



**FOREST LAKE AREA SCHOOLS
STRATEGIC PLAN ACCOMPLISHMENTS
2009-10**

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

STRATEGIC PLAN UPDATE: 2009-10

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

SPECIFIC RESULT	TACTICS	WHO	STATUS
(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.	Join the East Metro Integration District (EMID).	School Board approved in 2009-10.	Done
	Establish a Spanish Immersion Program beginning in grade one at Forest View and Lino Lakes.	School Board approved in 2009-10.	Done
	Establish new locations for ECSE and ECFE Programming	Directors	Ongoing
	Explore school based mental health collaborative model	Deb Wall	Ongoing

STRATEGIC PLAN UPDATE: 2009-10

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

SPECIFIC RESULT	TACTICS	WHO	STATUS
<p>(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 2006-2007)</p>	<p>Create a district-wide diversity plan that emphasizes student achievement.</p>	<p>Superintendent Directors Family Support Advocate</p>	<p>Board approved in 2007-08/ Review Annually</p>
	<p>Create a Diversity Committee to advise on various components of the Diversity Plan.</p>	<p>Superintendent Directors Family Support Advocate</p>	<p>Completed/Continue meeting</p>
	<p>Provide customer service/communications training to all staff.</p>	<p>Communications Coordinator Family Support Advocate</p>	<p>Ongoing</p>
	<p>Utilize interpreters to initiate and enhance communications with families who need these services.</p>	<p>Family Support Advocate</p>	<p>Ongoing</p>
	<p>Utilize the Language Line to initiate and enhance communications with families who need these services.</p>	<p>Family Support Advocate</p>	<p>Ongoing</p>
	<p>Implement procedures that address disproportionate representation of student groups in Special Education</p>	<p>Directors Principals Family Support Advocate</p>	<p>Ongoing</p>

STRATEGIC PLAN UPDATE: 2009-2010

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

SPECIFIC RESULT	TACTICS	WHO	STATUS
<p>(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)</p>	<p>Implement Olweus bullying prevention program for all students at Central Montessori, Columbus, Forest lake, Forest View, Lino Lakes, Linwood, Scandia, Wyoming, Area Learning Center, Century, and Southwest.</p>	<p>Family Support Advocate Principals</p>	<p>Done</p>
	<p>Implement Olweus in Community Education programs where appropriate.</p>	<p>Family Support Advocate Community Ed Director</p>	<p>Ongoing</p>
	<p>In-service all staff new to the district on Olweus.</p>	<p>Family Support Advocate Directors</p>	<p>Ongoing</p>
	<p>Survey students using the instrument provided by the Olweus program.</p>	<p>Family Support Advocate, Principals</p>	<p>Done/Conducted Annually</p>
	<p>Survey staff at the end of the year on the implementation of the Olweus program.</p>	<p>Family Support Advocate, Principals</p>	<p>Done/Conducted Annually</p>
	<p>Implement the Peaceful Bus Program (Olweus) as a way to address bullying situations on the bus.</p>	<p>Family Support Advocate, Principals</p>	<p>Done/Ongoing</p>

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

SPECIFIC RESULT	TACTICS	WHO	STATUS
(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)	Develop in-Service opportunities for classified staff.	Directors	Ongoing
	Develop in-service Special Ed staff , general education staff and administrators on the needs of students with disabilities in a general education setting.	Directors	Ongoing
	Continue the Instructional Accommodation Network where general and special education teachers partner in learning about strategies for helping students with disabilities.	Directors	Ongoing
	Work with supervisors in creating a welcoming and inclusive environment.	Directors	Ongoing

STRATEGIC PLAN UPDATE: 2009-10

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

SPECIFIC RESULT	TACTICS	WHO	STATUS
(I-5) Foster student involvement and participation in activities that welcome and include others, with the full support and backing of district leadership. New for 2009-10.	Join the East Metro Integration District (EMID).	School Board approved in 2009-10	Done/ongoing

