



Board Retreat

October 18, 2024

Grand Partner of the Month: Grand Haven Schools Foundation | *Susan Bays, Executive Director*



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EMPOWERING

students through funding initiatives.

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Grand Haven
Area Public Schools



Sue Bays, Executive Director
sbays@ghsf.org

A local non-profit organization 501(c)(3)



Grand Haven Schools Foundation

Our WHY

Our MISSION:

To support a quality education for students through funding initiatives that help empower learning.

Our VISION:

To support academic readiness, lifetime learning and success for all.

Our VALUES:

Engage. Educate. Empower.



Grand Haven Schools Foundation

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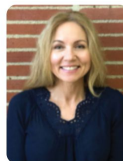
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Grand Haven Schools Foundation

Our INITIATIVES (> \$125,000 in support)

Preschool
Scholarships



New Teacher
Classroom Library
Grants



Field Trip Grants
(Title 1 Schools)



Mini Grants for
Teachers/Staff



District
Impact
Grants



To learn more visit: **www.GHSF.org**

Grand Haven Schools Foundation Preschool Scholarships

Did you know?
GHSF has funded over 800
preschool scholarships
since 2005.



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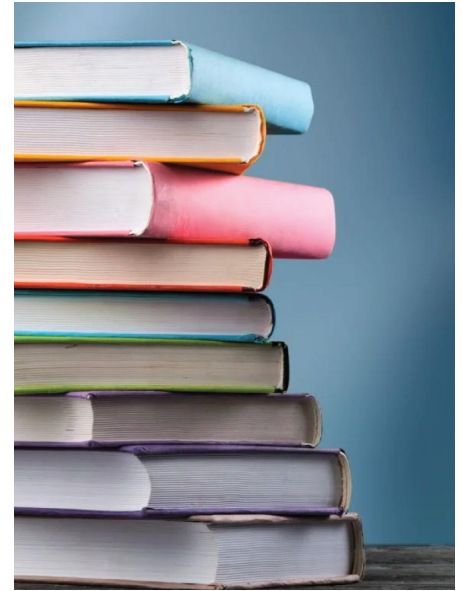
GHAPS Preschool Development Program (3 Year Old Scholarships Available)



Visit: www.GHSF.org
Or www.GHAPS.org/preschool

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New Teacher Classroom Library Grants (Kindergarten through 6th Grade)



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Field Trip Grants (Title 1 Elementary Schools)



Hemlock Crossing



Impression 5 Science Ctr

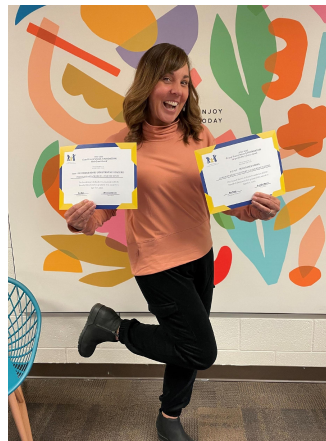


GR Children's Museum



Grand Haven Schools Foundation

Mini Grants for Teachers (Pre-Kindergarten through 12th Grade)



Grand Haven Schools Foundation District Impact Grants



Grand Haven Schools Foundation Grant Celebration Day





Grand Haven Schools
Foundation
Events – You're Invited!

GHSF Annual Breakfast
March 13, 2025 @ American Dunes

GHHS Hall of Fame 2025 - Nominations Open!
October 25, 2025 @ Spring Lake Country Club

Art at the Yard @ Baker Lumber
Every October



Grand Haven Schools Foundation

Community Partners Program

Welcome
to our new Community Partners!



**DIRK STONE
& COMPANY**



JOIN TODAY!
ghsf.org

Thank you to our donors for supporting
GHAPS students.

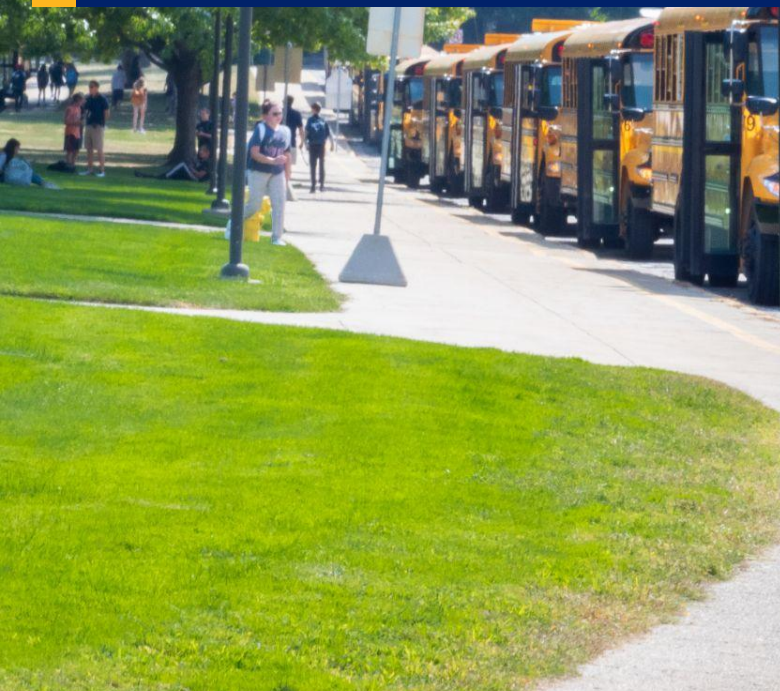
YOU are making a difference.

