



HINSDALE SCHOOL DISTRICT **STRATEGIC PLAN**

2025–2030



INTRODUCTION

Hinsdale School District has long recognized and embraced the shift from the traditional instruction-centered approach in its public schools to the learner-centered journey resulting in agency for all, so it is only fitting that our definition of agency has been developed by our students:

Learner agency is defined as "having the courage and the selflessness to co-create a better school community".

To set the conditions for this learning framework, the school district is redesigning its pedagogical approach to recognize and build upon each student's unique strengths, interests, and learning styles. As a result, educators are varying forms of assessment and increasing reliance on student reflections to identify individual assets and tailor instruction accordingly. While the primary architecture of the revised platform is differentiated instruction, there is a much heavier reliance on relationship building with an emphasis on personalized student learning plans and career aspirations. Collaboration among all of the community stakeholders is critical in order to appropriately and successfully support personalized learning pathways that foster growth in our core values and Portrait of a Learner skills and dispositions.

Lastly, the school district is innovating its approach to funding its public schools through a tailored business model that actively and overtly seeks opportunities to generate revenue while also driving cost efficiency in its operations. It is no secret that funding public schools has become an expensive burden on property owners in New Hampshire, and there does not appear to be a plausible state level solution at the time of this publication. Therefore, the school district has made affordability one of its four priority areas with the goal of shrinking the amount of tax dollars needed by generating more revenue while keeping expenses in line with the goals of this plan.

Overall, this strategic plan only represents the beginning of a long transformational process in the Hinsdale School District. It has been developed with sustainability in mind, while also requiring some immediate course corrections on areas such as student achievement and communications. All of this work and hope brings to mind a familiar Chinese proverb, "The best time to plant a tree was 20 years ago. The second best time is now."



LEARNER AGENCY



**having the courage and
the selflessness to co-create
a better school community**

MISSION STATEMENT

of the Hinsdale School District

The Hinsdale School District works collaboratively with the community to create a safe learning environment that supports opportunities for personalized learning for all students. Our students will be lifelong learners that will be prepared to succeed in an ever-changing and diverse world.

VISION STATEMENT

of the Hinsdale School District

Supporting students by providing personalized learning and creating connections with the greater community.

Portrait of a Learner

Our students, upon graduation from the Hinsdale School District, will have learned and practiced the skills and dispositions of character, communication, critical thinking, collaboration, and essential life skills.

Core Values

We are a community of learners and we are a community because we are connected, flexible, ready to learn, and cooperative.

DISTRICT DEMOGRAPHICS

Hinsdale School District is a public PK-12 school district serving 520 students through an innovative and contemporary array of instructional service programs. Hinsdale boasts a strong community approach to education and works in partnership with the Town of Hinsdale to help prepare all of its students for their post-secondary experiences including college, employment, military, or tradeschool.

On average, the student-to-teacher ratio is 11:1 within a range of rigorous and challenging learning experiences. Close to 50% of the students in Hinsdale qualify for free or reduced meals, where the median household income is just over \$68,000 and the median price of a home is \$181,800. The composition of the student body is predominantly white at 86.6%, with 0.8% Black, 2.8% Hispanic, 1.5% Asian, and 8.5% identified as two or more races. Approximately 59% of the students identify as male and 41% as female, and of the members of the Class of 2025, 44% went to a two or four year college, 6% are entering trade school, and 50% are entering full-time employment.

There are two school buildings and one central office building on an approximately 19 acre campus housing the superintendent, business, human resource, and students services offices. While there are 5 FTEs working in the central office, the superintendent (0.6 FTE) and the human resources/business office assistant (0.4 FTE) are part-time. Working across the campus in their respective school buildings, there are sixty certified teachers, two school principals, one assistant principal, and seventy administrative and operations support staff ranging from paraprofessionals, coordinators, custodians, facilities maintenance technicians, groundskeepers, assistants, and specialists.

WELCOME

Welcome Community, Parents, Staff and Students to the 2025-2030 Strategic Plan for the Hinsdale School District.

On behalf of the Hinsdale School Board, I am proud to present a Strategic Plan that sought to have everyone's voice heard.

