

Becker School  
District Strategic  
Goals Policy #223



# Strategic Plan

## Belief Statements

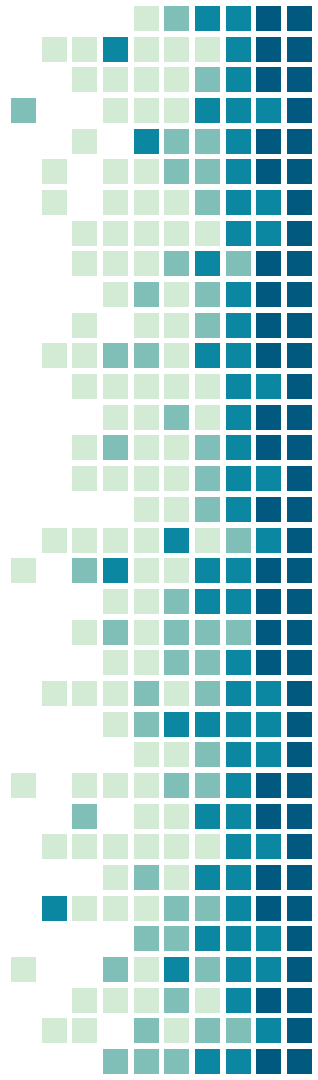
**We believe that everyone is unique, has worth, deserves respect, and can learn and excel in an environment tailored to their needs.**

**We believe that it is the responsibility of every school to provide a respectful, physically and emotionally safe and secure learning environment for everyone.**

**We believe that critical thinking and problem-solving skills are fundamental to preparing students for their future.**

**We believe in the potential of all students to succeed in an ever-changing world.**

**We believe in the value and importance of student involvement in activities to create well-rounded citizens.**



# Strategic Plan

## Mission Statement

**Developing Self-Directed  
Learners to Thrive in a  
Changing Global Community**



# Strategic Plan Focus Areas

## STRATEGIC PLAN FOCUS AREAS

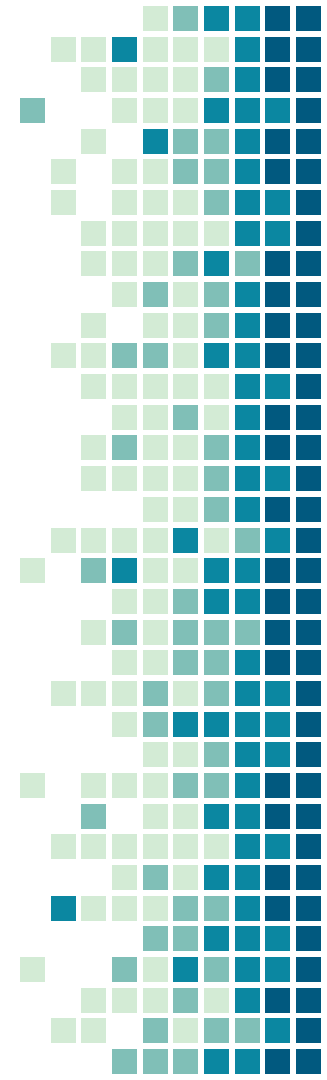
**Student  
Growth and  
Achievement**

**Safety  
and  
Well Being**

**Staff  
Development  
and Support**

**Family and  
Community  
Engagement**

**Effective  
Resource  
Management**



# Instructional/Academics

**Goal 1:** Effective and relevant instruction meeting the needs of all students to achieve the World's Best Workforce goals at Becker Public Schools.

