



**FOREST LAKE AREA SCHOOLS
STRATEGIC PLAN
FOR 2010-2011**

**Presented to the School Board
August 5, 2010**

BELIEFS

An expression of fundamental values: ethical code, overriding convictions, inviolable principles.

WE BELIEVE THAT a vigorous public education system is essential to a vibrant and thriving community.

WE BELIEVE THAT the strength of any public organization is dependent on the level of community ownership.

WE BELIEVE THAT personal success requires hard work and persistent efforts.

WE BELIEVE THAT all people need a safe environment, with a caring and supportive network to thrive and prosper.

WE BELIEVE THAT all people have a responsibility to contribute positively to their community.

WE BELIEVE THAT honesty and trust are critical for building community.

WE BELIEVE THAT the community benefits from individual uniqueness because it brings forth new and better ideas.

WE BELIEVE THAT all people deserve to be treated with respect.

WE BELIEVE THAT all people have unlimited potential to learn.

WE BELIEVE THAT every person has intrinsic value.

MISSION

A declaration of the unique identity to which the organization aspires; its specific purpose; and the means by which it will achieve its purpose.

The Mission of Forest Lake Area Schools, the innovative leader of a community engaged in learning, is to develop individuals who excel in, and contribute to, a dynamic global society which will be accomplished by:

- Attracting and retaining the best and brightest staff

- Integrating technology seamlessly

- Fostering interactive partnerships with parents

- Challenging students at all levels and

- Inspiring students to be actively engaged in meaningful lifelong learning experiences.

STRATEGIC GOALS

An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed its present capability.

- 100% of our students will annually participate in voluntary service activities.
- 100% of our students will participate in the election process.
- 100% of our students have the motivation and confidence to attain their personal goals.
- 100% of our students will pursue formal education or training after graduation.
- 100% of our students will understand their connections to the global community.
- 100% of our students who take the ACT will score above the ACT college readiness benchmark scores.
- 100% of our students will achieve in the top 25% of a nationally/user normed test.

PARAMETERS

Boundaries within which the organization will accomplish its mission; self-imposed limitations.

- We will always strive to ensure our community understands major school initiatives.
- We will continually review proposed and existing programs and policies to ensure they support our strategic plan.
- We will always use the Strategic Plan to guide financial decision making.

STRATEGIES

STRATEGY I – We will instill in all staff and students an understanding of all cultures.

Specific Results

(I-1) Establish systems of accountability to ensure that district leadership (superintendent, school board, district and building level administration) supports and promotes initiatives in the areas of diversity, access, inclusion and equity in partnership with community. (Continuing from 2009-10)

Jennifer Tolzmann,
Deb Wall,
Julie Ohman

\$ 1,000
existing budget

(I-2) Develop a district-wide plan, fully supported and promoted by district leadership, to ensure that all families and community members are welcomed to and have appropriate access to all district buildings, programs and services. (Continuing from 2006-07)

Jennifer Tolzmann,
Ron Spies,
Deb Wall,
Julie Ohman

\$ 1,000
existing budget

(I-3) Implement a district-wide bullying and harassment prevention program, fully supported and promoted by district leadership, which produces significant measurable results and involves staff, students, families and community members. (Continuing from 2006-07)

Jennifer Tolzmann,
Ron Spies

\$ 10,000
existing budget

(I-4) Establish opportunities for professional development, fully supported and promoted by district leadership, for all district employee groups in the areas of welcoming and inclusive environments. (Continuing from 2008-09)	Ron Spies, Larry Martini, Deb Wall, Julie Ohman, Jennifer Tolzmann	\$ 10,000 existing budget
(I-5) Foster student involvement and participation in activities that welcome and include others, with the full support and backing of district leadership. (Continuing from 2009-10)	Jennifer Tolzmann, Ron Spies	\$ 1,500 existing budget
(I-6) Incorporate information and activities related to global issues into E-12 curriculum content and instructional strategies using an intentional and consistent process implemented through the district's Curriculum Review and Development Cycle. (Continuing from 2007-08)	Jennifer Tolzmann	\$500 existing budget
STRATEGY II – We will ensure that all staff are highly skilled, motivated and provide positive and challenging learning environments for all students.		
<u>Specific Results</u>		
(II-1) Establish and implement a process for continuous improvement which includes revisiting existing initiatives to determine their effectiveness. (Continuing from 2009-10)	Jennifer Tolzmann, Deb Wall, Julie Ohman	\$5,000 existing budget