Go Bucs!!



ghsf.org/donate-now/

Welcome & Purpose



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Area Public Schools

Purpose of Today's Retreat

- Provide **Updates on Key Operational Areas** of the District
- Share Transparently a **Summary of the Superintendent's 30-60-90 Day Plan**
- Allow for **Feedback & Guidance** from the Board
- **Foster Collaboration & Team Building**
- **Develop a Shared Vision for the District**



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Instructional Services

Mary Jane Evink, Executive Director of Instructional Services



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Professional Learning

- Bridges Math: Y5 - 4th Grade
- Nature Based Learning with Outdoor Discovery Center: Y5 & Preschool
- SMART Goals and Progress Monitoring: All Elementary Schools
- Assessment & Response to Assessment
 - Y5 - 4th Assessment & Analysis
 - 5-12 Solution Tree Supports
 - This tells us about the students in front of us
- PLCs for Special Educators
- Tier 2 Behavior Supports
- Special Populations



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Assessment & Data Analysis

- **Balanced Assessment**
 - Math & reading screeners
 - iReady Diagnostic
 - Common Formative Assessments measuring standards and learning targets
 - Unit Tests & Exams
 - State Assessments
- **Data Walls - student level; by name and by need**
 - Weekly in collaborative teams / PLCs
 - Every 6 weeks in Grade Level Data Teams
 - Fall and winter assessing/analysis with instructional coaches
- **Munetrix - District / School Level**
 - State Assessments
 - iReady
 - Perception Surveys
 - Academic and financial comparisons



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Financial Audit

Michael MacDonald, Executive Director of Business Services

Maner Costerisan | Presentation



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Safety & Security

Trent Carithers, Director of Safety & Security



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CRASE - Civilian Response to Active Shooter Events

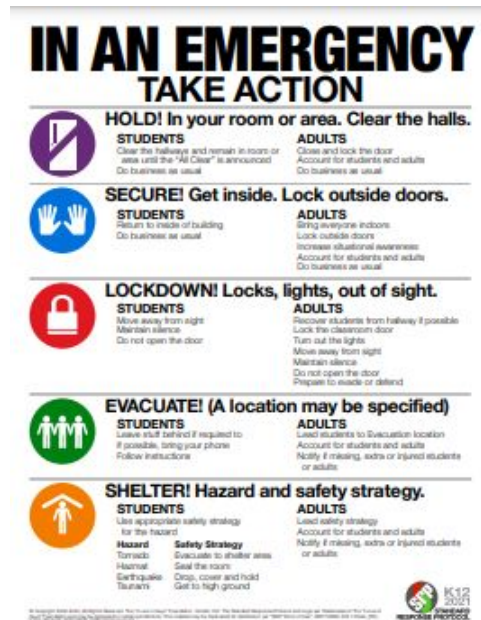
- Used across Ottawa County including all of the local school districts
- Each GHAPS building will be going through a CRASE refresher with:
 - **Director of Safety & Security**
 - **School Resource Officers**



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Ottawa Area Safe Schools Network - Update

- Michigan State Police Office of School Safety has partnered with the *I Love U Guys Foundation* to promote clarity and consistency for all involved in school emergency response situations
- Standard Response Protocol (SRP)
- Standard Reunification Method (SRM)
- Updated Emergency Operations Plan templates have been provided by the MSP OSS
- Ottawa County/ISD School Districts will transition to the new SRP and SRM for consistency across our districts
- Regional Reunification Sites



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Behavior Threat Assessments

- GHAPS utilizes the Mi-BTAM program as recommended by the Michigan State Police
 - Each GHAPS building has **designated trained staff** that are able to **conduct threat assessments**. This process begins with an initial screener that determines next steps
 - GHAPS transitioned the BTAM process to a digital format within Synergy; improving the organization and data tracking of assessments
- **Director of Safety & Security met with the social workers last Friday to go through the new format*



AED Inventory

- An inventory of all AEDs has been conducted thus far this school year, including:
 - Battery and WIFI checks
- Additional AEDs have been placed at the high school athletic complex

- Exploring these types of signs for our outdoor venues:



Communications & Marketing

Nate Hunt, Director of Communications & Marketing



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2024-2025 Key Findings

- Our **people** are what make GHAPS special
- There are amazing opportunities and programs available throughout our schools, but **awareness is inconsistent**
- Communications infrastructure and **systems are inadequate**
- Highlighting **community partnerships** can help our community gain an understanding of the need and how they can further support our schools



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Improve Access to Information

- Focused on improving processes, infrastructure, and experiences
- Website redesign
- App implementation
- Texting capabilities
- Email subscription system overhaul



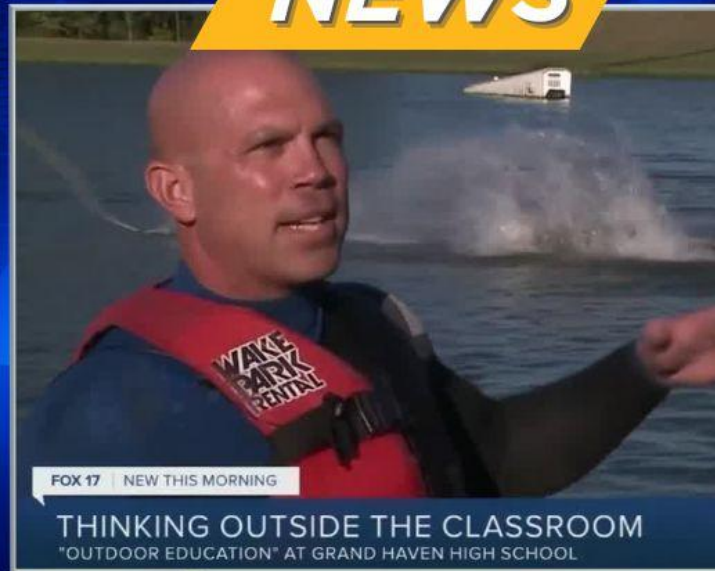
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Share Our Stories

