



**HALLSVILLE SCHOOL DISTRICT
PROGRAM EVALUATION REPORT**

District program: Facilities and Grounds

Person(s) responsible: William Roberts and Tyler Walker

Submission deadline: April 1, 2025 **Date of Board presentation:** April 17, 2025

The Board-approved goals of this program are:

1. Provide clean and safe facilities and grounds for students, staff, and visitors.
2. Ensure district facilities are adequate to the needs of the student population, district programs, and the community.
3. Use systematic processes to maintain, improve, and expand district capital assets.
4. Promote campus facilities as a vital community resource.
5. Ensure financial resources are allocated to meet district capital needs.

The Board-approved objectives of this program are:

1. Develop and use effective custodial and maintenance processes (e.g., checklists) to ensure continuous attention to both cleanliness and safety.
2. Ensure custodial and maintenance departments are fully staffed with qualified and efficient personnel.
3. Implement efficient and effective systems for ongoing, bidirectional communication between facilities personnel, administration, and other district staff.
4. Develop, routinely revise, and use a comprehensive long-range district master plan.
5. Develop and implement a routine maintenance plan for all campus systems, buildings, and grounds.
6. Maintain prioritized short-range plans for improvements and repairs to campus facilities and grounds.
7. Engage students and the community in campus beautification and other improvement efforts.
8. Promote district facilities as a preferred hosting venue for local youth and adult events, organizations, and educational opportunities.
9. Ensure budget funds are allocated in sufficient amounts to support facilities maintenance and improvement.
10. Investigate and consider energy efficient options when developing plans for campus construction and renovation projects.

The data sources used to determine the extent to which the goals and objectives are being met include:

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| <input type="checkbox"/> Attendance/dropout/suspension rates | <input type="checkbox"/> Library media standards assessment |
| <input type="checkbox"/> Parent/teacher/student surveys | <input type="checkbox"/> State/federal program requirements |
| <input type="checkbox"/> Assessment statistics | <input type="checkbox"/> Longitudinal performance data |
| <input type="checkbox"/> College attrition/completion rates | <input checked="" type="checkbox"/> Finances—revenues and expenditures |
| <input checked="" type="checkbox"/> Long-term facility/maintenance needs | <input checked="" type="checkbox"/> Internal evaluations by district staff |
| <input type="checkbox"/> Participation in extracurricular activities | <input type="checkbox"/> External evaluations by others |
| <input type="checkbox"/> Participation in special/supplemental programs | <input type="checkbox"/> Other: |



EVALUATION RESULTS

Goals and objectives that were met:

All outlined goals and objectives were met, except staffing, bidirectional communication, and engaging students and community in campus improvement efforts.

Goals and objectives that were not met:

(2) Ensure custodial and maintenance departments are fully staffed with qualified and efficient personnel.

The challenge of hiring and retaining qualified full-time custodial staff remains ongoing. While we have successfully onboarded several full-time night custodians, turnover continues to impact staffing levels. Our high school student workers continue to be a valuable support to the evening custodial team. Currently, the district is operating with a shortage of two full-time custodians.

(3) Implement efficient and effective systems for ongoing, bidirectional communication between facilities personnel, administration, and other district staff.

While we recognize improvements in bidirectional communication, we acknowledge there is still room for growth. We remain committed to fostering open, transparent dialogue and are actively exploring additional strategies to enhance communication across all levels.

(7) Engage students and the community in campus beautification and other improvement efforts.

Vandalism continues to be a challenge across the district. While our ability to identify individuals responsible for damaging facilities has improved, we still experience frequent restroom vandalism. Incidents include writing on stalls and walls, as well as inappropriate disposal of items such as food, trash, and clothing in toilets.

Additionally, some classrooms are regularly left in a state of excessive clutter and uncleanliness, often with the expectation that custodial staff will manage the mess. This places an undue burden on our custodial teams and detracts from the overall learning environment.

Community support plays a crucial role in maintaining clean and welcoming facilities. One area where we see a significant opportunity for improvement is during and after athletic events. The home bleachers consistently generate more litter than both the student section and the visiting side. Encouraging everyone to clean up after themselves would greatly contribute to the overall beautification and care of our shared spaces.

Evidence of change in the past two years resulting from program evaluation:

Year of change

We continue to make progress toward transitioning to an all-LED campus. However, the primary challenge remains the significant upfront cost associated with a full conversion. Our approach has been to prioritize larger, high-impact areas first, with plans to gradually extend the upgrades to classrooms over time. As existing fixtures fail or require replacement, we are converting them to LED as part of our phased implementation strategy.

2023-2024

We have observed a significant decrease in restroom vandalism across the district. While some student restrooms have required temporary closures in response to repeated incidents, the strong support from administration in identifying those responsible has played a key role in addressing and reducing these behaviors.



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Program strengths:

Despite being short-handed for several years, our maintenance and building services team consistently delivers a good end product. They work together effectively and as a team to complete tasks. Furthermore, we have successfully hired and retained several high school students, many of whom are gaining valuable work experience in their first job.

Program concerns:

The ongoing challenge of hiring and retaining qualified full-time custodial staff persists, largely due to limited funding and a shortage of skilled or willing workers. This staffing gap also places additional strain on current employees, leading to burnout as they take on heavier workloads or longer hours. To overcome these difficulties, it is essential to implement strategic workforce planning, offer competitive wages, enhance benefits packages, and create more opportunities for skill development in order to retain a dedicated and qualified full-time workforce.

Aging infrastructure remains a significant issue, with deteriorating facilities that demand continuous repairs and replacements—often exceeding the district's available budget. Many systems, such as HVAC, are outdated and in dire need of major upgrades to meet our current standards and ensure efficient operation. The cost of maintaining and modernizing these systems presents a substantial financial burden, and delays in addressing these issues can lead to further degradation, higher repair costs, and potential safety risks. To effectively manage these challenges, a long-term investment plan and strategic prioritization of necessary upgrades are essential to maintain operational functionality and minimize disruptions.

Future recommendations resulting from this evaluation:

Continue collaborating with the custodial manager and custodians to boost morale and foster a positive work environment.

Regularly monitor facility issues across the campus and take proactive measures to address problems before they escalate into major repairs.

Arrange annual training sessions with Hillyard for custodians to ensure proper cleaning practices and up-to-date techniques are being followed.