**Strategic Plan Objective 1.1:** We will annually evaluate the success of meeting the five goals of the WBWF:

All students are school ready

All students reading at grade level

Closing the achievement gap for identified student groups

All students graduating career and college ready

All students graduating on time



# WBWF Data Update

23-24 SY Goal	Progress Toward Goals	Action Plan
<p>80% of students enrolled in BPS early learning programs who are eligible to enter kindergarten in the fall of 2023 will be on track to score in “low risk” as measured by the FastBridge Early Reading assessment in the spring of 2024.</p>	<p><b>Spring 2024:</b> 79%</p>	<ul style="list-style-type: none"><li>• Heggerty Phonemic Awareness curriculum</li><li>• LETRS training beginning 2024-2025 SY</li></ul>
<p>By the Spring of 2026, at least 70% of students enrolled in BPS will score at or above the grade level benchmark as measured by the FastBridge aReading or earlyReading assessment.</p>	<p><b>Progress:</b> 32% made Aggressive Growth in grades 2-9</p>	<ul style="list-style-type: none"><li>• K-5 Literacy curriculum implementation fall 2024</li><li>• All K-5 classroom teachers LETRS trained by fall 2025</li></ul>
<p>The percentage of Becker students graduating from high school in four years will remain at or above 90% in 2024.</p>	<p><b>2023 Graduation Rate:</b> 91.7%</p>	<ul style="list-style-type: none"><li>• Strengthen differentiation &amp; engagement</li><li>• Course offerings &amp; Pathways</li></ul>

# Instructional/Academics

**Goal 2:** We will ensure all students receive a guaranteed and viable curriculum with aligned assessments and a consistent learning environment that meets the students' individual needs.

**Strategic Plan Objective 2.1:** During the 2022-23 school year, we will continue utilizing digital tools to support and enhance learning for all students and staff.



# Instructional/Academics

**Goal 2:** We will ensure all students receive a guaranteed and viable curriculum with aligned assessments and a consistent learning environment that meets the students' individual needs.

**Strategic Plan Objective 2.2:** Ensure a consistent learning environment across the district to promote student success.





# Instructional/Academics

**Goal 3:** Provide the resources necessary and remove barriers to create exceptional learning opportunities for all students through a safe, supportive, inclusive, and collaborative culture.

**Strategic Plan Objective 3.1:** Annual evaluation of procedures and protocols related to the safety of students, staff, and community within the Becker School District.

**Strategic Plan Objective 3.2:** During the 2022-23 school year, we will continue to utilize an extensive Multi-Tiered System of Supports (MTSS) process to address academic and behavior needs through frequent and early intervention.

**Strategic Plan Objective 3.3:** During the 2022-23 school year, we will continue addressing mental health needs through Social Emotional Learning (SEL) at a variety of levels.

**Strategic Plan Objective 3.4:** During the 2023-24 school year we will identify opportunities to strengthen our schools being a welcoming, safe, and supportive school climate.

**Strategic Plan Objective 3.5:** By the 2026-27 school year, we will enhance opportunities for students to explore interests and optimize abilities and potential.

# Professional Development

**Goal 4:** Maintain a professional environment and culture that promotes engagement and staff development that allows for both staff and student success.

**Strategic Plan Objective 4.1:** Annually, provide ongoing feedback to all staff to support professional growth.

**Strategic Plan Objective 4.2:** Annually, provide opportunities for staff development to support the use of instructional technology tools to enhance teaching and learning.

**Strategic Plan Objective 4.3:** By the 2023-24 school year, we will refine the Teacher Development and Evaluation (TDE) plan to support professional development that focuses on promoting optimal learning opportunities for all students.

**Strategic Plan Objective 4.4:** During the 2023-24 school year, we will identify opportunities to strengthen and focus PLC's to enhance staff professional growth.

# Family Outreach

**Goal 5:** Promote and celebrate the opportunities that make Becker School District a foundation of the community

**Strategic Plan Objective 5.2:** During the 2023-24 school year, we will create processes and a communication plan that creates a connection between all stakeholders in the district.



# Human Resources

**Goal 3:** Provide the resources necessary and remove barriers to create exceptional learning opportunities for all students through a safe, supportive, inclusive, and collaborative culture.

**Strategic Plan Objective 3.1:** Annual evaluation of procedures and protocols related to the safety of students, staff, and community within the Becker School District.



# Human Resources

**Goal 3:** Provide the resources necessary and remove barriers to create exceptional learning opportunities for all students through a safe, supportive, inclusive, and collaborative culture.