(And Expand Our Audience)

- Visual storytelling - photo and video - to highlight programs and opportunities
- Improved blog space on website to create consistent repository of stories
- Boost stories on social to expand awareness
- Actively engage wider range of news media

GHAPS IN THE NEWS



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Celebrate Our People

- Build appreciation and pride in the community by spotlighting staff, students, partners, alumni, and others
- Highlight staff in particular to begin laying the groundwork for possibility of increased recruitment efforts
- Highlight community partnerships to build support from the community



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AMANDA SORRELLE
LAKESHORE MIDDLE SCHOOL PRINCIPAL

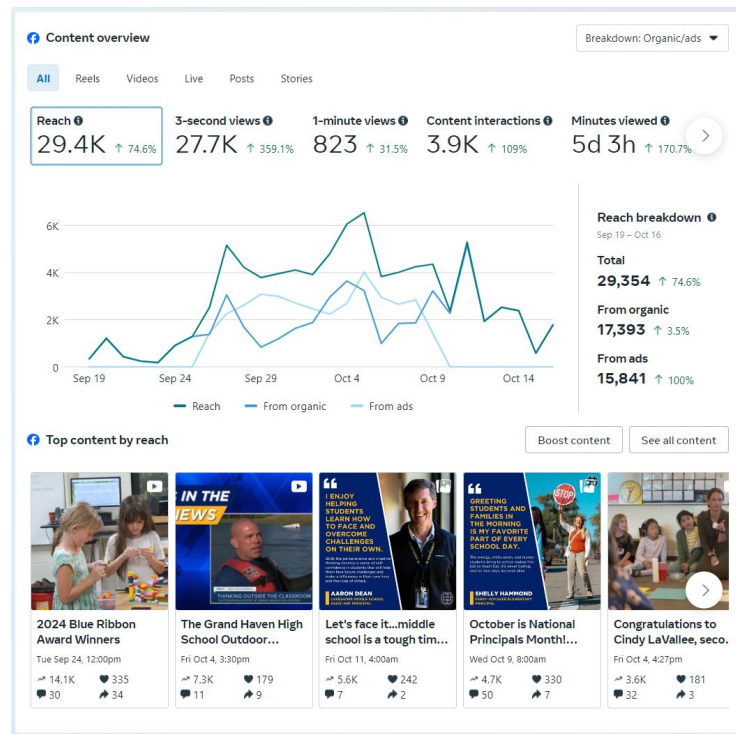


GHAPS has such an incredible staff and so many great opportunities for students. Whether it's in the classroom, on the court or stage, or out in the community...

I LOVE WATCHING OUR STUDENTS GROW!

Track Our Progress

- Build out tools and processes to begin tracking our communications efforts
- Parent survey
- Community survey
- Student voice
- Track and build social media audience, as well as engagement



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Next Steps

- Finalizing a plan that outlines strategies and tactics in the coming weeks to share at November 18 Board Meeting
- Some work already underway
- Will continue to tweak and refine to align with our strategic planning process



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Listening & Learning Recap

Kristin Perkowski, Superintendent



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Listening & Learning

01

Superintendent's 30-60-90 Day Plan (July 1-September 30)

02

Master Planning Process & Timeline - Capital Projects Committee
(July 15-August 15)

03

Internal Workshop (August 29) & External Input Sessions (September 23 & 24)

04

Community 'Coffee & Connect' (September-October)

05

High School Student Survey (October)

Superintendent Student Advisory Council (October/November)

October 18
Board Retreat



Blank Canvas

2024-2025



KEY INSIGHTS > STUDENT RATINGS

1 – strongly disagree, 5 – strongly agree

1. *I have the resources I need to succeed in class*



2. *Teachers and staff believe in me and support my learning effectively*



3. *The extra-curricular activities available at school match my interests*



4. *The furniture and technology help me learn*



5. *School is preparing me to be successful in life*



6. *The look and feel of the classrooms support my learning*



7. *I feel safe at school*



8. *I feel a part of the school community*



9. *I look forward to coming to school*



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"I AM PROUD OF GHAPS BECAUSE..."

Student Response Themes

Educational Opportunities

Students mention a wide variety of courses that cater to different interests and career paths. Opportunities for advanced learning through AP classes and the tech center, as well as efforts to accommodate different learning styles. There is also appreciation for efforts to make learning fun and engaging.



School Spirit & Culture

There is a sense of belonging to a large and active school community, including events like football games and other social activities. Students appreciate the positive and fun school culture, with many comments about extracurricular events, spirit days, and community support.



Miscellaneous

Some students appreciate specific perks like shorter school days on Wednesdays, free food programs, and unique offerings like air conditioning in classrooms. A few comments mention food items like school cookies and nacho day.



Extracurricular Activities & Opportunities

These help students enjoy school, stay engaged, and feel included. Named examples include football, basketball, powerlifting, choir, theater, robotics, Outdoor Education



Supportive Learning Environment

This reveals itself through supportive teachers who care about student success along with school resources, technology, and variety of courses to support learning for all types of students.



Community & Inclusivity

Students cite academic and personal support of students of different backgrounds (with specific mentions of addressing instances of racism and homophobia) and a strong sense of community pride surrounding the school.



Safety & Security

School focus on safety, including the presence of safety officers, efforts to improve school security, and the feeling of being safe at school. GHAPS is making efforts to address concerns and threats seriously, ensuring student well-being.



