

# MAHTOMEDI PUBLIC SCHOOLS STRATEGIC PLAN

## MISSION STATEMENT REVIEW

*The Mahtomedi School Board will develop the mission statement for the school district.*

**The following, A-J, were mission statement options created by the strategic planning committee, for review by the board. Board members initial votes for their top two are indicted below in red.**

**A.**

Mahtomedi Public Schools will empower all students to develop the academic, social, and personal knowledge and skills needed to be successful in further education, career, and citizenship.

**B.**

All Mahtomedi Public Schools students are prepared to be successful in further education, career, and citizenship. **4 votes**

**C.**

A learning rich culture provides opportunities for risk taking, productive failure, and celebrated successes.

**D.**

Mahtomedi Public Schools, in partnership with families and the community, educates and empowers all individuals to be lifelong learners and responsible citizens in a global society.  
**2 votes**

**E.**

Mahtomedi Public Schools mission is to educate and support all students as they develop into lifelong learners. **1 vote**

**F.**

Mahtomedi Public Schools will provide a learning community that challenges all students to realize their greatest potential. **2 votes**

**G.**

Mahtomedi Public Schools proved a community where all students learn and thrive, **8 votes**

**H.**

Mahtomedi Public Schools will provide a learning community that challenges all students to realize their greatest potential and contribute to the betterment of society.

I.

Mahtomedi Public Schools will deliver excellence in education, integrity in service and is committed to the success of our students. **4 votes**

J.

All students will be prepared for college or career.

## Final Two Mission Statement Versions

Following discussion and a straw poll on the above mission statements, board members broke into two groups and created two mission statement versions.

A.

Mahtomedi Public Schools will provide a community where all students can learn, thrive and succeed in a global society.

B.

Mahtomedi Public Schools inspires educational excellence within a community where every student thrives with a passion for life-long learning.

### FINAL MISSION STATEMENT

***Mahtomedi Public Schools provide a community where all students thrive and succeed with a passion for life long learning in a global society.***

### Next Step

1) District communication staff will review the final mission statement and suggest edits/copyedit.

## DISTRICT BELIEFS

School board members reviewed the belief statements created by the strategic planning committee.

### THEMES

#### We believe...

Responsibility  
Education

**1. Education is a shared responsibility *and collaboration* among students, families, educators, and members of the community.**

Climate  
Culture

**2. Everyone has the right to a safe and healthy learning environment.**

Personal  
Individual

**3. Education must respect and respond to individuals' different needs, backgrounds, and talents.**

Learner  
Needs

**4. All students can learn, though at different rates and in different ways.**

Innovation

**5. Education must courageously challenge the status quo to improve ~~student~~ learning *and leadership*.**

Leadership

**6. Collaboration, cooperation, service, and partnership are cornerstones to successful leadership.**

Diversity

**7. The increasing diversity of our students and families enriches our schools and communities through the addition of new ideas, viewpoints, and cultures.**

School board members met in two groups to review the belief statements. Based on the overall themes they identified for each statement, they worked to streamline the current seven statements, and as warranted, developed new belief statements.

## District Beliefs – Group One and Two Drafts, Beliefs 1-7

1. ***Education is a partnership among students, families, educators, and members of the community.***
  1. Okay – as originally stated.
  2. Okay – as originally stated.
  2. Okay – as originally stated.
  3. Okay - as originally stated.
  3. 3 & 4 Combine  
***All students can learn though at different rates and in different ways. Education must respect and respond to individuals' different needs, backgrounds, and talents.***
  4. Okay – as originally stated.
  4. See above.
  - ~~5. Education must continually innovate to improve student learning.~~
  5. ***Education must innovate to continuously improve learning and leadership.***
  6. Delete
  6. Okay – as originally stated.
  7. Okay – as originally stated.
  7. Okay - as originally stated.