**Strategic Plan Objective 3.4:** During the 2023-24 school year we will identify opportunities to strengthen our schools being a welcoming, safe, and supportive school climate.



# Professional Development

**Goal 4:** Maintain a professional environment and culture that promotes engagement and staff development that allows for both staff and student success.

**Strategic Plan Objective 4.5:** By June 30, 2024, we will create and implement a plan to recruit and retain highly qualified staff who reflect the needs of our district.



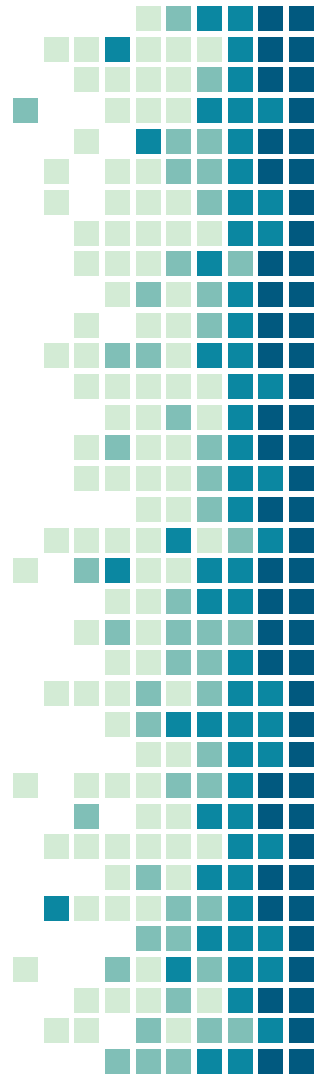
# Transportation

## At a glance:

-Safely transported students to and from school for nearly 250,000 miles, 30,000 trip miles, 80 Field Trips, 250 Sport Trips using almost 40,000 gallons of fuel.

**Strategic Plan Objective 6.2:** Annually, manage and monitor ongoing facility needs and use of space.

**Strategic Plan Objective 4.1:** Annually, provide ongoing feedback to all staff to support professional growth.



# Activities Director



## **Bulldog Activities Mission: Instilling Key Life Principles For Success**

We Believe That:

1. participation in high school activities helps to develop **positive attitudes, good citizenship, sportsmanship, a competitive spirit, and confidence**
2. student activities provide **life-long learning opportunities** for all students
3. student activities promote **perseverance**, thus helping our student participants face challenges with a “can do” attitude
4. student activities help to teach our student-athletes **resiliency** when experiencing a loss and thus, the ability to bounce back and continue to compete



# Activities Director



## **Bulldog Activities Mission: Instilling Key Life Principles For Success**

We Believe That:

5. student activities provide a program whereby the **safety** and **welfare** of the participants shall, at all times, be paramount to the outcome of the contest
6. student participants learn the value of **teamwork** through developing positive relationships with teammates, opponents, and coaches
7. student participants enhance **physical, mental, and spiritual well-being** through participation
8. the **character** of the student participant is enhanced through the successes and failures that come through participation

# Activities Director

**Goal 2:** We will ensure all students receive a guaranteed and viable curriculum with aligned assessments and a consistent learning environment that meets the students' individual needs.

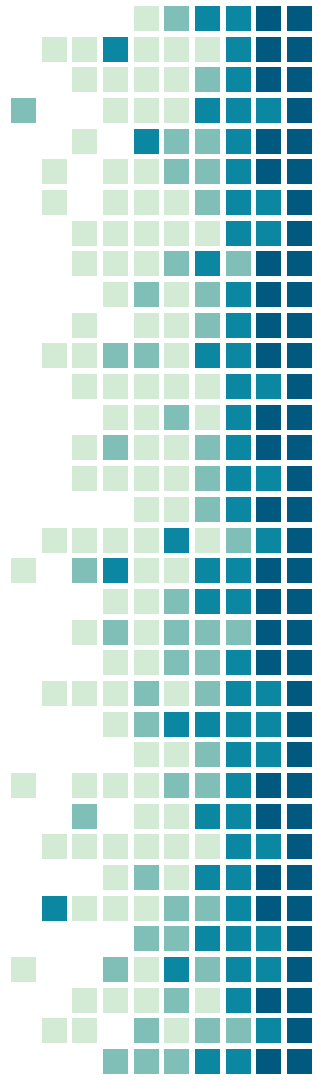
**Strategic Plan Objective 2.1:** We will continue utilizing digital tools to support and enhance learning for all students and staff.