STRATEGIC PLAN UPDATE: 2009-2010

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

SPECIFIC RESULT	TACTICS	WHO	STATUS
(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.	Discuss the Strategic Plan and this strategy and specific results with the curriculum review teams, District Department Chairs, and the Curriculum and Instruction Committee	Family Support Advocate and Curriculum Coordinators	Done/Ongoing
	Create a checklist to be used by curriculum review committees to incorporate activities related to global issues.	Family Support Advocate and Curriculum Coordinators	Done
	Use the checklist listed above to assist in incorporating information and activities related to global issues.	Family Support Advocate and Curriculum Coordinators	Ongoing

STRATEGIC PLAN UPDATE: 2009-2010

Strategy II – We will ensure that all staff are highly skilled, motivated and provide positive and challenging learning environments for all students.

SPECIFIC RESULT	TACTICS	WHO	STATUS
(II-1) Establish and implement a process for continuous improvement which includes revisiting existing initiatives to determine their effectiveness. (Continuing from 2008-09)	Current initiatives: <ul style="list-style-type: none"> • Lakes International Language Academy • Elementary Language Immersion Task Force • Elementary Math • Secondary Math • Elementary Literacy • Special Ed/General Ed Co-Teaching • Progress monitoring • Positive Behavior Intervention and Supports • STEP Program • Early Childhood Special Education Outcome Data • Non-bias Special Education Evaluation • ABE On-line Learning • Response to Intervention • Oral Reading Fluency 	Assessment Coordinator, Directors	Ongoing

STRATEGIC PLAN UPDATE: 2009-2010

Strategy II – We will ensure that all staff are highly skilled, motivated and provide positive and challenging learning environments for all students.

SPECIFIC RESULT	TACTICS	WHO	STATUS
(II-3) Evaluate and/or design a staff recruitment process for classified staff. (Continuing from 2008-09)	Advertise in culturally focused publications	Ron Spies	Ongoing
	Discuss with Diversity Committee the recruitment process	Ron Spies	Ongoing

STRATEGIC PLAN UPDATE: 2009-2010

Strategy II – We will ensure that all staff are highly skilled, motivated and provide positive and challenging learning environments for all students.

SPECIFIC RESULT	TACTICS	WHO	STATUS
(II-4) Establish new programs and/or revise existing programs that maximize retention of licensed staff. (Continuing from 2008-09)	Review end-of-year Mentor/Mentee survey results	Jennifer Tolzmann	Ongoing

STRATEGIC PLAN UPDATE: 2009-2010

Strategy II – We will ensure that all staff are highly skilled, motivated and provide positive and challenging learning environments for all students.

SPECIFIC RESULT	TACTICS	WHO	STATUS
(II-5) Establish new programs and/or revise existing programs that maximize retention of classified staff. (Continuing from 2008-09)	In-service for all classified staff.	Superintendent Directors	Ongoing
	Create consistent classified staff evaluation instruments.	Directors	Done

STRATEGIC PLAN UPDATE: 2009-2010

Strategy II – We will ensure that all staff are highly skilled, motivated and provide positive and challenging learning environments for all students.

SPECIFIC RESULT	TACTICS	WHO	STATUS
(II-6) Enhance the staff development process for all licensed staff ensuring that it is comprehensive and proactive. (Continuing from 2007-08)	Discuss and plan staff development activities that are meaningful and relevant to staff with the District Staff Development Committee.	Superintendent, Directors and Curriculum Coordinators	Done/Ongoing
	Discuss and plan staff development activities that are meaningful and relevant to staff with the District Instructional Leaders.	Superintendent, Directors and Curriculum Coordinators	Done/Ongoing
	Discuss possible staff development topics for the August in-services with all licensed staff.	Superintendent, Directors and Curriculum Coordinators	Done/Ongoing

STRATEGIC PLAN UPDATE: 2009-2010

Strategy II – We will ensure that all staff are highly skilled, motivated and provide positive and challenging learning environments for all students.