## District Beliefs – Group One and Two Drafts, New Belief Statements

### New Health and Well Being Statement:

8. ***Health and well-being of all students, staff and community are essential.***
8. ***We “promote” (?) and value the health and well being of students, staff and community.***

Notes: - Don't like the word, “Promote”

- Health and Well Being should be a priority/belief for district's students.

### Whole Child/Well Being Statement:

9. The whole child needs to be developed, nurtured, and celebrated.

### Sustainability and Environmental Well Being Statement (tied to health and well being, but different)

- A statement was not developed, although some board members expressed support for this as a topic for a District belief statement.

## **Next Steps Beliefs**

- 1) The District's communication staff will be asked to review the draft belief statements created today and suggest edits/provide copyediting.

### **VISION STATEMENT**

***All Mahtomedi Public Schools students will have the knowledge and skills to be ready for their futures.***

### **School Board Member Initial Input/Options for the District's Vision Statement**

- Option A: Every Mahtomedi Public School student will have the knowledge and skills to be ready for the future betterment of society.*
- Option B: All Mahtomedi students hold the power to create opportunity for themselves and others.*
- Option C: Make the world a better place.*
- Option D: Inspire, challenge and engage students to achieve success.*
- Option E: ...Improve themselves and better the world.*

### **Next Steps: Vision Statement**

- 1) Board members will revisit the vision statement at an upcoming meeting.
- 2) Consultant's suggestion: District communication staff could be asked to draft a new vision statement (or two options) based on the above, for school board review and approval.

## STRATEGIC PLANNING GOALS AND OBJECTIVES

The school board reviewed the **seven key *draft* goal statements** and the **objectives** created by the planning committee.

<b>3 YEAR GOALS AND OBJECTIVES</b>
<b>Student Support</b>
<b>Goal 1</b> The school district will develop, implement, and evaluate a comprehensive plan to improve student wellness.
<b>Objective 1</b> The number of students exhibiting unhealthy behaviors will decrease.
<b>Objective 2</b> The number of students and staff experiencing high levels of distress in their lives will decrease.
Action Plan Considerations:  The school district will select or develop, administer, analyze, and communicate the yearly findings of a school district survey to students, staff, and families on issues related to behavior and factors revealing stress.  The school district will educate students, staff, families, and community about healthy lifestyles.
<b>Goal 2</b> The school district will assist students in identifying their career and future aspirations and empower them to achieve those goals.
<b>Objective 1</b> At each level, all students will identify their aspirations and goals and continue to develop a plan to attain them.
<b>Objective 2</b> In all grades all students will have increased opportunities to explore career possibilities.

## **GOALS AND OBJECTIVES**

### **Student Achievement**

#### **Goal 3**

The school district will integrate future ready skills into curriculum and instruction in order to sustain high academic achievement.

#### **Objective 1**

The school district will maintain or improve the academic proficiency of all students while reducing the achievement gap in all subgroups.

#### **Objective 2**

The school district, in partnership with community, will provide opportunities to explore and participate in learning beyond the traditional school schedule and setting.

#### **Objective 3**

The school district will provide an optimal learning environment for all students by re-examining the student day.

#### **Objective 4**

Staff will develop, implement, and evaluate strategies used to incorporate future-ready skills into curriculum.

Note: The school district has identified “future-ready skills” as the following: creativity and innovation, critical thinking and problem solving, collaboration and leading with influence, communicating effectively, accessing and analyzing information, embracing and adapting to change, and inspiring curiosity and imagination.

**GOALS AND OBJECTIVES**

**Finance and Facilities**

Goal 4

**The school district will project future financial and facility needs.**

**Objective 1**

Evaluate past financial and facility decisions to identify positive outcomes and remaining challenges.

Objective 2

The school board will develop a five-year financial plan designed to create a fund balance goal of \_\_\_\_\_ operating expenses.

**Objective 3**

The school board will develop a five-year facilities and maintenance plan designed to meet the school district's needs.