# Activities Director

**Goal 6:** Maintain fiscal responsibility and allocate resources strategically, effectively, and efficiently to support current and future learning needs.

**Strategic Plan Objective 6.2:** Annually, manage and monitor ongoing facility needs and use of space.



# Buildings & Grounds

## Director of Buildings and Grounds

**Rick Kraus**

*Our mission is to provide superior service to our students, staff and community. We strive to keep clean, well-maintained facilities and a well-groomed campus while providing a safe, comfortable environment that allows for optimal performance and educational excellence.*

## Leadership

Kevin Januszewski: Business Manager

Jeremy Schmidt: Superintendent

## Buildings and Grounds Staff Members, Thank you!

Maxwell Olson-Burkman, Rick Speers, Micah Boyer, Lisa Shemon, Stephanie Backlund, Patrick Seiler, Jennifer Hansen, Glenn Kaiawe, Sarah Balsamo, Deb Lannoye, Jody Hennagir, Teresa Pittman, Eric Knudsen, Connie Lindbom, Betty Thiel, Jackie Kolbinger, Jean Ormeus, Treyson Kaiawe, Chantel Knutson, Abby Lindberg, Dave Braun, Dave Luethmers, Stacy Blad



# Buildings & Grounds



# Buildings & Grounds

Parcel ID #	Building Name	Square Feet	Acres	Tax Value
05-00542-0105	Transporation	35,077.00	18.03	\$1,921,000.00
60-00401-0020	Early Childhood/PS	129,005.00	15.87	\$20,573,000.00
60-00131-2101	High School/MS	364,000.00	35.02	\$88,527,700.00
60-00131-2202	Fields/MS	138,790.00	42.88	\$3,063,400.00
60-00401-0031	IS 1	137,577.00	3	\$11,750,500.00
60-00401-0030	IS 2		2.06	\$233,300.00
60-00402-0840	5 Stall Garage	1,320.00	0.17	\$61,600.00
	<b>Totals</b>	<b>805,769.00</b>	<b>117.03</b>	<b>\$126,130,500.00</b>



# Buildings & Grounds

## Sustainable Utility Management

**Intent:** Implement monthly monitoring of Building Automation Systems (BAS), as well as eliminate personal appliances to reduce utility costs and enhance sustainability.

**Outcome:** Reduce utility costs by 10% through proactive monitoring and adjustments, promoting sustainability.

**Measurement:** Achieve a 10% reduction in monthly utility expenses through BAS monitoring and eliminating personal appliances.

**Data:** Monthly utility cost reports created in Benchmarking software, BAS performance data, and sustainability metrics.

**Documentation:** Monthly utility cost reports and BAS performance data.

**Baseline:** Initial utility cost data and BAS performance.

**Relevance:** This goal aligns with the Strategic Plan's sustainability objectives and the efficient use of resources.

**Transformation:** This goal transforms current processes by introducing regular monitoring and adjustments to reduce utility costs and promote sustainability.



# Buildings & Grounds

## Eliminating Personal Appliances

An appliance memo is emailed to all staff at the beginning of each school year. Working with OSHA, "Occupational Safety and Health Administration" and the State Fire Marshal, we attempt to eliminate appliances that are not approved to be in a government facility. This requires a continuous effort as various appliances seem to be brought in throughout the year.