SPECIFIC RESULT	TACTICS	WHO	STATUS
(II-7) Establish and implement a comprehensive, practice staff development process for all classified staff. (Continuing from 2007-08)	Discuss and plan staff development activities that are meaningful and relevant to staff with representatives from various bargaining units (food service, custodians, SAC, administrative assistants, para-professionals, bus drivers, etc)	Superintendent Directors	Done/Ongoing
	Implement a full day of staff development with a keynote speaker (possibly) for all staff and relevant breakout sessions for various groups.	Superintendent Directors	Done/Ongoing
	Consider results of first annual classified staff evaluation and other needs assessments in the planning of ongoing district staff development activities	Superintendent Directors	Ongoing

STRATEGIC PLAN UPDATE: 2009-2010

Strategy II – We will ensure that all staff are highly skilled, motivated and provide positive and challenging learning environments for all students.

SPECIFIC RESULT	TACTICS	WHO	STATUS
(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)	Convene a working group to develop a classified staff evaluation form and procedure.	Superintendent Directors	Done
	Seek review and comment on form and procedure.	Principals	Done
	Provide training on evaluation expectations and procedure at February 2009 classified in-service day.	Superintendent Directors Supervisors	Done
	Implement classified evaluation process	Superintendent Directors Supervisors	Ongoing
	Provide training for evaluation of classified staff.	Superintendent Directors Supervisors	Ongoing

STRATEGIC PLAN UPDATE: 2009-2010

Strategy III – We will partner with parents to enhance their involvement in the educational process.

SPECIFIC RESULT	TACTICS	WHO	STATUS
(III-2) Develop a comprehensive district wide home-to-school/school-to-home communication plan. (Continuing from 2007-08)	Solicit information from various stakeholders on ways to improve communication.	Communications Coordinator, Directors, Superintendent	Done/Ongoing
	Review and update Style Guide and Website Guidelines to make communications consistent and clear.	Communications Coordinator	Done/Ongoing

STRATEGIC PLAN UPDATE: 2009-2010

Strategy III – We will partner with parents to enhance their involvement in the educational process.

SPECIFIC RESULT	TACTICS	WHO	STATUS
<p>(III-3) Implement the district’s home-to-school/school-to-home communication plan at each school site. (Continuing from 2007-08)</p>	<p>Communicate with parents regularly during the year. Methods include: Schoolview, website, newsletters (paper or email), midterms, phone calls, notes, etc.</p>	<p>Principals</p>	<p>Ongoing</p>
	<p>Publicize events at schools that bring together parents, teachers, and district leaders.</p>	<p>Principals</p>	<p>Ongoing</p>
	<p>Work with PTA/PTO to include important school and district information in parent newsletters.</p>	<p>Principals</p>	<p>Ongoing</p>
	<p>Collect and create translated letters/materials in Hmong and Spanish, share with families and staff, and post on the district’s website and intranet.</p>	<p>Family Support Advocate Communications Coordinator</p>	<p>Ongoing</p>
	<p>Attend events such as concerts, sporting events, PTO/PTA meetings, throughout the year to talk with parents.</p>	<p>School Board Superintendent Directors</p>	<p>Ongoing</p>

	<p>The following items are also listed under Strategy VII</p> <p>Provide customer service/ambassador training to classified staff as requested.</p> <p>Implement Connect-ED notification systems to share information via phone with parents and staff members.</p> <p>Utilize E-newsletters used at each school to keep subscribers informed of school news.</p> <p>Send elementary weekly take-home folders home on Friday.</p> <p>Include district news in school newsletters.</p> <p>Maintain student grades/attendance/report cards on School View.</p>	<p>Communications Coordinator</p> <p>Superintendent Directors Principals Communications Coordinator</p> <p>Principals Communications Coordinator</p> <p>Principals</p> <p>Principals</p> <p>Principals</p>	<p>Ongoing</p> <p>Done</p> <p>Ongoing</p> <p>Done</p> <p>Ongoing</p> <p>Done/Ongoing</p>
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Strategy IV – We will develop a change process that addresses the concerns of all stakeholders.