(II-2) Implement a recruitment process that ensures the hiring of educated, motivated licensed staff who place all students in a challenging and engaging learning environment. (Continuing from 2009-10)	Ron Spies	\$5,000 existing budget
(II-3) Evaluate and/or design a staff recruitment process for classified staff. (Continuing from 2008-09)	Ron Spies	\$1,000 existing budget
(II-4) Establish new programs and/or revise existing programs that maximize retention of licensed staff. (Continuing from 2008-09)	Jennifer Tolzmann, Ron Spies	\$1,000 existing budget
(II-5) Establish new programs and/or revise existing programs that maximize retention of classified staff. (Continuing from 2008-09)	Jennifer Tolzmann, Deb Wall, Larry Martini, Ron Spies, Julie Ohman	\$1,000 existing budget
(II-6) Enhance the staff development process for all licensed staff ensuring that it is comprehensive and proactive. (Continuing from 2007-08)	Jennifer Tolzmann, Deb Wall, Julie Ohman	existing budget

<p>(II-7) Establish and implement a comprehensive, proactive staff development process for all classified staff. (Continuing from 2007-08)</p>	<p>Jennifer Tolzmann, Deb Wall, Larry Martini, Ron Spies, Julie Ohman</p>	<p>\$10,000 existing budget</p>
<p>(II-8) Create and maintain a culture of staff community and shared purpose. (New for 2010-11)</p>	<p>Linda Madsen, Jennifer Tolzmann, Deb Wall, Larry Martini, Ron Spies, Julie Ohman</p>	<p>Existing budget</p>
<p>(II-9) Assess performance evaluation procedures for all employee groups and explore other options that will provide incentives for improved performance. (Continuing from 2007-08)</p>	<p>Ron Spies, Larry Martini, Deb Wall, Julie Ohman, Jennifer Tolzmann</p>	<p>\$5,000 existing budget</p>

STRATEGY III – We will partner with parents to enhance their involvement in the educational process.		
<u>Specific Results</u>		
(III-1) Create a parent involvement program at each school site.		\$30,000
(III-2) Develop a comprehensive district wide home-to-school/school-to-home communication plan. (Continuing from 2007-08)	Linda Madsen	\$ 1,000 existing budget
(III-3) Implement the district’s home-to-school/school-to-home communication plan at each school site. (Continuing from 2007-08)	Linda Madsen	\$30,000 existing budget
STRATEGY IV – We will develop a change process that addresses the concerns of all stakeholders.		
<u>Specific Results</u>		
(IV-1) Identify a change process. (Continuing from 2006-07)	Linda Madsen, Jennifer Tolzmann, Deb Wall, Larry Martini, Ron Spies, Julie Ohman	\$ 1,000 existing budget

<p>(IV-2) Train leaders to manage the change. (Continuing from 2008-09)</p> <p>STRATEGY V – We will engage the entire community to be active participants in the educational process.</p>	<p>Linda Madsen, Jennifer Tolzmann, Deb Wall, Larry Martini, Ron Spies, Julie Ohman</p>	<p>existing budget</p>
<p><u>Specific Results</u></p>		
<p>(V-1) Increase active community participation in district activities. (Continuing from 2009-10)</p>	<p>Linda Madsen, Jennifer Tolzmann, Deb Wall, Larry Martini, Ron Spies, Julie Ohman</p>	<p>existing budget</p>
<p>(V-2) Create a business education partnership to enhance business involvement in the educational process. (New for 2010-11)</p>	<p>Linda Madsen, Jennifer Tolzmann, Deb Wall, Larry Martini, Ron Spies, Julie Ohman</p>	<p>\$ 2,000</p>

