



CAMBRIDGE-ISANTI SCHOOLS
EVERY STUDENT. EVERY DAY.

Strategic Plan Task Force Annual Update

May 2026 School Board Presentation

Task Force Experience

Agenda Night 1:

- Background Knowledge
 - District demographics, Financial Journey, etc
 - Role of the Task Force Member
 - Reviewed all the End Result Statements
 - Science Fair Activity

Agenda Night 2:

- Reviewed and gathered feedback on all components of the Strategic Plan
- Conducted SWOT analysis and external factors facing the district in small groups
- Made recommendation for Year 4 of strategic plan



MISSION

The mission of Cambridge-Isanti Schools, in partnership with our community, is to **EDUCATE, EMPOWER and INSPIRE EVERY STUDENT, EVERY DAY** to achieve their full potential.

2022-2027 STRATEGIC PLAN

STRATEGIC PRIORITIES

WE WILL ENSURE STUDENT ACADEMIC GROWTH & SUCCESS	WE WILL FOSTER POSITIVE PERSONAL RELATIONSHIPS
WE WILL PARTNER TO SUPPORT THE GROWTH OF THE SCHOOL DISTRICT	WE WILL IMPROVE THE MENTAL HEALTH & WELL-BEING OF ALL STUDENTS & STAFF

OBJECTIVES

- All young children and their families will have access to opportunities for **early learning** and school readiness.
- All students report a feeling of **belonging** within the school community.
- All students demonstrate annual **growth** toward goals.
- All students will **graduate** with a **plan for their future**.

PARAMETERS

- We will be fiscally responsible and transparent.
- We will update our plan annually and responsibly plan for the future.
- We will continually work to earn and maintain broad-based community support.
- We will teach and exemplify the Bluejacket character traits: Honesty, Respect, Responsibility, Self-Discipline and Compassion.
- We will focus on and prioritize what is most important, while discarding ineffective and outdated practices.

WE BELIEVE THAT...

- Every person deserves to be valued, feel safe, supported and included with compassion and respect.
- Every individual has skills and talents that make them uniquely equipped to contribute as a responsible citizen.
- Education provides enhanced access to opportunities.
- Communication, critical thinking, collaboration, creativity, and adaptability are necessary to thrive in a changing world.
- Multiple and differing perspectives contribute to informed decision making and learning.
- Engagement in lifelong learning begins at birth.
- Honesty and integrity are essential to all positive relationships.
- Success can come from working through adversity.
- Learning occurs best when social, emotional, physical and mental health needs are met.
- Hiring, retaining and supporting a highly effective staff will lead to a successful educational environment.
- Collaboration with families and caregivers is crucial to a learner's development.
- Involvement in meaningful activities enriches life.
- Strong communities and schools support each other.

We sincerely thank the parents, staff, students, and community members whose valuable contributions helped shape our 2025 Strategic Plan. Initially adopted by the School Board in December 2022, the plan was thoughtfully updated and reaffirmed in 2025, reflecting our shared commitment to continuous improvement and collaboration.

HONESTY | RESPECT | RESPONSIBILITY | SELF-DISCIPLINE | COMPASSION



Mission Statement

The mission of Cambridge-Isanti Schools,
in partnership with our community,
is to **EDUCATE, EMPOWER and INSPIRE**
Every Student, Every Day
to achieve their full potential.

HONESTY | RESPECT | RESPONSIBILITY | SELF-DISCIPLINE | COMPASSION



Strategic Priorities

WE WILL



**ENSURE STUDENT
ACADEMIC GROWTH
& SUCCESS**

WE WILL



**FOSTER POSITIVE
PERSONAL
RELATIONSHIPS**

WE WILL



**IMPROVE THE MENTAL
HEALTH & WELL-BEING OF
ALL STUDENTS & STAFF**

WE WILL



**PARTNER TO SUPPORT
THE GROWTH OF THE
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HONESTY | RESPECT | RESPONSIBILITY | SELF-DISCIPLINE | COMPASSION



Measurable Objectives



All students will report a feeling of belonging



All demonstrate annual growth



All families have access to early learning



All graduate with a plan for their future

We Believe That...