SPECIFIC RESULT	TACTICS	WHO	STATUS
(IV-1) Identify a change process. (Continuing from 2006-07)	Conduct a review of current literature and attend relevant presentations on change processes practiced in the public sector.	Superintendent Directors	Ongoing
	Utilize a process to solicit feedback on major initiatives – instruction, technology and facilities (gap analysis)	Superintendent Directors	Ongoing
	Review and update gap analysis process to use more broadly with other major initiatives.	Superintendent Directors Principals	Ongoing

STRATEGIC PLAN UPDATE: 2009-2010

Strategy IV – We will develop a change process that addresses the concerns of all stakeholders.

SPECIFIC RESULT	TACTICS	WHO	STATUS
(IV-2) Train leaders to manage the change. (Continuing from 2008-09)	Attend Minnesota Principals Academy	Principals	Ongoing
	Review gap analysis process for use with any major initiative.	Superintendent, Directors	Ongoing

STRATEGIC PLAN UPDATE: 2009-2010

Strategy V – We will engage the entire community to be active participants in the educational process.

SPECIFIC RESULT	TACTICS	WHO	STATUS
(V-1) Increase active community participation in district activities. New for 2009-10	Continue and enhance district staff involvement in community organizations and projects.	School Board, Superintendent, Directors	Ongoing
	Enhance the promotion of district activities at all levels through various media – website, print publications, videos, commercials, etc.	Communication Coordinator	Ongoing

STRATEGIC PLAN UPDATE: 2009-2010

Strategy V – We will engage the entire community to be active participants in the educational process.

SPECIFIC RESULT	TACTICS	WHO	STATUS
(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)	Gather and review information from existing area foundations.	Superintendent Directors	Done
	Meet with area foundation leaders to discuss the implementation and operation of their foundations.	Superintendent Directors	Done
	Identify and elect foundation leader or chairperson, along with officers.	Superintendent Directors Principals	Done
	Meet with Midwest Management Resources to discuss logistics of setting up a foundation.	Superintendent Directors	Done
	Identify, recruit and meet with potential candidates for foundation Board of Directors.	Superintendent, Directors Foundation Chair	Done/Ongoing
	Discuss potential kickoff events and dates that would engage the entire community on behalf of the new foundation.	Superintendent Directors	Ongoing
	Develop by-laws and obtain 501(c)3 status.	Foundation Chair Board of Directors	Done

	Create Mission Statement	Foundation Chair Board of Directors	Done
	Create policies	Foundation Chair Board of Directors	Done
	Solicit donations.	Foundation Chair Board of Directors	Ongoing
	Plan fundraising events and activities.	Foundation Chair Board of Directors	Ongoing

STRATEGIC PLAN UPDATE: 2009-2010

Strategy VI – We will develop and implement a process to constantly review our facilities and technology to ensure they support our strategic plan.

SPECIFIC RESULT	TACTICS	WHO	STATUS
(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)	Identify potential third party facilitators and consultants to assist in the analysis.	Superintendent Directors	Done
	Solicit, recruit and identify potential committee members who will assist in the gap analysis.	Superintendent Directors Principals	Done
	Determine meeting structure and rotating locations to enable “mini-tours” of our facilities by committee members.	Directors	Done
	Continue to meet monthly with the committee to determine direction on projects and proposals to meet the school district’s future needs.	Superintendent Directors Principals Committee members	Done
	Present the committee findings and recommendations to the School Board at the January 2010 School Board Meeting.	Superintendent Directors Committee members	Done

STRATEGIC PLAN UPDATE: 2009-2010

Strategy VI – We will develop and implement a process to constantly review our facilities and technology to ensure they support our strategic plan.

SPECIFIC RESULT	TACTICS	WHO	STATUS
(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)	Select existing “Gap Analysis” committee members for participation in the new Facilities Committee.	Larry Martini	Ongoing
	Develop a process to further recruit members to participate in the new Facilities Committee.	Larry Martini	Future
	Begin meeting on a monthly basis.	Larry Martini	Future

STRATEGIC PLAN UPDATE: 2009-2010

Strategy VI – We will develop and implement a process to constantly review our facilities and technology to ensure they support our strategic plan.