We created several focus groups with a mix of community members, staff, and parents, to gather data, information, and opinions from all stakeholders. This allowed us to design a Strategic Plan with a focus on our students and the district while also incorporating the work done with the Portrait of a Learner.

This Strategic Plan has four Priority Areas:

- *Teaching and Learning*
- *Culture and Climate*
- *Finance, Facilities and Technology*
- *Community Relations*

As you will see while you look through the Strategic Plan, each Priority has a goal, a plan to achieve those goals, and a strategy for tracking our progress toward achieving those goals.

You will also notice that the plan is only for five years. This will allow us to revisit the Plan and review how well it's working and make changes to it if we need to.

As a community we are small, but we have big goals for our students and our district. One of our mottos is "Our Students Can!". What does that mean? It means we believe our students can achieve success in whatever path they choose and we want them to exceed even their own expectations.

By partnering with our Community, Parents, Students, Staff, the Town, and our neighbors we can make it happen. All of us working together shows our students that we support them and believe they can do anything.

With that, the Hinsdale School Board is very excited to present the Hinsdale School District Strategic Plan for 2025-2030.

Sincerely,

April Anderson
Hinsdale School Board Chair

PRIORITY AREA

Teaching and Learning



01 We will personalize learning using a strengths-based instructional approach with all students.

Our Plan

Differentiated Instruction – We will implement differentiated instructional practices in all grade levels, PK–12. Phase One will be implemented by the end of the 2028 academic year, and Phase Two will be implemented by the end of the 2030 academic year.

02 Members of the Hinsdale school community will empower all students with agency in their learning.

Our Plan

Learner Agency – By the end of the 2030 academic year, students will have developed a sense of ownership for their learning and worked in partnership with the educators chiefly responsible for ensuring it.

03 Hinsdale Middle High School will establish post-graduation pathway plans for all secondary school students.

Our Plan

Future Learning Pathways – We will bring to life our "Portrait of a Learner" and customize students' pathways to ensure they are prepared for college, career, and life, using a combination of resources, coaching, and data-driven insights to foster success habits and open future opportunities.

04 Hinsdale Middle High School will continue to redesign the middle school experience so that it can shift to a student-centered and community-based learning model.

Our Plan

Middle School Redesign – We will continue to build stakeholder support, agency for students, integrate learning experiences that incorporate community mindedness, and amplify student voices.



PRIORITY AREA

Teaching and Learning



05 Hinsdale Elementary School will strengthen students' literacy and numeracy skills at the elementary level through implementation of differentiated instruction and integrity of district curriculum at Tier 1.

Our Plan

Fundamentals of Literacy and Numeracy – We will identify specific student needs, set goals, and develop a logical sequence of learning activities focused on core areas (such as phonemic awareness, phonics, fluency, vocabulary, and comprehension). We will emphasize building both conceptual understanding and the practical application of mathematical skills, and we will establish methods to monitor progress and adjust instruction for each student accordingly.

06 Hinsdale Elementary School will expand and strengthen the preschool program.

Our Plan

Expansion of Access and Programming — We will research and design a mixed-delivery system that removes barriers for families to access programs, ensures high-quality offerings, and secures robust, sustained funding to provide programming and support that best serve students' learning needs.

07 Hinsdale School District students will take responsibility for and increase their engagement with learning through increased school campus attendance.

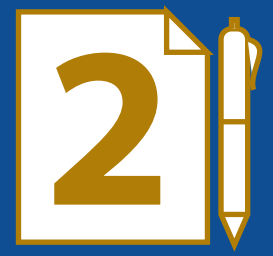
Our Plan

Identify and Address Factors for Absenteeism – We will foster a welcoming and engaging environment, use data to identify at-risk students, and implement a comprehensive strategy involving early and consistent communication with parents, positive reinforcement for good attendance, and collaboration with the community to address underlying barriers to attendance.



PRIORITY AREA

Culture and Climate



01 We will develop a school community that promotes and expands inclusivity and belonging at all levels of the organization.

Our Plan

Community-Wide Listening – By the end of the 2026–2027 academic year, we will understand the current experiences of students, staff, families, and community members.

Community Engagement or Belonging Task Force – By the end of the 2025–2026 academic year, we will create and have trained a community engagement task force.

