

# Forest Lake Area Schools

## Strategic Plan

### **BELIEFS**

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

### **We believe that...**

Every person has intrinsic value.

All people deserve to be treated with respect.

All people have unlimited potential to learn.

Honesty and trust are critical for building community.

Every person has a responsibility to contribute positively to their community.

The community benefits from individual uniqueness because it brings forth new and better ideas.

All people need a safe environment, with caring and supportive networks, to thrive and prosper.

Personal success requires hard work and persistent effort.

The strength of any public organization is dependent on the level of community ownership.

The public education system is essential to a vibrant and thriving community.

### **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, as a gateway to unlimited opportunities, is to ensure that each learner will develop the skills and knowledge necessary to experience success and personal fulfillment while actively engaged in a global society. Our exceptional leaders and highly-skilled, caring staff, partnering with families and communities, will engage students through creative, rigorous and relevant educational experiences in culturally responsive, safe, and technologically-advanced learning environments.

## **OBJECTIVES**

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

## **PARAMETERS**

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

## **Strategies**

**...Bold resolutions that dedicate the organization's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives.**

All students love to learn.

All students are creative and apply critical thinking skills.

All students are inter-culturally proficient.

All students thrive academically.

All students achieve their goals and dreams throughout their lives.

All students voluntarily provide service to others.

All students take ownership of their learning.

All students live physically and emotionally health lives.

We will always consider/reference the Strategic Plan as we review current programs and consider new ones.

- I. We will create learning environments that support the ability to work effectively within the context of cultural differences.
- II. We will develop a comprehensive understanding of every student's interests, talents, abilities and needs to challenge and inspire them to lead healthy lives and reach their full potential.
- III. We will provide creative, rigorous and relevant educational experiences and service opportunities.
- IV. We will develop a system that recruits, hires, and retains the best staff and provides maximum professional growth.
- V. We will develop a communication system that considers and responds to internal and external ideas and concerns.
- VI. We will develop a process to review facility and technology needs and implement an action plan.
- VII. We will extend current partnerships and foster new ones.
- VIII. We will enhance and create opportunities for learners of all ages.

# Forest Lake Area Schools

## Strategic Plan

### Action Plans List

**Strategy I: We will create learning environments that support the ability to work effectively within the context of cultural differences.**

- Action Plan 1: The district will utilize an equity analysis to identify achievement gaps, disparities in discipline, occurrence of bullying, participation in extra curricular activities, etc. among groups of students (groups of students including; ethnicity, poverty, special education status, sexual orientation, etc. ).
- Action Plan 2: The district will utilize a research-based inventory as part of an overall intercultural staff development plan to increase licensed staff's understanding of their beliefs and biases related to cultural differences.
- Action Plan 3: The district will integrate the elements of Universal Design for Learning (UDL) and culturally responsive teaching into all curriculums to increase student achievement.
- Action Plan 4: The district will increase student engagement in all extra-curricular activities and clubs elementary and secondary.

**Strategy II: We will develop a comprehensive understanding of every student's interests, talents, abilities and needs to challenge and inspire them to lead healthy lives and reach their full potential.**

- Action Plan 1: Utilize an interactive tool to identify every student's interest, talents, abilities, and needs, documenting goals and progress throughout their pre K to 12+ educational career. Students, their parents, and school personnel will use this information to challenge the learners to lead healthy lives and reach their full potential.

**Strategy III: We will provide creative, rigorous and relevant educational experiences and service opportunities.**

- Action Plan 1: The district will create a system to increase awareness and understanding of E-12 educational opportunities for students and families.
- Action Plan 2: The district will provide programs and staff development focused on increasing rigor and student engagement by addressing different engagement styles.
- Action Plan 3: To support the development of 21st century skills, the district will provide service learning opportunities for all students.
- Action Plan 4: The district will compile and communicate a list of service opportunities for all students and the benefits of participating in them.

**Strategy IV: We will develop a system that recruits, hires, and retains the best staff and provides maximum professional growth.**

- Action Plan 1: The District will have a recognition system for exceptional professional accomplishments and milestones.

### **Action Plans List**

- Action Plan 2: The District maintains an evaluation system that provides positive feedback where staff members are doing well and provides improvement plans in areas where staff members are not meeting the basic expectations of their assignments.
- Action Plan 3: The district has a recruiting system that leads to the hiring of ideal candidates for all positions.
- Action Plan 4: The District maintains mentorship and professional coaching programs for each employment group or department, as appropriate to provide a positive on-boarding experience as well as professional coaching into employment.
- Action Plan 5: The district will have wage and compensation targets that are competitive with nearby or metro districts.

#### **Strategy V: We will develop a communication system that considers and responds to internal and external ideas and concerns.**

- Action Plan 1: District community members will know their input is valued and they will be provided with current tools to send and receive information.
- Action Plan 2: District staff will know their input is valued.
- Action Plan 3: District students will know their input is valued.
- Action Plan 4: All teachers and secondary activities maintain an interactive website.
- Action Plan 5: The district will implement a universal web-based calendar program.
- Action Plan 6: Implement a "Partnering with Parents" series.

#### **Strategy VI: We will develop a process to review facility and technology needs and implement an action plan.**

- Action Plan 1: Establish a committee that meets regularly to identify future needs and investigate trends in the areas of technology and building & grounds, evaluating their potential value to the Forest Lake Area School District and offering recommendations for future growth in both areas. (Possible to have two different committees, one for technology and one for building & grounds)
- Action Plan 2: Establish a school district wide program to encourage employees and community members to make suggestions for improving district facilities and technology by making facilities/technology more efficient or effective, increasing savings, and/or improving safety.

#### **Strategy VII: We will extend current partnerships and foster new ones.**

- Action Plan 1: Building upon the District's partnership with TEFFLA, the district will explore a process enabling businesses and organizations to donate to the District and receive recognition for their support.

### **Action Plans List**

- Action Plan 2: The District will communicate to parents and community members about resources supporting students and families, including how to access help, volunteer or donate. (Strategy III, Action Plans 3 & 4 link back).
- Action Plan 3: The District will have personnel coordinate a committee of ambassadors that work to enhance connections with current partners and foster new partnerships.

### **Strategy VIII: We will enhance and create opportunities for learners of all ages.**

- Action Plan 1: Before or during the 2014-2015 school year the Forest Lake Area School District will provide all day everyday Kindergarten for all students of kindergarten age.
- Action Plan 2: The District will initiate a minimum of three activities at each elementary for preschool children and their families to participate during the school year.
- Action Plan 3: Create an inter-generational community by pairing schools with organized senior/adult communities and/or organizations. All schools within the district would create at least three activities during the school year, either at the school or the senior/adult community and/or organization.