SPECIFIC RESULT	TACTICS	WHO	STATUS
(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)	Solicit existing “Gap Analysis” committee members for participation in new Technology Committee.	Larry Martini	Ongoing
	Develop a process to further recruit members to participate in the new Technology Committee.	Larry Martini	Future
	Begin meeting on a monthly basis.	Larry Martini	Future

STRATEGIC PLAN UPDATE: 2009-2010

Strategy VII – We will develop a system of internal and external communication that educates the entire community on what is happening throughout the organization.

SPECIFIC RESULT	TACTICS	WHO	STATUS
(VII-I) Increase face-to-face opportunities between public/staff and School Board Members/ Superintendent/Directors all year long. (Continuing from 2006-07)	Establish liaisons for each school.	School Board Superintendent Directors	Ongoing
	Attend school events, ie. concerts, sporting events, PTO/PTA meetings, etc., throughout the year.	School Board Superintendent Directors	Ongoing
	Attend community events throughout the year, (4 th of July parade, Home Show, community events).	School Board Superintendent Directors	Ongoing
	Participate in community organization through membership/leadership – Rotary, Chamber of Commerce, Youth Service Bureau, etc.	School Board Superintendent Directors	Ongoing

STRATEGIC PLAN UPDATE: 2009-2010

Strategy VII – We will develop a system of internal and external communication that educates the entire community on what is happening throughout the organization.

SPECIFIC RESULT	TACTICS	WHO	STATUS
(VII-2) Establish a semi-monthly section in the FLAS' local newspapers to report school district news.	Contact local newspapers. (It was determined that our current procedure of submitting articles was more efficient and provided more coverage than a semi-monthly section.)	Communications Coordinator	Done

STRATEGIC PLAN UPDATE: 2009-2010

Strategy VII – We will develop a system of internal and external communication that educates the entire community on what is happening throughout the organization.

SPECIFIC RESULT	TACTICS	WHO	STATUS
(VII-4) Increase communication with targeted community groups to strengthen relationships between the school district and the community. (Continuing from 2008-09)	Establish and maintain a list of Key-Communicators Network Communicate with community organizations through membership/leadership – Rotary, Chamber of Commerce, Youth Service Bureau, etc.	Communications Coordinator School Board Superintendent Directors	Done/Ongoing Ongoing

STRATEGIC PLAN UPDATE: 2009-2010

Strategy VII – We will develop a system of internal and external communication that educates the entire community on what is happening throughout the organization.

SPECIFIC RESULT	TACTICS	WHO	STATUS	
(VII-5) Improve and expand the district's web-based communication systems. (Continuing from 2006-07)	Review interactive calendar of events which could be used through the district website.	Communications coordinator	Ongoing	
	Update district website continually to make it more user-friendly.	Communications coordinator	Ongoing	
	Redesign all school websites and add to Clockwork content management system to fit district brand and provide consistency between sites.	Communications coordinator	Done/Ongoing	
	Implement web-based payment systems for student activities, food services, and Community Education	Communications coordinator	Done/Ongoing	
	The following items are also listed under Strategy III			
	Utilize E-newsletters used at each school to keep subscribers informed on school news	Principals	Ongoing	
	Maintain student grades/attendance/report card on School View.	Principals	Done/Ongoing	
Provide customer service/ambassador training to classified staff as requested.	Communications Coordinator	Done/Ongoing		

	Implement Connect-Ed notification systems to share information via phone with parents and staff members.	Principals	Done/ongoing
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STRATEGIC PLAN UPDATE: 2009-2010

Strategy VII – We will develop a system of internal and external communication that educates the entire community on what is happening throughout the organization.