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Revised Strategic Plan, August 2025

2022-25: 33 End Result Statements

2025-27 Updated Plan:

- **32 End Result Statements**

- *2 New Statements*

- Equip students and staff to responsibly leverage emerging technologies—specifically artificial intelligence—to enhance teaching, learning, and operational efficiency.
- Ensure multilingual learners develop academic language proficiency.

- *Merged 2.1 with 3.8 and 2.2 with 2.6*

- Exemplifying our Bluejacket character traits, we will ensure welcoming and inclusive environments where diverse viewpoints and perspectives are respected and encouraged.

- *3 Strategic Adjustments*

- **11 Statements are in Sustaining & Extending phase**



Tracking Our Progress

- Living Document
- Trimester Progress
 - Leadership Team
 - Cabinet Team
 - School Board

CAMBRIDGE-ISANTI SCHOOLS EVERY STUDENT. EVERY DAY.		2025- 26 Strategic Plan One-Pager <small>Updated 7/28/2025</small>	
Strategy Champion	Strategy	End Result Statement	Implementation Progress
Jennifer Lake	1.1	Strengthening literacy instruction and increase student skills, as demonstrated on benchmark and other assessments, by having teachers participate in professional learning in literacy.	Fully Implementing
Jared Dyrdahl	1.4	Develop a Career & College Readiness (CCR) Program in grades 6-8.	Exploring & Planning
Katie Soler	1.6	Expand the Articulated College Credit options at CIHS.	Fully Implementing
Jim Sagan	1.7	Ensure effective implementation of the MTSS plan at the building level through a team.	Experimenting/Dabb...
Jim Sagan	1.8	Ensure consistent use of Professional Learning Communities to improve student outcomes.	Launching/Relaunchi...
Christina Thayer Anderson	1.9	Create alignment from preK to kindergarten.	Fully Implementing
Michael Porta	1.11	Implement a new assessment progress monitoring and benchmark platform. (FastBridge)	Fully Implementing
Jason Bodey	1.12	Utilize collaborative common assessment data to make instructional decisions.	Exploring & Planning
Jared Dyrdahl	1.14	Ensure that the continuous improvement process addresses and aligns curriculum with current state, national, and industry standards	Experimenting/Dabb...
Ray Sperl	1.15	Equip students and staff to responsibly leverage emerging technologies—specifically artificial intelligence—to enhance teaching, learning, and operational efficiency.	Exploring & Planning
Jennifer Lake	1.16	Ensure multilingual learners develop academic language proficiency.	Exploring & Planning
Christina Thayer Anderson	2.2	Exemplifying our Bluejacket character traits, we will ensure welcoming and inclusive environments where diverse viewpoints and perspectives are respected and encouraged.	Experimenting/Dabb...
Christina Thayer Anderson	2.3	Enhance opportunities to develop relationships, celebrate successes, and increase collaboration between school staff and parents.	Fully Implementing
Rachel Kasper	3.1	Ensure a District Comprehensive School Mental Health System to promote positive school climate, social and emotional learning, and mental health and well-being	Launching/Relaunchi...
Rachel Kasper	3.2	School mental health personnel will be able to access school and community resources to support student mental health.	Launching/Relaunchi...
Jim Goodmanson	3.3	Foster knowledge, skills, and confidence in parents and caregivers to support student mental health and well-being.	Launching/Relaunchi...
Christina Thayer Anderson	3.4	Expand opportunities for students to participate in school-based activities that build social connections.	Fully Implementing
Rachel Kasper/Courtney	3.5	Empower students to be able to seek help and report concerns about the mental health or well-being of themselves and/or others	Exploring & Planning
Shawn Kirkeide	3.9	Ensure a comprehensive process for training new employees	Experimenting/Dabb...
Jared Dyrdahl	4.4	Create and maintain an innovative comprehensive	Fully Implementing



Implementation Stages 2025-26

- 1. Exploring & Planning:** Teams are building understanding, gathering input, and creating plans. Work has not yet begun in practice.
- 2. Launching/Re-Launching:** Teams have started taking action and practices are being introduced.
- 3. Experimenting/Dabbling:** Practices are being tested and adjusted.
- 4. Fully Implementing:** The work is becoming part of daily routines. Staff use it regularly and make adjustments based on experience and feedback.
- 5. Sustaining & Extending:** The practice is well established. Teams use data and reflection to strengthen and refine it over time through a continuous improvement process.
- 6. Strategic Adjustment:** Strategically deciding to merge efforts to be more efficient or to not continue to pursue.