**Objective 4**

The school district will explore opportunities to generate new revenue sources such as grants, donations, gifts, and partnerships to support and enhance new and existing academic programs.

Objective 5

Increase environmental consciousness. Pursue sustainability, efficiency, and proper utilization of resources.

Goal 5

**The school district will study and implement ways to optimize facility use for maximum student learning, participation in activities, and community benefit.**

**Objective 1**

The school district will explore programming beyond the school day, such as expanded community education for adult learners and classes for retired citizens.

**Objective 2**

The school district will complete a building capacity study and a school utilization study to maximize building use and efficiency.



**GOALS AND OBJECTIVES**

**Community and Stakeholder Support**

**Goal 6**

**Implement, evaluate, and refine the district’s comprehensive communication plan that increases openness and clarity.**

**Objective 1**

The school district will identify ways to use a variety of media to maximize awareness of and support for the school district.

**Objective 2**

The school district will identify and utilize the communication methods which are most appropriate for various groups; *i.e.*, students, staff, parents, and residents.

**Objective 3**

The school district will explore ways to celebrate the school district’s positive programs and the accomplishments of its students and staff members.

**Goal 7**

**The school district will increase knowledge and acceptance of cultural diversity.**

**Objective 1**

The school district will increase the number of activities with our educational partners.

**Objective 2**

The school district will increase professional development opportunities for staff members.

**School board comments on the goal statements:**

- The four goal categories were confusing to some board members: 1) Student Support, 2) Student Achievement, 3) Finance and Facilities, and 4) Community and Stakeholder Support. How were they selected? Are we missing anything not in these categories and important to our District?

- Goal statements should be more strategic – less “what we need to do.” Stress innovation. More visionary.
- What about specific Curriculum? Communication Broadcast? Innovation?
- Missing specifics in:
  - Curriculum
  - Technology
  - Breakdown of “Future Ready” skills
  - Curiosity and imagination

### **Next Steps Goals and Objectives/Overall Planning Next Steps**

- 1) The board will meet again to review the goals and objectives.
- 2) At this same meeting, the board will review and approve final versions of the mission and belief statements, and possibly review a draft vision statement(s).
- 3) Dr. Larson will schedule this meeting for sometime in August.

## **MONITORING THE DISTRICT'S STRATEGIC PLAN**

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### October/November: Student Achievement Goal

1. Review student achievement data and World's Best Workforce goals.
2. Approve and publish report on World's Best Workforce Plan (share action plans for increasing student achievement and addressing student support).
3. Hold annual public meeting on World's Best Workforce Plan. (suggest involving Strategic Planning Committee)
4. Approve World's Best Workforce Plan for current school year.
5. Submit World's Best Workforce Plan to MDE.
6. Provide an update on plans to: incorporate future-ready skills into curriculum; provide opportunities to explore and participate in learning beyond the traditional school setting; and, provide an optimal learning environment for all students by re-examining the school day.

### December: Finances and Facilities Goal

1. Review audit report for previous fiscal year.
2. Review five-year financial plan and five-year facilities and maintenance plan.
3. Revise annual budget, if necessary.
4. Review and approve budget reserve goal for next fiscal year.
5. Provide an update on plans for optimizing facility use and creating new revenue sources for the district.

### February/March: Community and Stakeholder Support Goal

1. Review "District Comprehensive Communication Plan".
2. Make adjustments and revisions to "Communication Plan" if necessary.
3. Provide an update on plans to increase knowledge and acceptance of cultural diversity. (Maybe the Equity class?)

### April/May: Student Support Goal

1. Review the comprehensive plan to improve student wellness.
2. Review school district progress in assisting students in identifying their career and future aspirations.

### June: State of the School District Report

1. Superintendent prepares and shares a report with the School Board and Strategic Planning Committee on the status of meeting the goals and objectives of the Strategic Plan.
2. Staff makes adjustments to the Strategic Plan Action Plan, if necessary.
3. MSBA Consultants "Check-in" for status report on Strategic Plan.