SPECIFIC RESULT	TACTICS	WHO	STATUS
(VII-6) Create a consistent process and timing for communications and events throughout the district. (Continuing from 2006-07)	Send elementary weekly take-home folders home on Friday.	Principals	Ongoing
	Include district news in school newsletters.	Principals	Ongoing
	Develop and distribute guidelines for all district/non-district flyers.	Directors	Done/Ongoing

STRATEGIC PLAN UPDATE: 2009-2010

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

SPECIFIC RESULT	TACTICS	WHO	STATUS
(VIII-1) Improve student performance as measured by graduation rate, test scores, post-secondary enrollment and student satisfaction. (Continuing from 2006-07)	Continue the 5 year curriculum review and development cycle.	Jennifer Tolzmann	Ongoing
	Continue to examine ways in which reading and math achievement can be improved through the curriculum review process, the AYP committee, special education disability meetings, and the staff development committee.	Directors, Assessment Coordinator	Ongoing
	Review and add AP courses at the high school, when appropriate.	Jennifer Tolzmann, Principals	Ongoing
	Examine the ESL program and services to students.	Jennifer Tolzmann, Assessment Coordinator	Ongoing
	Examine Summer School program and services to students.	Directors, Principals, Assessment Coordinator	Ongoing

	Examine the instruction and support provided to special education students from the general education staff and the special education staff.	Directors, Assessment Coordinator	Ongoing
	Support the elementary gifted program through a continuation of a newly developed identification process and cluster training for teachers.	Jennifer Tolzmann, Assessment Coordinator	Ongoing
	Continue the work of the Rigor and Relevance Committee.	Jennifer Tolzmann, Principals	Ongoing
	Review and implement changes in the summer school structure, referral process, staff preparation, and instructional methods.	Directors, Principals, Assessment Coordinator	Ongoing
	Participate in the Ramp Up to Readiness grant through the University of Minnesota	Principals	Ongoing
	Review and implement changes in the extended day structure, referral process, staff preparation, and instructional methods.	Jennifer Tolzmann, Principals, Assessment Coordinator	Ongoing
	Develop and implement common assessments for departments in year 2 of curriculum review.	Directors, Assessment Coordinator	Ongoing

	Explore fluency measures which can be used every two weeks in grades K-3.	Directors, Principals, Assessment Coordinator	Ongoing
	Implement fluency/comprehension measures in grades K-3, and for some other students.	Directors, Principals, Assessment Coordinator	Ongoing
	Create/refine consistent child study procedures across the district.	Directors, Principals, Assessment Coordinator	Ongoing
	Participate in the University of Minnesota's Teacher Education Redesign Initiative	School Board action in 2009-10	Ongoing

STRATEGIC PLAN UPDATE: 2009-2010

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

SPECIFIC RESULT	TACTICS	WHO	STATUS
<p>(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)</p>	<p>Continue involvement of ECFE/ECSE staff in math and literacy curriculum review.</p>	<p>Directors</p>	<p>Ongoing</p>
	<p>Continue to have ECFE/ECSE staff meet with kindergarten staff during in-services and meetings when appropriate.</p>	<p>Directors</p>	<p>Ongoing</p>
	<p>Continue to have ESL, SpEd, and ECFE staff work together to determine appropriate services for students.</p>	<p>Directors</p>	<p>Ongoing</p>
	<p>Continue to have ESL, SpEd, and ECFE staff work together to determine appropriate support for families.</p>	<p>Directors</p>	<p>Ongoing</p>
	<p>Continue to refine the criteria for selecting students for program entrance at the junior highs (reading, math lab, literature lab, accelerated courses, etc.) and the high school (AP/CIS, literacy labs, math labs, etc.)</p>	<p>Directors, Principals, Assessment Coordinator</p>	<p>Ongoing</p>
	<p>Continue the work of the high school Rigor and Relevance committee to develop career clusters to guide students in course selections and post-secondary plans.</p>	<p>Principals</p>	<p>Ongoing</p>

	Implement a high school schedule to better meet the needs of students.	Principals	Done
	Continue to refine strategies for transitioning students from one program to another.	Directors, Principals, Assessment Coordinator	Ongoing
	Expand the transition program to better meet the needs of students with disabilities ages 18-21.	Directors, Assessment Coordinator	Ongoing
	Study the effectiveness of current programming in meeting the needs of students with disabilities.	Directors, Assessment Coordinator	Ongoing
	Expand ECFE and ECSE opportunities at elementary sites.	Directors	Ongoing

