



CAMBRIDGE-ISANTI SCHOOLS

EVERY STUDENT. EVERY DAY.

School Board Study Session: Strategic Plan Revisions

August 7, 2025



Cambridge-Isanti High School
Cambridge, Minnesota

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



Measurable Objectives



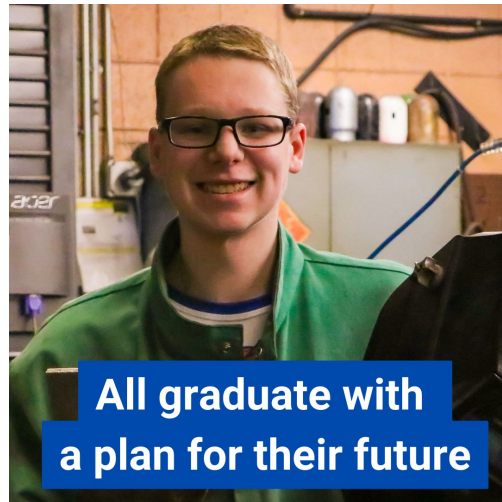
**All students will report
a feeling of belonging**



**All demonstrate
annual growth**



**All families have access
to early learning**



**All graduate with
a plan for their future**

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
SCHOOL DISTRICT**

HONESTY | RESPECT | RESPONSIBILITY | SELF-DISCIPLINE | COMPASSION



Year 3 Strategic Plan



Alignment Prioritization Progress

Grounding in the Strategic Plan: Year 3 Updates

- **Task Force Recommendations (January 2025)**
 - Address rapidly changing landscapes in areas of
 - Technology and AI
 - Staff recruitment and diversification of workforce
 - Student enrollment
 - Continue work in ensuring welcoming and inclusive environments
 - Focus more specifically on ways to educate and support our growing EL population
 - Granted permission to administration to focus and reduce workload as needed to better align priorities (weed the garden) due to rapidly changing needs



What's New in 25-26

- End Result Statements
- Parameters
- Action Steps

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
David Dyrda	1.4	Develop a Career & College Readiness (CCR) Program in grades 6-8.	Exploring & Planning
Gatie 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/Relaunch...
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
David Dyrda	1.14	Ensure that the continuous improvement process addresses and aligns curriculum with current state, national, and industry standards	Experimenting/Dabb...
Ray Speri	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/Relaunch...
Rachel Kasper	3.2	School mental health personnel will be able to access school and community resources to support student mental health.	Launching/Relaunch...
Jim Goodmanson	3.3	Foster knowledge, skills, and confidence in parents and caregivers to support student mental health and well-being.	Launching/Relaunch...
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...
	4.1	Create and maintain an innovative comprehensive	



DRAFT:

UPDATES TO END RESULT STATEMENTS

2022-25: 33 End Result Statements

2025-27 Proposal:

- **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**



DRAFT: ADDITIONAL PARAMETER

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.

2025-27 Proposal: We will focus on and prioritize what is most important, while discarding ineffective and outdated practices.



Systemic Alignment - “The Why”

Strategic Plan
(Year 3)

State & Federal Requirements
(Continually Changing)



Department Level Plans
(Under Development in 25-26)



Site Continuous Improvement Plans
(New in 25-26)



Mutual Commitments
(Aligned with Marzano Leadership Models)
(Year 3)



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.



Year Three District-wide Priorities

- 1.7 - Ensure effective implementation of the MTSS plan at the building level through a team.
- 2.2 - Exemplifying our Bluejacket character traits, we will ensure welcoming and inclusive environments where diverse viewpoints and perspectives are respected and encouraged.
- 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
- 3.9 - Ensure a comprehensive process for training new employees.



Recommendation to Approve:

Updated Strategic Plan

- Additional Parameter
- New End Result
Statements
- Extension of Strategic
Plan through School year
2026-27