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"WHAT IS ONE THING YOU WISH ADMINISTRATION BETTER UNDERSTOOD ABOUT YOUR SCHOOL EXPERIENCE?"

Student Response Themes

Phones & Technology

Students are frustrated with phone caddy policies, feeling that taking away phones is ineffective and unnecessary for safety, communication, and focus. They desire more trust in managing their phone usage.



Mental Health & Stress

Students report feeling overwhelmed by school stress, homework, and extracurriculars. They request more understanding of mental health needs, fewer assignments, and later start times for better focus.



Learning Differences & Flexibility

Students want recognition of different learning paces and styles, advocating for more hands-on activities and varied teaching methods instead of a "one size fits all" approach.



School Safety & Security Concerns

Safety concerns are prominent, especially regarding bullying and harassment. Students feel that having their phones would enhance safety and call for more serious action against bullying and discrimination.



Homework & Class Structure

Many students feel overwhelmed by homework and testing, especially alongside sports. They request less busywork and more in-class time for assignments, along with longer test durations for better understanding.



Academy & Breaks

Students are frustrated with changes to the academy, desiring the ability to choose friends and use time for socializing or collaboration. They want more breaks throughout the day.



Social & Extracurricular Activities

While students value extracurriculars, they feel overwhelmed by balancing these with academics and request more flexibility and time for these activities during the school day.



Bullying & Discrimination

Students believe bullying, online harassment, and discrimination are inadequately addressed, calling for stricter enforcement of policies and more support for marginalized groups, especially LGBTQ+ students.



Curriculum Relevance & Real-World

Some students feel the curriculum lacks real-world relevance, especially in personal finance and practical skills. They seek more class flexibility focused on future career interests.



General Dissatisfaction & Desire for Change

Students express dissatisfaction with school rules that feel restrictive. They want more freedom, trust, and flexibility in their education rather than micromanagement from administration.



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"WHAT SKILLS AND MINDSETS DO GHAPS STUDENTS NEED TO THRIVE IN CAREER, CITIZENSHIP, AND LIFE?"

Student Response Themes

Growth Mindset & Grit

Students emphasized the importance of perseverance and a growth mindset to overcome challenges. Not give up when things get hard.



Responsibility & Time Management

Students repeatedly mentioned responsibility, being accountable for their work, and managing time effectively. They expressed the need to focus on tasks and complete them on time.



Critical Life Skills

There was a significant focus on practical life skills, such as how to manage money, do taxes, apply for jobs, and navigate the real world. Students expressed that these were not adequately taught in school.



Positive Attitude & Motivation

A positive attitude, self-motivation, and staying optimistic were frequently mentioned as essential for success. Several students noted the importance of maintaining a positive outlook in both school and life.



Communication & Social Skills

Communication, teamwork, and social skills were mentioned as critical for thriving in life and career. Students pointed out that they need to learn how to work with others and resolve conflicts healthily.



Empathy & Respect

Empathy, understanding others, and treating people with respect were highlighted as necessary for citizenship and social interactions. Students suggested that schools should focus on teaching these values.



Adaptability & Flexibility

Adaptability to new situations and flexibility in learning were seen as essential. Students recognized that life and careers require adjusting to changing circumstances.



Work Ethic & Determination

Hard work and determination were repeatedly noted as key factors for success. Students stressed the need to cultivate a strong work ethic to achieve their goals.



Real-World Preparation

Many students expressed a desire for the school curriculum to be more aligned with real-world needs, focusing on practical applications like financial literacy, life skills, and career preparedness.



Support & Guidance

There was a call for more support from teachers and counselors, especially in helping students prepare for life after school and make decisions about their future.



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"WHAT DO OTHER LOCAL SCHOOL DISTRICTS HAVE/OFFER THAT YOU WISH GHAPS HAD?"

Student Response Themes

Open Campus & Freedom

Students want an open campus during lunch for more independence and freedom, similar to other schools.



Phone Policies

Many students prefer more lenient phone policies, expressing frustration with phone caddies and restrictions compared to other schools.



Better Facilities & Campus Improvements

There is a call for improved sports facilities, nicer campuses, and upgraded equipment, including better locker rooms and indoor sports facilities.



More Extracurricular Activities & Classes

Students seek a wider variety of clubs and extracurriculars, including options for middle schoolers and unique activities like archery, baking, or specialized academic programs like honors, AP, and language classes.



Life Skills & Practical Classes

Students desire more life skills classes, such as cooking, financial literacy, and home economics, to better prepare them for real-world situations.



Food & Lunch Improvements

Students want better food quality, more variety, and longer lunch periods, including facilities like a café or food delivery options.



Flexibility in Scheduling & Structure

Many students request a more flexible schedule with later start times, four-day weeks, and additional breaks or free periods.



Sport & Athletic Program Enhancements

Some students want a stronger focus on sports programs, better facilities, and support for teams like rugby or indoor football.



Community & Student Engagement

A few students emphasized the need for more community involvement, such as internships and local engagement through school events.



Technology & Academic Resources

There are requests for improved technology resources, like better Chromebooks and access to online textbooks, along with more hands-on learning opportunities.