<p>(V-3) Establish a Forest Lake Area Schools education foundation which brings the resources of the community, private sector and school system together to generate human and financial resources for the Forest Lake Area Schools. (Continuing from 2006-07)</p> <p>(V-4) Implement a community-wide volunteer network.</p>	Linda Madsen	existing budget
<p>STRATEGY VI – We will develop and implement a process to constantly review our facilities and technology to ensure they support our strategic plan.</p> <p>(VI-1) Perform a “gap analysis” for technology and facilities that identifies current vs. desired status in order to provide direction on projects and proposals to meet our future needs. (Continuing from 2007-08)</p> <p>(VI-2) Form a facilities committee with representation for all stakeholders, including each building, school board, administration, community experts and parents to plan for, recommend, and monitor facility needs. (Continuing from 2008-09)</p> <p>(VI-3) Form a technology committee with representation for all stakeholders (each building, administration, community experts and parents) to plan for, recommend, and monitor district technology needs. (Continuing from 2008-09)</p>	<p>Larry Martini</p> <p>Larry Martini</p> <p>Larry Martini</p>	<p>\$ 6,000</p> <p>existing budget</p> <p>existing budget</p> <p>existing budget</p>

STRATEGY VIII – We will ensure all curricula, instruction and extra-curricular activities challenge and motivate students at all levels.

Specific Results

(VIII-1) Improve student performance as measured by graduation rate, test scores, post-secondary enrollment and student satisfaction. (Continuing from 2006-07)

Jennifer Tolzmann,
Deb Wall

existing budget

(VIII-2) Enhance the current extra-curricular activities offered to E-12 students by meeting the needs and interests of all students and increasing participation through challenging and meaningful activities.

\$ 9,000

(VIII-3) Create transition plans that support students as they progress from Early Childhood through elementary, junior high, senior high, and post-secondary education in both curricular and extra-curricular areas. (Continuing from 2006-07)

Deb Wall,
Julie Ohman,
Jennifer Tolzmann

\$ 10,000
existing budget

(VIII-4) Investigate, evaluate and determine the feasibility of developing a variety of flexible programs and implementation of instructional strategies to enhance the educational experience and optimize student achievement. (NOTE: Specific emphasis will be put on data for student programming. Emphasis will be placed on reporting out data to the community.) (Continuing from 2008-09)

Deb Wall,
Julie Ohman,
Jennifer Tolzmann

existing budget

STRATEGY IX – We will energize all school systems to promote physical, emotional and social well-being of all staff and students.

Specific Result

(IX-1) Provide a safe and supportive school environment. (Continuing from 2006-07)	Ron Spies	\$ 10,000 existing budget
(IX-2) Provide on-going formal opportunities to help students build health related skills and knowledge. (New for 2010-11)	Jennifer Tolzmann	\$ 30,000
(IX-3) Provide nutritious food options and educational activities to encourage staff and students to make healthful eating and good nutrition a priority for life. (Continuing from 2006-07)	Larry Martini, Jennifer Tolzmann	\$ 2,000 existing budget
(IX-4) Provide programs that lead to a physically active lifestyle.		\$ 20,000
(IX-5) Coordinate a consistent social/emotional support system for students. (continuing from 2007-08)	Jennifer Tolzmann, Deb Wall	existing budget
(IX-6) Increase participation in the existing staff wellness program. (Continuing from 2007-08)	Jennifer Tolzmann	existing budget

(IX-7) Engage parents, businesses, local health care providers and other stakeholders in addressing the needs of students. (Continuing from 2009-10)	Linda Madsen, Jennifer Tolzmann, Deb Wall, Larry Martini, Ron Spies, Julie Ohman	\$ 1,000 existing budget
(IX-8) Develop and disseminate a summary of resources that support the needs of staff and students. (Continuing from 2009-10)	Linda Madsen, Jennifer Tolzmann, Deb Wall, Larry Martini, Ron Spies, Julie Ohman	\$ 1,000 existing budget