

**Hillman Jr/Sr High School**

26042 M 32 S  
Hillman, MI 49746  
(989)742-4538 - phone  
(989)742-4536 - fax

**Hillman Elementary School**

245 E. Third St.  
Hillman, MI 49745  
(989)742-4537 - phone  
(989)742-4509 - fax

[www.hillmanschools.com](http://www.hillmanschools.com)

**Mission**

To educate and inspire all students to achieve their maximum potential.

**Vision**

Preparing our learning community for the reality of tomorrow.

**Core Values**

Achievement – We will reach our goals!

Excellence – We give our best!

Integrity – We do the right thing!

## HES Design of Services

To ensure that the design of services at Hillman Elementary School in Hillman, MI is evidence-based, the school will take the following steps:

1. **Utilizing Research-Based Programs and Practices:** Hillman Elementary can prioritize the adoption of instructional programs, interventions, and services that have been proven effective through research studies or pilot programs. This includes using curriculum materials, teaching strategies, and assessment tools that are grounded in evidence from reputable sources, such as educational journals, universities, and government reports.
2. **Data-Driven Decision Making:** The school can establish systems to regularly collect and analyze data on student outcomes, teacher effectiveness, and program success. This includes using assessment results, student performance data, and feedback from teachers and parents to inform decisions about which services to provide and how to design them. Using data ensures that services are tailored to meet the actual needs of students, not based on assumptions.
3. **Collaborating with Experts:** Hillman Elementary can partner with educational consultants, specialists, or local universities to ensure that the design of services is based on current, evidence-based research. These experts can provide guidance on best practices and help the school implement the most effective strategies.
4. **Professional Development:** Teachers and staff should be provided with ongoing training in evidence-based instructional strategies and interventions. This could include workshops, conferences, or online courses that focus on

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research-supported teaching methods, classroom management strategies, and student support services.

5. **Monitoring and Evaluation:** The school should regularly evaluate the effectiveness of its services. This can be done through formal evaluations, surveys, and assessments of how well services are achieving their intended outcomes (e.g., academic achievement, behavioral improvement, etc.). If data shows that certain services are not producing the desired results, adjustments can be made based on evidence from other schools or research.
6. **Fostering a Culture of Reflection:** Encourage staff to reflect on their practices and to be open to continuous improvement. Teachers and administrators should engage in regular discussions about what is working and what isn't, drawing on evidence from student performance and current educational research to make informed decisions.
7. **Engaging Stakeholders:** Involve parents, students, and the community in the process of service design by gathering input and feedback. This ensures that the services meet the specific needs of the community and that they are designed with evidence-based best practices that resonate with the stakeholders.
8. **Integrating Technology and Innovative Tools:** Leverage technology tools and platforms that are supported by evidence. For example, using digital assessment tools, instructional platforms, and personalized learning apps that have been proven to improve student outcomes.
9. **Collaborating with Other Schools and Districts:** Hillman Elementary can learn from neighboring schools or districts that have successfully implemented evidence-based practices. Sharing knowledge and resources can provide valuable insights into effective service designs that have already been tested and proven.

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By using these steps, Hillman Elementary can ensure that the design of its services is grounded in evidence-based practices, leading to more effective educational outcomes for students.