WE WILL



ENSURE STUDENT ACADEMIC GROWTH & SUCCESS

- 5 Action Plans - Sustaining & Extending 🙌🙌🙌
- 3 Action Plans - Fully Implementing 🙌🙌
- 4 Action Plans - Experimenting & Dabbling 🙌
- 1 Action Plans - Launching/Relaunching
- 3 Action Plans - Exploring & Planning
 - *Updated in August 2025: 2 new Action Plans*



WE WILL



ENSURE STUDENT ACADEMIC GROWTH & SUCCESS

- **Literacy** - On-track for staff training - most teachers and IAs have now been trained in Structured Literacy and Assessment (1.1). Structured literacy curriculum in K-5 classrooms (1.2)
- **CTE and College & Career Readiness** - Counselors train on SchoolLinks; 9th grade PLPs get updates; SchoolLinks stores plans in one place (1.3). Middle schools schedule CTE staff to speak with students; December includes career pathways video (1.4). AMP launches with 22 students; 12 community partners support the program (1.5). Perkins consortium work improves ACC offerings so they stay efficient and useful for students (1.6).
- **Continuous Improvement** - MnMTSS work embeds into continuous improvement; leaders complete MnMTSS leadership pathway; schools deliver MnMTSS presentations and build a continuum of services (1.7). K-5 PLCs use PD time to review formative data and guide decisions; PD days include cross-district collaboration; DILT work refines PLC focus and messaging (1.8) DILT curriculum concept insights shape model outlines; DILT provides final feedback before wider rollout (1.14).
- **Early Learning** - Expanded early learning access through community-based programming and additional class opportunities (1.10); dedicated cross-grade collaborative time with all preK and K teachers to strengthen literacy, social-emotional learning alignment (1.9)—supporting more children entering school with early learning experiences.
- **Assessment** - FastBridge assessments are used 3x per year, EduClimber database (1.11). Common assessment work will become a higher priority once PLCs are more established (1.12).
- **NEW** - AI Task Force and action plan established, meetings to begin late Winter 2026 (1.15). Multilingual Learning Task Force and action plan needs to be established (1.16)

HONESTY | RESPECT | RESPONSIBILITY | SELF-DISCIPLINE | COMPASSION



Strategy 1: Student academic

We will ensure student academic growth and success.

- 1.1 - Strengthening literacy instruction and increase student skills, as demonstrated on benchmark and other assessments, by having teachers participate in professional learning in literacy.
- 1.2 - Pilot an evidence-based K-5 structured literacy resource that empowers students to be engaged in their own learning.
- 1.3 - Designate Cambridge-Isanti High School courses to C-I Career Pathways.
- 1.4 - Develop a Career & College Readiness (CCR) Program in grades 6-8.
- 1.5 - Develop & expand the CIHS Work Based Learning Program (WBL) with local business and industries to increase student career readiness (Grades 11 & 12)
- 1.6 - Expand the Articulated College Credit option at CIHS.
- 1.7 - Ensure effective implementation of the MTSS plan at the building level through a team.
- 1.8 - Ensure consistent use of Professional Learning Communities to improve student outcomes.

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Strategy 1: Student academic

- 1.9 - Create alignment from PreK to kindergarten.
- 1.10 - Decrease # of children who enter kindergarten without any early learning.
- 1.11 - New assessment progress monitoring and benchmark platform.
- 1.12 - Common assessment data to make instructional decisions.
- 1.13 - Science curriculum meets new standards, empowers students
- 1.14 - Ensure that the continuous improvement process addresses and aligns curriculum with current state, national, and industry standards.
- 1.15 - Emerging technologies - specifically artificial intelligence
- 1.16 - Ensure multilingual learners academic proficiency



WE WILL



FOSTER POSITIVE PERSONAL RELATIONSHIPS

- 2 Action Plans - Sustaining & Extending 🙌🙌🙌
- 1 Action Plans - Fully implementing 🙌🙌
- 1 Action Plan - Experimenting & Dabbling 🙌
 - *Updated in August 2025: 2 Action Plans Strategically Adjusted*