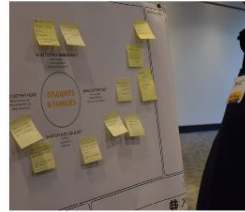


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INTERNAL STAKEHOLDERS WORKSHOP

Photography: Exercises



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EXTERNAL STAKEHOLDERS WORKSHOP

Photography: Exercises



OPPORTUNITY FOR ALL PLAN

IMPACT ACROSS ALL SCHOOLS



- How do students, families, and educators feel like they belong?
- How are we building/strengthening relationships within the district & community?
- How are we showing investment across all schools in the district?
 - What improvements are consistent across all buildings?
 - Safety/security
 - Access/traffic flow (barrier free): to/from schools and on site
 - Air conditioning
 - Collaborative learning spaces
 - Use for stages (elementaries)
- How are we supporting programming at all grade levels?
- How are we supporting mental health?



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TRANSPARENCY PLAN

INCREMENTAL UPDATES FOR STAKEHOLDERS



- What is our schedule for recurring/regular stakeholder updates & education?
- How are we listening & receiving feedback as master planning progresses?
- How are we focusing the financial commitment to improvements?
- Use Design Playbook as a consistent method of presenting updates.



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LEGACY & FUTURE PLAN

RELATIONSHIP OF NEW AND EXISTING ELEMENTS



- How do we balance respecting the past and embracing the future?
 - Respect pride, tradition, nostalgia
- How are we innovating?
- What aspects of current properties/buildings are assets?
- What aspects of current properties/buildings are roadblocks?
 - How can Lakeshore adapt to being a forward-thinking Middle School?
 - If Lakeshore is no longer a MS, what specific programming does it support?
- What is our strategy for an early childhood program/center?



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EXCELLENCE PLAN

RAISING ALL TO NEW AND EXCITING LEVELS



- How are we sharing/celebrating our success across academics, arts, and athletics?
 - Wins, statistics, etc.
 - Extracurricular opportunities
 - Dedicated and passionate educators and staff
- How are we attracting families to the district/community?
- How do the facilities support current and future strength in educational programming?
 - Writing, languages, STEM, technology
- How is the business community actively engaged in teaching/employing students?
- What updates are needed for performing arts?



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GUIDING PRINCIPLES

2024-2025 Master Planning

- **TRANSPARENCY**

Communicating effectively with all stake holders while being explicit on what is being done and why

- **OPPORTUNITY FOR ALL**

Creating a fair and supportive collection of space for all types of learning with equal opportunity

- **LEGACY TO FUTURE**

Intentionally looking forward to what the district wants to be and the changing landscape of education

- **EXCELLENCE**

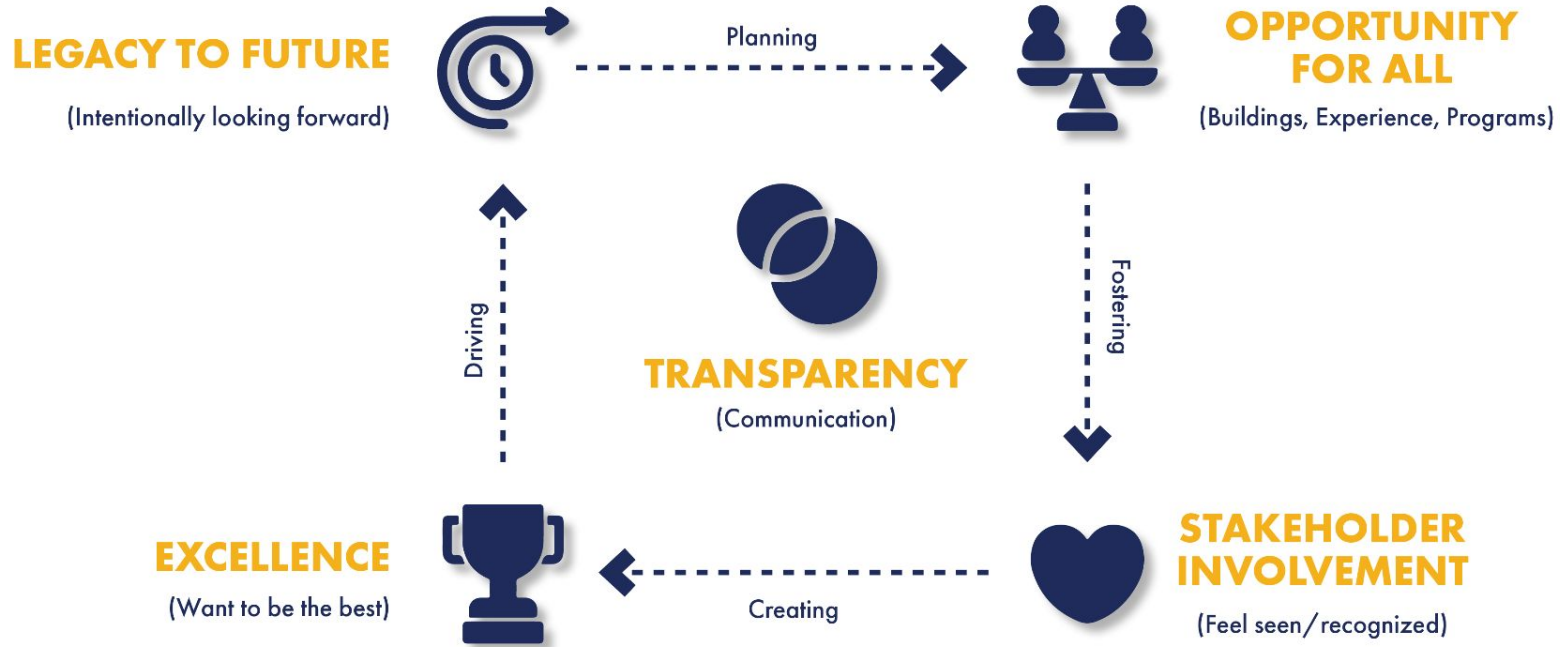
Wanting to be the best, from academics programs to modern learning spaces

