

Goal 1: Establish Subcommittees/Charters

Specific: By December 2025, the Hooksett Board of Education will establish and staff three specialized subcommittees (Facilities, Communications, and Operations) and charters. Each subcommittee will include multiple stakeholders – Board members, administrators, staff, parents, and community members.

Measurable: Each subcommittee established by the Board will develop a charter that clearly outlines its duties and responsibilities. Subcommittees will meet monthly, publish agendas and minutes, and deliver at least two actionable recommendations each year.

Achievable: Committees will operate under clearly defined charters, approved by the Board and supported by administrative leadership.

Relevant: Structured subcommittees with community participation build trust, transparency, and informed decision-making.

Time-bound: Fully operational by December 2025. Each group will also conduct an annual review to determine whether the subcommittee should continue or be dissolved.

Goal 2: Improve Communication and Outreach with State Legislators

Specific: By March 2026, the Board will establish a comprehensive communication and outreach framework, which the Communications Subcommittee will implement through quarterly updates, and two meetings with legislators.

Measurable: Quarterly updates, biannual meetings with legislators.

Achievable: Utilize existing communication platforms.

Relevant: Transparent, two-way communication increases public trust and stakeholder engagement.

Time-bound: Framework launched by June 2026.

Goal 3: Develop a Proposed Operating Budget

Specific: By January 2026, the Board will develop and present a student-centered operating budget aligned with literacy, mathematics, technology, and facilities priorities to the Budget Committee for their final review.

Measurable: Budget Committee approval and voter approval.

Achievable: Collaborative process with administrators, staff, and community stakeholders.

Relevant: Community-engaged budgeting strengthens fiscal responsibility and trust.

Time-bound: Budget finalized and presented by January 2026 with voter approval in March 2026.

Goal 4: Review Existing Policies

Specific: By June 2026, the Board will implement a comprehensive review of district policies.

Measurable: In addition to conducting annual reviews of current, required policies, the Board will review at least outdated 10 additional policies.

Achievable: Leverage Board, administrative, and legal expertise with community input.

Relevant: Updated policies ensure accountability, equity, and alignment with best practices.

Time-bound: Initial review completed by June 2026.

Goal 5: Explore the Strategic Planning Process

Specific: By September 2026, the Board will begin the process of developing a strategic plan.

Measurable: The strategic plan will be completed by the end of the 26-27 school year.

Achievable: Informed by needs assessments and national strategic planning models.

Relevant: Strategic planning aligns long-term facilities and instructional priorities with community expectations.

Time-bound: Plan adopted by September 2027.

Goal 6: Staff Satisfaction

Specific: By June 2026, the Board will implement a staff satisfaction and retention initiative that introduces at least two new strategies designed to improve workplace climate, identify and elevate teacher leaders, and strengthen staff support.

Measurable: Increase staff satisfaction scores by "satisfaction metric target" of 85% annually, with a secondary goal of improving retention rates by 5%. Data will be collected through staff surveys.

Achievable: Provide resources and opportunities for recognition, feedback, and professional growth that directly address staff needs.

Relevant: Higher staff satisfaction promotes stability, enhances teacher effectiveness, and strengthens student outcomes.

Time-bound: Initiative implemented by June 2026, with progress monitored annually.

Goal 7: Early Literacy (Grades K–2)

Specific: By June 2026, 75% of students in grades K–2 will meet or exceed benchmark expectations on end-of-year DIBELS assessments.

Measurable: Progress monitored through DIBELS benchmark and progress monitoring data.

Achievable: Supported by administrator-led professional development and evidence-based resources.

Relevant: Systematic phonics, phonemic awareness, vocabulary and knowledge, and structured interventions are proven to improve early literacy outcomes.

Time-bound: Target achieved by June 2026.

Goal 8: Literacy (Grades 3–8)

Specific: By June 2026, 70% of students in grades 3–8 will score proficient or above on the NH SAS English Language Arts assessment.

Measurable: Progress measured through NH SAS data and local benchmarks.

Achievable: District leaders will provide professional development, facilitate collaborative data analysis, and monitor implementation.

Relevant: Evidence-based practices such as explicit comprehension strategy instruction, systematic vocabulary development, and opportunities for students to engage with complex texts, have been shown to significantly improve literacy outcomes

Time-bound: Target achieved by June 2026.