WE WILL







**FOSTER POSITIVE
PERSONAL
RELATIONSHIPS**

- Moved from shared values to consistent practice by embedding inclusive and welcoming expectations into daily operations, communications, and family interactions districtwide. (2.2)
 - *Embedding expectations into daily practice: ensuring a sense of belonging is reinforced through leadership expectations, front office practices, staff training, and consistent communication norms aligned to our Bluejacket character traits.*
- Strengthened inclusive communication through expanded translation access, cross-department training, and districtwide on-demand interpretation—making language access expected and routine.
- Refined family engagement strategies using listening sessions and annual surveys, with youth and family feedback reviewed frequently by district leadership team. (2.3)
 - *Relationship building opportunities through communications, events, and more.*
 - *Continue to work on districtwide alignment of shared family engagement practices.*
- Deepened community partnerships through increased leadership presence, strengthening trust, visibility, and shared responsibility for student success. (2.4)
- Expanded volunteer capacity by increasing opportunities for all ages of volunteers and improving systems that support meaningful, ongoing involvement. (2.5)

HONESTY | RESPECT | RESPONSIBILITY | SELF-DISCIPLINE | COMPASSION



Strategy 2: Foster positive relationships

-  **2.2 - Exemplifying our Bluejacket character traits, we will ensure welcoming and inclusive environments where diverse viewpoints and perspectives are respected and encouraged.**
-  **2.3 - Enhance opportunities to develop relationships, celebrate successes, and increase collaboration between school staff and parents.**
-  **2.4 - Enhance relationships with community members to support student and community success.**
-  **2.5 - Increase capacity for volunteers in schools.**





WE WILL

IMPROVE THE MENTAL HEALTH & WELL-BEING OF ALL STUDENTS & STAFF

- 3 Action Plans - Sustaining & Extending 🙌 🙌 🙌
- 1 Action Plan - Fully Implementing 🙌 🙌
- 1 Action Plan - Experimenting & Dabbling 🙌
- 4 Action Plans - Launching/Relaunching

Updated in August 2025, with a change in Leadership assignments progress in this area was slowed.














WE WILL

**IMPROVE THE MENTAL
HEALTH & WELL-BEING OF
ALL STUDENTS & STAFF**

- MH resources updated for students, staff, and families on website. (3.2)
 - *[ParentGuidance.org](https://www.parentguidance.org) free and confidential online resource for parents and caregivers*
- District MH Committee meeting monthly with facilitation from MDE (3.1-3)
 - *Whole School, Whole Community, Whole Child (WSCC)*
 - *School Health Assessment and Performance Evaluation System (SHAPE) Completed*
 - *Resource Mapping*
- Ongoing expansion of programming for youth during out of school time (3.4)
- Bi-annual staff survey (3.8)
 - *Survey data is reviewed by leaders and used to inform targeted staff support strategies.*
 - *Opportunities/Activities for staff include: Weight room, CPR, Sprinkling Sunshine, Walking, Recipes, Wellness challenges, and more social events (3.8)*
- Onboarding committee meets quarterly. (3.9)
 - *Created a more robust District onboarding/orientation protocols for all staff to ensure mandatory trainings*
 - *Developing an offboarding process.*
 - *More specific and detailed onboarding process for our paraprofessionals.*



Strategy 3: Mental health,

-  **3.1 - District Comprehensive School Mental Health System**
-  **3.2 - School mh personnel will be able to access school and community resources to support student mental health.**
-  **3.3 - parents and caregivers support student mental health and well-being.**
-  **3.4 - Expand school-based activities that build social connections.**
-  **3.5 - Empower students to be able to seek help and report concerns about the mental health or well-being of themselves and/or others.**
-  **3.6 - Expand Change to Chill practices for students in grades 6-12.**
-  **3.7 - Increase the knowledge of staff to support student mental health and well-being.**
-  **3.8 - Enhance workplace well-being for all staff.**
-  **3.9 - Ensure a comprehensive process for training new employees.**





WE WILL

**PARTNER TO SUPPORT
THE GROWTH OF THE
SCHOOL DISTRICT**

- 1 Action Plan - Sustaining & Extending 🙌 🙌 🙌
- 1 Action Plans - Fully Implementing 🙌 🙌
- 1 Action Plan - Exploring & Planning
 - *Updated in August 2025: 1 Action Plan Strategically Adjusted*



