

To: Forest Lake Area Schools
School Board Members

From: Linda M. Madsen, Ph.D.
Superintendent

RE: Superintendent Evaluation
Specific Goals for 2010-11

Goal 1: Create a list of potential budget reduction areas and revenue generation ideas to be considered when developing a budget reduction proposal to the school board

Background:

The school district is faced with budget reductions for 2011-12 and possibly future years as well. In order to continue to gather input from community members, parents and staff, meetings will be held to provide the opportunity for people to ask questions and give suggestions.

Alignment with the strategic planning process:

Beliefs

- We believe that a vigorous public education system is essential to a vibrant and thriving community.
- We believe that the strength of any public organization is dependent on the level of community ownership.
- We believe that all people have a responsibility to contribute positively to their community.
- We believe that honesty and trust are critical for building community.
- We believe that the community benefits from individual uniqueness because it brings forth new and better ideas.
- We believe that all people deserve to be treated with respect.

Mission:

- Fostering interactive partnerships with parents

Strategies:

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

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

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

Process:

- Community meetings will be scheduled in December to gather information from community members and parents. The superintendent or one of the directors will present information and record suggestions. School board members will also be part of those meetings as they are able to attend.
- Staff meetings will be held each month to provide updates on time lines, process and specific ideas. Suggestions from staff will be gathered in December.
- School Board Member Bystrom suggested that community meetings be held to help explain our transportation department and answer questions. This seems to be an area that community members have questions about, which is not surprising since we cover many miles each day as we bring students to and from school. These meetings will be held in February.
- Suggestions will be compiled, with those from last year, to be used as the administration creates the plan for budget reductions for 2011 – 12.

Goal 2: Internal and External Communication Plan

Background:

Strengthening internal and external communication is an important component of our strategic plan and was listed as important by all school board members during the summer of 2009. Improving communication is a perennial goal in any organization, including Forest Lake Area Schools.

Alignment with the strategic planning process:

Beliefs

- We believe that a public education system is essential to a vibrant and thriving community.
- We believe that the strength of any public organization is dependent on the level of community ownership.
- We believe that all people have a responsibility to contribute positively to their community.
- We believe that the community benefits from individual uniqueness because it brings forth new and better ideas.
- We believe that all people deserve to be treated with respect.

Mission:

- Fostering interactive partnerships with parents.

Strategies

- III – We will partner with parents to enhance their involvement in the educational process.
- V – We will engage the entire community to be active participants in the educational process.
- VII – We will develop a system of internal and external communication that educates the entire community on what is happening throughout the organization.

Process:

- Identify ways to enhance internal communication that directly involve the superintendent, as well as ways that involve a broader range of staff members.
- Identify ways to enhance external communication that directly involve the superintendent, as well as ways that involve a broader range of staff members.

Goal 3: Innovation

Background:

No matter what our financial situation, we need to review the work we are doing, consider what is best for our students, keep current with research and move forward with new ways of thinking and providing educational experiences for our students.

We are also motivated to consider ways in which to keep students in our district, as well as enroll others from other districts. Enrollment has been declining since 2004, with 100 – 200 students leaving the district each year. This has occurred in many Minnesota school districts due to the changes allowing open enrollment to other school districts, charter schools and home schooling. Private schools have long been part of the educational choices for families.

During 2009 -10, we started to look at the numbers, grade levels and locations of where students open enroll to and also where they come from as they enter our school district through open enrollment.

As we planned for the 2010-11 school year, we were cautiously optimistic when reviewing enrollment numbers and were even more encouraged as we reviewed actual enrollment numbers at the start of school. We anticipated a decline of 100 students. We did not have a decline in students but instead remained stable.

We want to continue to work on strategies and ideas to maintain and potentially increase enrollment.

We have had many new ideas that fit into these ideas that have already been implemented. We will want to work to continue and improve these ideas, as well as pursue additional ones that best serve our families and community.

Alignment with the strategic planning process:

Beliefs:

- We believe that a vigorous public education system is essential to a vibrant and thriving community.
- We believe that the strength of any public organization is dependent on the level of community ownership.

Mission:

- Attracting and retaining the best and brightest staff
- Integrating technology seamlessly
- Challenging students at all levels and
- Inspiring students to be actively engaged in meaningful lifelong learning experiences.

Strategies

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

- Strategy II – We will ensure that all staff are highly skilled, motivated and provide positive and challenging learning environments for all students.
- Strategy III – We will partner with parents to enhance their involvement in the educational process.
- Strategy V – We will engage the entire community to be active participants in the educational process.
- Strategy VII – We will develop a system of internal and external communication that educates the entire community on what is happening throughout the organization.
- Strategy VIII – We will ensure all curricula, instruction and extra-curricular activities challenge and motivate students at all levels.

Process:

Current work to build upon:

- Spanish Immersion Program within our district
- Secondary immersion program for LILA students
- ECSE and/or ECFE at Linwood, Lino Lakes, Scandia
- Enhanced customer service at all levels of the organization
- Exploration of magnets or areas of focus for elementary and junior high schools
- Promotion of various programs and activities – in the district and outside the district
- Increasing publications and communication with families and community members – in the district and outside the district
- Mental health collaboratives at the building level
- Indian Education Program
- East Metro Integration District
- Recycling programs working in conjunction with food service
- 100th graduating class recognition

These areas would continue to be explored and implemented, along with the development of other ideas.