- **STAKEHOLDER INVOLVEMENT**

Ensuring that all voices are feeling heard and recognized, both in and outside the school district



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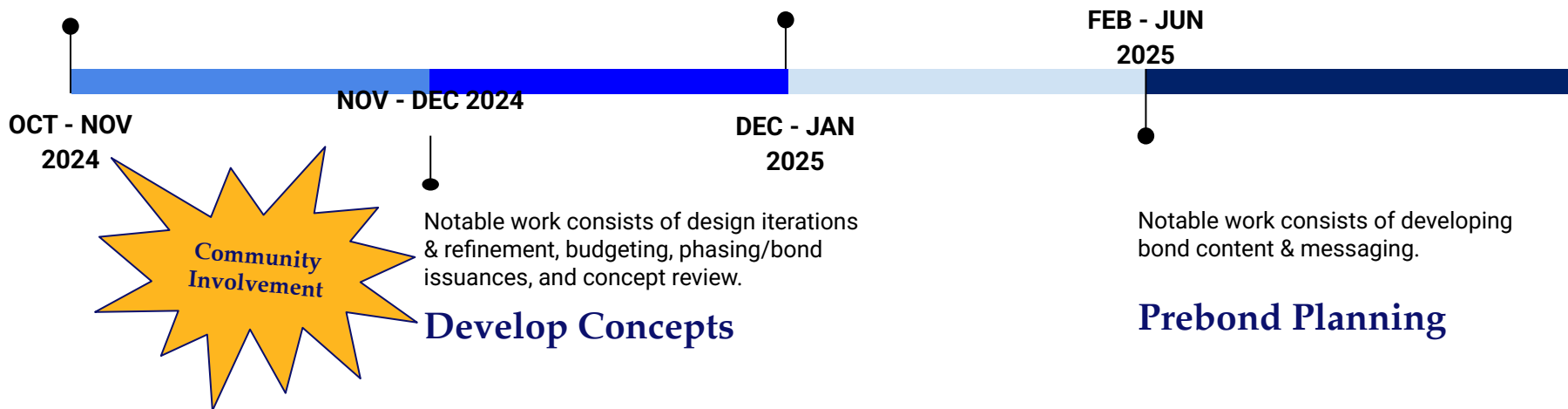
Master Planning Timeline

Refine Vision & Draft Initial Concepts

Notable work consists of reviewing workshop outcomes, refining guiding principles, and concept diagramming.

Publish Playbook

Notable work consists of refining graphics & messaging, issuing a draft master planning playbook, a master plan page-turn meeting, and issuing a final master planning playbook.



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30-60-90

Superintendent's Plan

Included over 80 one-on-one interviews with board members, district leaders, principals, teacher leaders, community and business leaders

Superintendent's 30-60-90
Day Plan



Capital Projects

Capital Projects Committee

Includes staff members and community members providing feedback to the priorities of capital improvement projects

Capital Projects
Dashboard

8

Coffee & Connect Sessions

October 22
ESC - 5:30-7:00 pm

October 30
Ferrysburg City Hall - 8:30-10:00 am



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Superintendent 30-60-90 Day Plan



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Key Findings

- Strengths
- Challenges
- Opportunities
- Expectations of Superintendent



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Strengths



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Commitment to Ongoing Professional Learning



- School board
- Leadership team
- Whole district 'Crucial Conversations'

PLCs - Buy-In Widespread/Energy

Collaboration among schools to improvement systems for student learning

- Highly skilled itinerant staff members (speech, social workers, OT, PT, Psychologists, etc.)
- Finding ways to remove barriers
- Starting to have more honest conversations



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Strengths

Excellent Staff

- People care about children & the success of our district
- Teacher leadership
- Administrative team: “Ready to Go”
- Positive reception to change
- Supportive school board
- Talented team members
- Proud tradition of GHAPS alumni/community



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Strengths

Instruction

- Elementary instruction
 - Strong (5 of 7 elementaries are National Blue Ribbon Schools)
- Secondary instruction
 - Extracurricular activities - wide variety - pockets of success in many areas
 - “There is something for every kid here!”



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Strengths

Special Education

- Special Education Executive Director - addressing systems and processes; making data-informed decisions
- Programs for special needs students are “out of this world”
- Resource room meetings revamped and consistent across the district, incorporating feedback from staff
- Intensive Resource Room Protocols are consistent



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Strengths

Transparency

- With capital improvement projects process
 - Committee to help prioritize
 - Website tracking of projects
- 180-degree relationship change with the Chamber



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Strengths

Challenges



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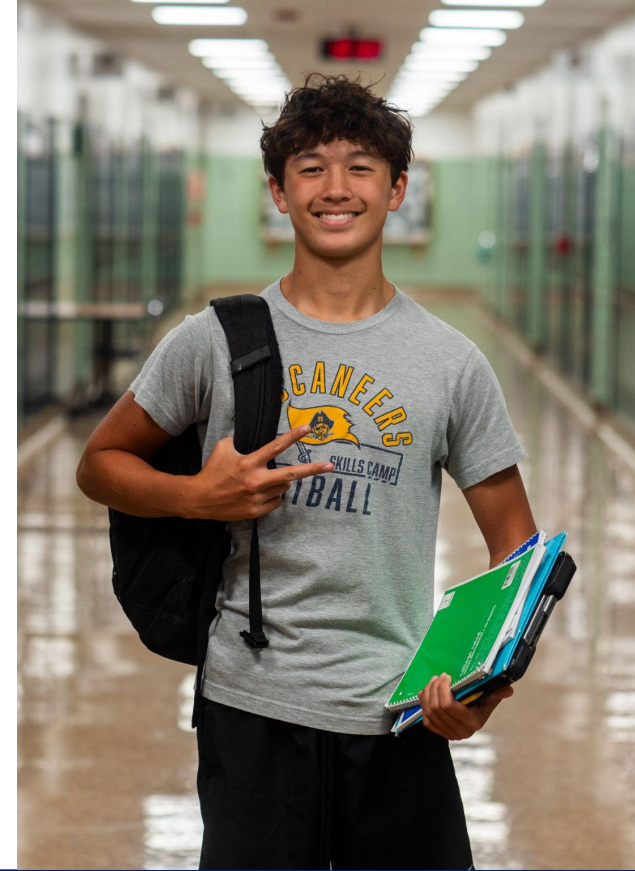
Facilities