WE WILL



**PARTNER TO SUPPORT
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- Conducted a comprehensive facilities assessment, developed project budgets, engaged an Input Committee (Oct–Jan), and surveyed the community—showing strong support for facility investment (4.1)
- Convened a Community Task Force beginning February 2025, holding seven three-hour meetings, culminating in unanimous approval of a two-question referendum (4.1)
 - *Despite strong planning and engagement, the referendum was ultimately unsuccessful (4.1)*
- Rebranded in Summer 2025 and expanded districtwide marketing efforts to strengthen brand alignment, visibility, and enrollment engagement. (4.2)
- Expanded non-traditional learning opportunities through continued growth of flexible high school online programming, increasing access, choice, and pathways for students. (4.3)



Strategy 4

We will broaden community partnerships to maximize resources, support, and growth of the school district and provide opportunities for students.

- 4.1 - Create and maintain an innovative comprehensive master plan in order to intentionally plan for future facilities and programming needs.
- 4.2 - **Expand** annual marketing plan to make C-I Schools a district of choice.
- 4.3 - Expand programming to attract families who desire non-traditional learning opportunities.



1. What do we value in our school district today that exists thanks to decisions & efforts made more than 10 years ago?

Two Enduring Questions

2. What might we decide to do today that will be valued in our school district more than 10 years from now?

SWOT Analysis

Strengths

Weaknesses

Opportunities

Threats



External Factor Analysis

AREAS:

- **Educational Issues**
- **Political**
- **Demographics**
- **Economic**
- **Social & Societal**

Review:

- **What is the trend?**
- **How likely is it to impact the district?**
- **Does the district need to do something about it?**



Critical Issues

Threat or Weakness

Unless we _____, we will not be able to _____

Opportunity or Strength

If only we could _____, then we would be able to _____



New Action Plans or Rewrites?

Trend	Critical	Opportunity
Educational	<ul style="list-style-type: none"> • Increase in homeschool - keep them engaged in our schools • Real-world application in the rise of AI 	<p>If only we could enhance practice to engage students, media literacy, and AI, then we would be able to increase engagement, because they are engaged with hands-on, real-world learning, and maybe decrease student behaviors.</p>
Political	<ul style="list-style-type: none"> • How do we want to model for our kids a civil society 	<p>If only we could build a community advocacy group, then we could expand knowledge and expand community trust.</p>
Demographic	<ul style="list-style-type: none"> • Growth and the impact on the buildings and programming • Unless we prioritize special education, we will not be able to close the achievement gap 	
Social	<ul style="list-style-type: none"> • Healthy social connectedness • Family Engagement & Connection 	
Economic	<ul style="list-style-type: none"> • State budget for schools 	
Technological	<ul style="list-style-type: none"> • Teaching safe and effective use of technology for staff, students, and families • In an era of rapidly changing technology, we need a technology strategy. 	



End Result Statements Continuing or Sustaining & Extending in 2026-27

End Result Statements Continuing in 2026-27	
1.4	Develop a Career & College Readiness (CCR) Program in grades 6-8.
1.9	Create alignment from preK to kindergarten.
1.14	Ensure that the continuous improvement process addresses and aligns curriculum with current state, national, and industry standards
1.15	Equip students and staff to responsibly leverage emerging technologies—including <i>artificial intelligence, where appropriate</i> —to enhance <i>learning, teaching,</i> and operational efficiency.
1.16	Ensure multilingual learners develop academic language proficiency.

End Result Statements Sustaining & Extending in 2026-27	
1.3	Designate Cambridge-Isanti High School courses to C-I Career Pathways.
1.5	Develop & expand the CIHS Work Based Learning Program (WBL) with local businesses and industries to increase student career readiness (grades 11 and 12).
1.6	Expand the Articulated College Credit options at CIHS.
1.11	Implement a new assessment progress monitoring and benchmark platform. (FastBridge)

Note: These will not appear on the year 4 Strategic Plan document



WE WILL



**ENSURE STUDENT
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End Result Statements Strategic Adjustments in 2026-27