Identify and Implement Connection Strategies – By the end of the 2026–2027 academic year, we will have established programs for building learner agency and connecting with students, families, staff, and the broader community.

02 The Hinsdale School District will be a welcoming and safe community founded on a culture of kindness, mutual respect, and shared responsibility.

Our Plan

School Community-Wide Kindness Campaign – We will continue to build upon the power and progress of the annual Kindness Day held in April of each academic year.

Create a Physically and Emotionally Safe Environment – By the end of the 2027–2028 school year, we will have revised and addressed our policies and approaches to addressing bullying, harassment, trauma, and crisis events.



PRIORITY AREA

Finance, Facilities & Technology



01 We will operate as a model of fiscal efficiency and cost effective delivery of programs and services.

Our Plan

Cost Efficiency Model – We will conduct thorough cost-benefit analyses and expense evaluations, analyze our overall spending to identify opportunities for reduction and optimization, and more directly design grant funded activities.

02 The Hinsdale School District will provide well maintained facilities and infrastructure.

Our Plan

Capital Improvement Planning – We will follow a system for assessing community needs, identifying and prioritizing potential projects, developing cost estimates and financing plans, creating project timelines, securing public buy-in, and implementing the approved plan through annual budget cycles.

03 Hinsdale School District will seek opportunities to generate revenue to help offset the cost of the annual operating budget appropriation.

Our Plan

Maximizing Revenue Generation Programming – We will implement a multi-faceted approach to revenue generation by balancing diverse monetization strategies with audience engagement and data-driven decisions.



PRIORITY AREA

Community Relations



01 We will increase our methods of communication between the school district, town, and community.

Our Plan

Communication Planning – We will develop a strategic communication plan by defining objectives, identifying target audiences, crafting key messages for each audience, choosing appropriate channels, creating a detailed action plan, and evaluating its effectiveness to make adjustments.

02 The Hinsdale School District will increase collaboration between the school district and community.

Our Plan

EmpowerEd Partnerships – We will follow a comprehensive approach to increasing community-school collaboration and engagement. The plan will focus on deepening connections between schools, students, families, and the broader community while measuring success through both quantitative and qualitative growth.



GLOSSARY OF EDUCATIONAL TERMS

Agency

Learner agency is defined as having the courage and the selflessness to co-create a better school community. This is accomplished when students take responsibility for their learning, play an integral role in determining how they will learn best, and collaborating with those who are responsible for generating their instructional experiences.

Character Development

Teaching students' values such as being flexible, connected, cooperative, and ready to learn. This leads to the areas of portrait of a learner: communication, character, critical thinking, collaboration, and essential life skills.

Differentiated Instruction

Adjusting lessons, so they meet the needs of all students — giving extra support to some, more challenge to others, and multiple ways to learn the same skill. This includes Universal Design for Learning (UDL).

ELA

English Language Arts includes writing and literacy.

ELOs (Extended Learning Opportunities)

Learning experiences outside the regular classroom, like internships, community projects, or independent studies, that count for school credit.

Pedagogical

Methods and principles used for teaching.

Personalized Learning Plan (PLP) / Post-Graduation Plan (PGP)

An individualized plan that outlines a student's strengths, interests, and goals for after high school (college, career, or other pathways).

SEL (Social and Emotional Learning)

Helping students learn to understand and manage their emotions, build positive relationships, and make responsible choices.

Tier 1, Tier 2, Tier 3 Supports

Levels of student support:

- Tier 1: Core instruction for all students.
- Tier 2: Extra small-group help for students who need more support.
- Tier 3: Intensive, individualized help for students with significant needs.

GLOSSARY OF EDUCATIONAL TERMS

Universal Design for Learning (UDL)

An educational approach that designs lessons so all students can access and engage with the learning, no matter their strengths or challenges. UDL gives students multiple ways to learn, show what they know, and stay motivated.

The three main areas of UDL are:

1. Engagement (the “Why” of learning): Giving students choices and supports that help them stay interested and motivated.
2. Representation (the “What” of learning): Presenting information in different ways — such as text, visuals, audio, or hands-on activities — so all learners can understand.
3. Action & Expression (the “How” of learning): Allowing students different ways to show what they know — like writing, speaking, creating a project, or using technology.