Bond Vote

- More community input sessions needed in advance
- Clear communication to staff on the plans/talking points to share
- Politics getting in way of doing what is best for students

Declining Enrollment

- Imbalance in numbers in elementary buildings - review school boundaries to consider reconfiguration
- Students in new developments being bused to elementary school and passing 1-3 other elementary schools to get there



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Challenges

Community Needs

Early Childhood

- District not keeping up with community needs of early childhood programming

Businesses

- Limited number of new businesses coming into Grand Haven
- Housing and childcare are challenges

Staff Turnover

- 147 teachers will be retirement-eligible by 2030; housing and childcare are and will continue to be challenges
- 75% of teachers are in last five years of teaching careers at Lakeshore Middle School



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Challenges

Trust & Leadership

Community Trust

- Continue to share our positive stories with the community
- Some staff, students, and families do not feel they have a voice
 - Not everyone understands the diversity of our school district and the needs of our students

Leadership

- District Leadership Team needs to be more cohesive
- Clarify decision-making and purpose of meetings
- Improve systems across district to balance meetings
- Principal growth in systems and discourse
- Community would like more information about the daily operations for teachers, administrators, central office leaders



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Challenges

Staff & Parents/Families

Staff

- Turnover in Special Education staffing
- Not enough overtime for maintenance staff
- 38% of our staff do not currently live in Grand Haven School District

Parents & Families

- Disconnect with some parents and older generation of community members with the school district



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Challenges



Opportunities

WORK HARD, BE KIND, AND
AMAZING THINGS WILL HAPPEN



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Strategic Plan

Community Input

- Provide opportunities for community to weigh in on the district's future
- Plenty of potential with community members supporting our district

Telling Our Story

- Many great things happening in GHAPS but the community lacks awareness
- Virtual field trips of our buildings showing needs to the community

Curriculum & Instruction

- Perfect window for change and new ideas/perspectives
- Assess programming and systems for continuous improvement and new, creative opportunities
- More advanced opportunities for students in 5th/6th grades
- Tighter strategies to align district-wide Multi-Tiered Systems of Supports (MTSS)



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Opportunities

Parents & Families

- Create easier ways for parents to find information and get involved to meet needs
- Educate families about programming and opportunities
- Find new ways to share bond information, what it really means, and the importance
- Increase family engagement
- Improve attendance campaigns - "Strive for 5"
- What is the parent experience like for new families and how can we improve?
- Provide more opportunities by expanding online electives

Identity of Elementary Buildings

- Seven different identities - Why can't we all be Buccaneers?



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Opportunities

Teachers & Administrators

- Teacher leaders are underutilized in some areas
- PLCs: coaching and next steps better defined
- Courageous conversations to advance the work
- Challenge each other to improve
- Empower people in buildings to build trust
- Get everyone on the same page with technology - Engagement, Enhancement, Extension - AI could be the bridge?
- Create consistent screenings for Kindergarten
- Ensure all employee groups feel like “part of the team”
- Offer more after-school programs



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Opportunities

What are your expectations of the Superintendent?

Leadership & Vision / Community Engagement / Operational Excellence



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Leadership & Vision

- | | | |
|---|--|--|
| <ul style="list-style-type: none">● Clear Expectations● Grace● Direct & Honest● Truth Teller● Celebrate Others● Be the “Captain” of the Ship Schooner● Provide Ongoing, Honest Feedback● Build Systems● Consistency | <ul style="list-style-type: none">● Change Trajectory of District to a Future State/Vision● Move the District Forward● Love & Passion: Want the Best for Everyone● Open Lines of Communication● Follow Through● Positive Energy | <ul style="list-style-type: none">● Listening● Holding People Accountable● Supportive● Challenge Us To Be Better● Authentic● Approachable● Be Visible● Try Something New● Model the Way● Transparency● Affirm Others |
|---|--|--|



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Community Engagement

- | | | |
|--|--|---|
| <ul style="list-style-type: none">● Rebuild Trust with the Community● Pass Sinking Fund ● Improve Communication● Strategic Planning Focused● Jump in and Roll Up Sleeves● Be a Partner | <ul style="list-style-type: none">● Build Relationships● Attend Community Events● Keep Community Informed About District Operations, Improving 1 & 2-Way Communication | <ul style="list-style-type: none">● Help Community Understand the Passion & Commitment of GHAPS Staff for Students● Steward for Community Channels |
|--|--|---|



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Operational Excellence

- Put Kids First
- Follow Policy
- Build Bridges and Help Staff Heal From Embezzlement
- Bring Structure to Our Goals & What We Hope to Accomplish

- Improve Systems to Meet the Needs of Students
- Growth Opportunities for Staff
- Support of Special Education Department
- Use of Technology in the Classroom Expectations

- Build a Coordinated Effort with Internal and External Stakeholders
- Help the Community Believe in GHAPS



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Strategic Plan Recommendation



Strategic Plan Purpose

To provide a **clear, long-term roadmap** that outlines the **district's goals, priorities, and actions** necessary to **achieve its vision for the future.**

****Serves as a guiding document for the school board, administrators, educators, and the community to align efforts and resources in a cohesive and focused manner.**



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1. Setting a Clear Vision & Mission

Defines the district's **long-term vision** for its schools and students.