STRATEGIC PLAN UPDATE: 2009-2010

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

SPECIFIC RESULT	TACTICS	WHO	STATUS
<p>(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)</p>	<p>Create internal and external reports on student achievement based on our needs, not necessarily reporting requirements of NCLB.</p>	<p>Assessment Coordinator, Directors</p>	<p>Ongoing</p>

STRATEGIC PLAN UPDATE: 2009-2010

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

SPECIFIC RESULT	TACTICS	WHO	STATUS
(IX-1) Provide a safe and supportive school environment. (Continuing from 2006-07)	Include threat assessment in District Policy #538, <i>Crisis Management</i> .	Ron Spies	Done
	Convene a working group to develop a District threat assessment procedure.	Ron Spies	Ongoing
	Develop a crisis management plan to cover summer school and other summer programs held at the three schools on the SW 4 th Street corridor (Forest View Elementary, Forest Lake Elementary and Central Learning Center).	Ron Spies	Done/Ongoing
	Develop and implement a criminal background check policy for certain volunteers, coaches and contractors.	Ron Spies	Done/Ongoing
	Assess critical locations for video surveillance equipment and install as indicated.	Ron Spies	Ongoing
	Revise Crisis Manual	Ron Spies, Communications Coordinator	Ongoing

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

SPECIFIC RESULT	TACTICS	WHO	STATUS
(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)	Meet with School District ad hoc Wellness Committee.	Directors	Ongoing
	Review and implement changes to the Food Service ala carte offerings to students.	Directors	Ongoing
	Transmit the wellness e-newsletter to all staff.	Jennifer Tolzmann	Ongoing
	Provide annual nutrition report to the Superintendent.	Larry Martini	Ongoing
	Continue to review and modify our Food Service offerings.	Directors	Ongoing
	Work with Anoka, Chisago and Washington counties to access SHIP funding for promotion of nutrition in various aspects of the school district – lunches, fundraisers, etc.	Jennifer Tolzmann	Ongoing

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

SPECIFIC RESULT	TACTICS	WHO	STATUS
(IX-5) Coordinate a consistent social/emotional support system for students. (Continuing from 2007-08)	Provide in-service opportunities for administrators and licensed staff to understand and become more aware of mental health disorders.	Directors	Ongoing
	Provide in-service opportunities for administrators and licensed staff to understand the role school staff plays when working with students who have mental health disorders.	Directors	Ongoing
	Review 2007 Minnesota Student Survey results for Forest Lake, Washington County and State of Minnesota	Directors	Done
	Participate in the 2010 Minnesota Student Survey.	Family Support Advocate	Done

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

SPECIFIC RESULT	TACTICS	WHO	STATUS
(IX-6) Increase participation in the existing staff wellness program. (Continuing from 2007-08)	Continue/add programs and incentives to encourage and promote healthy eating and nutrition.	Jennifer Tolzmann	Ongoing
	Continue/add programs and incentives to encourage and promote exercise and activity.	Jennifer Tolzmann	Ongoing
	Continue/add programs and incentives to encourage and promote preventative care.	Jennifer Tolzmann	Ongoing

STRATEGIC PLAN UPDATE: 2009-2010

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

SPECIFIC RESULT	TACTICS	WHO	STATUS
<p>(IX-7) Engage parents, businesses, local health care providers and other stakeholders in addressing the needs of students. New for 2009-10</p>	<p>Discuss and create school based mental health collaborative.</p> <p>Apply for Indian Education federal funding to begin in 2010-11.</p> <p>Work with Anoka, Chisago and Washington counties to access SHIP funding for promotion of nutrition in various aspects of the school district – lunches, fundraisers, etc.</p> <p>Assist in coordinating and promoting the “Living on Less” resource fair.</p> <p>Serve on various boards and communities within the community – Youth Service Bureau, Chain of lakes YMCA, TEFFLA, etc.</p>	<p>Deb Wall</p> <p>Family Support Advocate</p> <p>Jennifer Tolzmann</p> <p>Family Support Advocate</p> <p>School Board, Superintendent, Directors</p>	<p>Currently being discussed at the school board.</p> <p>Done</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>