	Previous End Result Statement	Updated End Result Statement
1.1	Strengthen literacy instruction and increase student skills, as demonstrated on benchmark and other assessments, by having teachers participate in professional learning in literacy.	Strengthen literacy instruction to improve student reading skills, as demonstrated on benchmark and other assessments, by having teachers participate in professional learning in structured literacy and implementing structured literacy practices consistently.
1.2	Pilot an evidence-based K-5 structured literacy resource that empowers students to be engaged in their own learning.	Ensure consistent implementation of our approved, evidence-based E-12 literacy curriculum and structured literacy instructional practices, so all students receive high-quality literacy instruction and develop strong reading skills.
1.7	Ensure effective implementation of the MTSS plan at the building level through a team.	Ensure effective implementation of the MnMTSS Framework to guide continuous improvement and strengthen outcomes for every student.
1.8	Ensure consistent use of Professional Learning Communities to improve student outcomes.	Ensure effective use of Professional Learning Communities to improve student outcomes.
1.12	Utilize collaborative common assessment data to make instructional decisions.	Strengthen the use of student learning data to guide instructional decision-making that will improve student outcomes



WE WILL



**FOSTER POSITIVE
PERSONAL
RELATIONSHIPS**

End Result Statements Continuing 2026-27

End Result Statements Continuing in 2026-27

2.2	Exemplifying our Bluejacket character traits, we will ensure welcoming and inclusive environments where diverse viewpoints and perspectives are respected and encouraged.
2.3	Enhance opportunities to develop relationships, celebrate successes, and increase collaboration between school staff and parents.
2.4	Build and strengthen partnerships with community members, groups, and organizations to support student and district success. (Strategic Adjustment)

New End Result Statement

2.6	Build stronger community connectedness by engaging diverse perspectives, strengthening collaboration, and responding to the changing needs and strengths of our community.
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End Result Statements Moving to Sustaining and Extending in 2026-27

2.5	Increase capacity for Volunteers in Schools
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HONESTY | RESPECT | RESPONSIBILITY | SELF-DISCIPLINE | COMPASSION



WE WILL



**IMPROVE THE MENTAL
HEALTH & WELL-BEING OF
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End Result Statements Continuing 2026-27

Previous End Result Statements		New End Result Statement	
3.1	Ensure a District Comprehensive School Mental Health System to promote positive school climate, social and emotional learning, and mental health and well-being		
3.2	School mental health personnel will be able to access school and community resources to support student mental health.	3.1	(Relaunching: 3.1, 3.2, 3.5 Combined) Ensure a comprehensive, integrated school mental health system that promotes positive climate, social-emotional learning, and student well-being by connecting staff to coordinated school and community resources.
3.5	Empower students to be able to seek help and report concerns about the mental health or well-being of themselves and/or others		



WE WILL



**IMPROVE THE MENTAL
HEALTH & WELL-BEING OF
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End Result Statements Continuing 2026-27

End Result Statements Continuing in 2026-27

3.3	Foster knowledge, skills, and confidence in parents and caregivers to support student mental health and well-being.
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End Result Statements Sustaining & Extending in 2026-27

3.4	Expand opportunities for students to participate in school-based activities that build social connections.
3.6	Expand Change to Chill practices and resources, in partnership with medical partners, for students in grades 6-12.
3.7	Increase the knowledge of staff to support student mental health and well-being
3.8	Enhance workplace well-being for all staff
3.9	Ensure a comprehensive process for training new employees





WE WILL

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End Result Statements Continuing in 2026-27

4.1	Create and maintain an innovative comprehensive master plan in order to intentionally plan for future facilities and programming needs.
4.2	<i>Optimize</i> annual marketing plan to make C-I Schools a district of choice. (Strategic Adjustment)
4.3	Expand programming to attract families who desire non-traditional learning opportunities.

New End Result Statement

4.4	Create and maintain a districtwide technology plan that aligns infrastructure, tools, and practices to support teaching, learning, communication, and operational systems, ensuring long-term sustainability and adaptability.
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Proposed Strategic Plan, 2026-27

- Incorporates Task Force feedback
 - Adds 2 new End Result Statements
- Honors work that has become operationalized from 2022-current
- Improves several End Result Statements to reflect current work and needs of the district



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- Strong communities and schools support each other.

Para solicitar esta información en español, por favor envíe un correo electrónico a dist-communications@c-ischools.org.

Yog xav tau cov ntabw ntawv no ua lus Hmoob, thov xa email dist-communications@c-ischools.org.

HONESTY | RESPECT | RESPONSIBILITY

HONESTY | RESPECT | RESPONSIBILITY | SELF-DISCIPLINE | COMPASSION