Articulates the **mission**, outlining the district's **core purpose and values**.

Ensures **all stakeholders** understand and **work toward a common goal**.



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2. Establish Goals & Objectives

Sets **measurable** and **achievable** goals that align with the **vision** and **mission**.

Breaks down goals into specific objectives to provide clarity on what needs to be accomplished.

Helps **prioritize initiatives** that will most effectively improve student outcomes, teaching quality, and operational efficiency.



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3. Guiding Decision-Making & Resource Allocation

Provides a framework for making informed decisions about programs, staffing, budgeting, and policy changes.

Ensures resources are allocated efficiently and strategically to meet the district's priorities and needs.

Helps balance immediate needs with long-term goals to ensure sustainable growth.



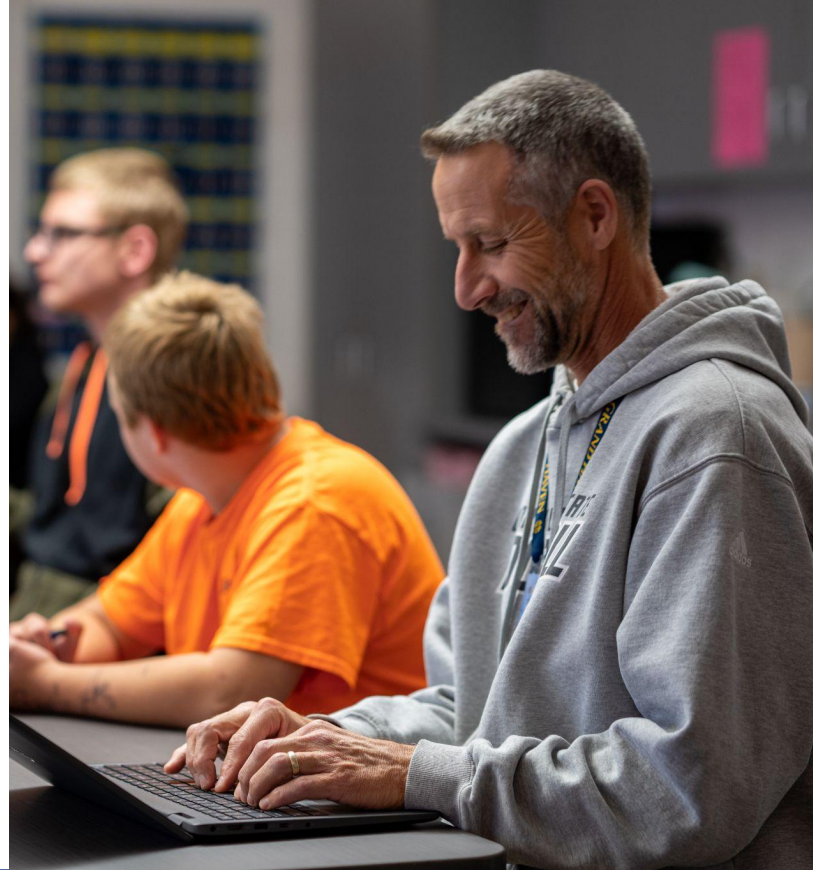
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4. Promoting Accountability & Transparency

Establishes clear metrics and performance indicators to track progress.

Encourages transparency by outlining roles, responsibilities, and timelines for implementation.

Allows the community to hold the district accountable for achieving the stated goals and making progress toward the vision.



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5. Enhancing Collaboration & Community Engagement

Engages various stakeholders, such as educators, parents, students, and community members, in the planning process.

Fosters a sense of ownership and collaboration, ensuring that the plan reflects the needs and values of the broader community.

Promotes ongoing communication and partnerships to support the district's initiatives.



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6. Addressing Challenges & Adapting to Change

Anticipates and **plans** for challenges that the district may face (e.g., budget constraints, demographic changes, technological needs).

Provides a **flexible structure** that allows the district to **adapt** and **update** the plan as circumstances evolve.

Helps the district **proactively** address **emerging issues** and **capitalize** on new opportunities.



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Summary

A strategic plan is essential for a school district to set a unified direction, guide effective decision-making, enhance collaboration, and ensure accountability as it works to improve educational outcomes and support the needs of students and the community.



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Timeline

Phase 1

Assess the Organization - "Blank Canvas"

Superintendent's 30-60-90 Day Plan
Coffee & Connect Sessions
Internal Stakeholder Vision Session
External Stakeholder Vision Sessions

OCT
2024

JUL-SEP 2024

Organization & Community Analysis

Summarize themes from internal and external stakeholders: strengths, challenges, opportunities

Phase 2

Phase 3

Strategic Plan Co-Design

Develop a 5-year strategic plan with executive summary and roadmap for public distribution with metrics for tracking implementation

NOV 2024-MAR 2025

APR-JUN 2025

Strategic Execution

Working with board of education and district leaders to establish clear success criteria and outcomes to ensure effective, transparent evaluation reporting

Phase 4



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Next Steps: November 18 Board Meeting
Update on Strategic Plan Development

Thank You!

Personal Reflections? Questions? Feedback?



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