeting training on Anti-Harassment (BP 2266, BP 5517, BP 5517.01)
- Building level student assemblies regarding expectations of behavior and student conduct
- Parent emails sent when necessary to facilitate home to school consistency with behavior expectations
- Classroom/building wall displays incorporating diverse backgrounds and success
- Student group presentations
- Unified Sports Program (HS and MS)
- Student/Parent Survey Information
 - 79.8% of parents believe the school communicates the importance of respecting all cultural beliefs and practices (72% in 21-22)
 - 95.9% of parents believe the school treats their child with respect (95% in 21-22)
 - 72.1% of parents believe that the school provides instructional materials that reflect their child's cultural, ethnicity and identity. (66% in 21-22)
 - 90.4% of parents value the schools effort at teaching their child(s) social-emotional skills. (81% in 21-22)
 - 88.1% of parents strongly agree or agree that the school clearly teaches behavior expectations to students. (84% in 21-22)
 - 5.7% of parents strongly agree or agree that my child has experienced racial/ethnic conflict among students in their school. (8% in 21-22)



EMU Collaborative

Initiated EMU Partnership in 2022-23

September 29

December 7

January 17

April 18

EMU Luncheon to continue discussions about partnerships for developing teachers.

Note: Potential opportunity to establish a chain of contact for opening up a diverse group of quality applicants when we have openings.



Our Partners
In Progress
Team:
Important to
Stay
Connected in
the
Community



Board Adoption of What We Believe



Hartland Consolidated Schools
Reason, Respect, Responsibility



Hartland Consolidated Schools believes in...

Reason: ... the power of our mind to seek to understand and think logically. By developing reasoning skills, our students and staff are better able to think critically in both the academic and social environments in which they find themselves. We support a well-rounded educational experience.

Respect: ...respecting the abilities, qualities, achievements, differences and similarities of all, including ourselves. HCS provides the best possible educational experience for students by eliminating barriers in our policies, practices and procedures that may limit the opportunity for full participation in all that we offer. Hartland Schools strives to be a safe and welcoming place for all students. We will not accept discrimination or harassment in any form. We will not direct or compel students to personally confirm that any person or group is superior or inferior based on sex (including sexual orientation or transgender identity), disability, age, height, weight, English speaking status, race, class, ethnicity, religion, color, national origin or ancestry. We are **ALL** Hartland Eagles!

Responsibility: ... students, staff and parents taking responsibility for their own actions and behaviors. We expect that everyone extends that responsibility to working with individuals, groups, community members and others. This collective responsibility supports Hartland Schools' effort toward cultivating a positive culture where we learn and grow together. Engaging in rational discussions that promote community is important to the development of each person. Being responsible means demonstrating accountability for our own actions and representing our school district in a positive manner, without exception.

Health & Safety

Health & Safety Goal 2023-24 HCS

Increase student and staff safety by supporting the health and safety needs of all students and staff.

Strategies/Expectations

- Implement health and safety recommendations from administration
- Institute a School Resource Officer and School Safety Officer program
- Gather input from the community regarding safety and security concerns



The Fortis Group

Activities

- Create a financial budget to support the SRO and SSO program as directed by the Board of Education
- Hire a Director of Student Services to oversee the district's efforts at maintaining a safe and orderly learning/working environment
- Remain vigilant in maintaining the district's Knox Boxes and building "To Go Boxes"
- Assess safety personnel to ensure the right individuals are in place
- Provide ALICE training to all school building employees prior to the 2023-24 school year
- Continue building a district threat assessment team and rely heavily on their expert recommendations
- Effectively implement our Multi-tiered Systems of Support (MTSS) and Positive Behavioral Interventions and Supports (PBIS) throughout the district
- Monthly SRO/SSO meetings.
- Quarterly LCSO/Partnership road patrol meetings.
- Install and manage the Raptor building access system in all buildings.
- Review safety polices where needed.



Assessment

- End of year safety team report based on a team member survey
- Annual criminal incident report, 2023-24 (Michigan State Police and District)
- Parent Perception Survey data regarding safe school environment questions
- Annual report on issues addressed through the Health & Safety Committee process
- Periodically review school safety team impact within the school environment

Committee Meetings

Policy and concerns
regarding safety topics.

July 28, 2023

December 15, 2023

April 25, 2024

School Safety

What have we done this year?

1. Continued addressing all SEC Safety Consultant suggestions.
2. Addressed all safety concerns that came up throughout the year.
3. ALICE based training modules required for all staff.
4. Will complete all required school safety drills per PA 12 of 2014.
5. Continued partnership work with Hartland Township, Hartland Schools, and Charyl Stockwell Academy to bring law enforcement to the district for 12 hours a day.
6. School Resource Officers (2) and School Safety Officers (4) hired and Raptor Screening software being used at all buildings.

What have we done this year?

- Welcomed School Resource Officers (SRO) at HHS and HMS
- Welcomed School Safety Officers (SSO) at HESSC, FIS, CES, LES, RES, VES
- RAPTOR installed and utilized at HHS, HMS, FIS, CES, LES, RES, VES, 51 Building
- Emergency Operations Plans approved by MSP
- Monthly security team meetings
- Updated district Knox Boxes each semester
- ALICE training for district employees to start the year
- ALICE training modules for all district employees
- Additional members trained for the Threat Assessment Team
- Attended School Response Team meetings coordinated with the county Emergency Response Manager
- Completed all safety drills at each building
- 94.1 % of parents strongly agree or agree that the school is a safe place for their child. (87% in '21-'22)



School Resource Officer and Safety Officer Survey

Kate Gregory surveyed our safety team and found the following for 2023-24:

100% feel the schools are safe in HCS.

100% feel HCS values the culture of a safe learning environment.

100% feel they collaborate well with the building administration on safety issues.

100% feel their building safety needs/concerns get addressed.

100% feel they have adequate resources for establishing a safe environment within the building.

SRO/SSO Impact

- “I believe that I have been able to build a safety layer between the students and staff.”
- “As the year has progressed, the students are more open to me and appreciate that we are in the building.”
- “I have been personally thanked by many parents for providing security.”
- “Positive relationships and trust have been created with administration, staff, and students.”
- “I feel that students find a comfort and confidence in being able to talk to me and/or spend some time with me, even just seeing me patrolling the hallways. Some students experiencing a difficult moment have been able to connect with me to help them work through and resolve situations that have upset them. Just as importantly, I feel that the teachers may feel that a burden has been taken off of their shoulders with my presence and they can focus on teaching because they know I'm there to keep them and the students safe. I also feel the students feel more secure/safe and can concentrate on learning, and they continue to learn that they can trust me with issues they need to bring to an adult if there is a problem or something just does not seem right.”
- “I believe our (Fortis Group) presence in the HCS district this year has helped to enhance a safe learning environment for all, including students, parents and staff.”
- “The kids seem to be aware of our purpose here and have asked questions about what we would do if something happened. A few of them have come to me with questions and thanked me for being here.”

Safety Updates

- Installed additional security cameras at select buildings
- Hired SRO's for MS and HS and SSO's for other buildings
- Continued partnership with Sheriff's Office, Hartland Township and CSA for local patrol and resources
- Installed breakproof class coatings on office windows
- Updated PA Systems and Strobe Light notification devices
- Replacement of select exterior doors with security glass
- RAPTOR entrance security system operational for all buildings
- Health and Safety Committee implemented
- Added exterior AED to the Softball/Baseball Complex