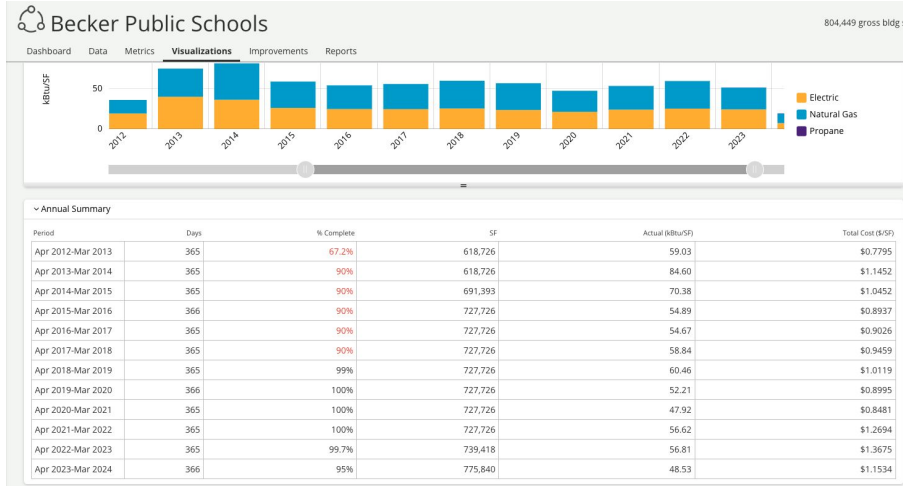


# Buildings & Grounds



**B3: Buildings, Benchmarks and Beyond, established in 2001**

EUl is expressed as energy per square foot or meter per year



**B3 Energy Benchmark**

Becker Public Schools	★★★★☆
Becker Primary School	★★★★☆
Becker Intermediate School	★★★★☆
Becker High School	★★★★☆
Becker Middle School	★★★★☆
Transportation Building	★★★★★
ECFE Early Childhood	★★★★★



# Buildings & Grounds

## **Enhanced Satisfaction-Driven Allocation of Long-Term Facilities Maintenance (LTFM) Funding**

- Weekly meetings with the Business Manager to verify we are on track with budgets.
- Weekly budget reports, facilities study updates, and cost reductions.

## **Principal-Driven LTFM Budget Alignment**

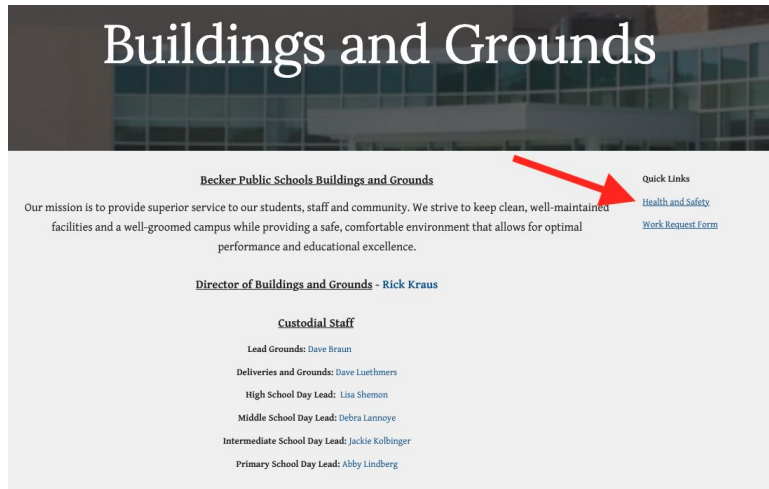
- Collaborate with all District Principals to align the LTFM budget with their specific needs and priorities.
- Ensure that the LTFM budget reflects the input and needs of individual schools, improving facility management.



# Buildings & Grounds

## Environmental Compliance and Safety Assurance

- Collaborate with Environmental Testing and Inspections to maintain an accurate chemical inventory and conduct required state safety inspections.



**Buildings and Grounds**

**Becker Public Schools Buildings and Grounds**

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**Director of Buildings and Grounds - Rick Kraus**

**Custodial Staff**

Lead Grounds: Dave Braun  
Deliveries and Grounds: Dave Luethmers  
High School Day Lead: Lisa Shemon  
Middle School Day Lead: Debra Lannoye  
Intermediate School Day Lead: Jackie Kolbinger  
Primary School Day Lead: Abby Lindberg

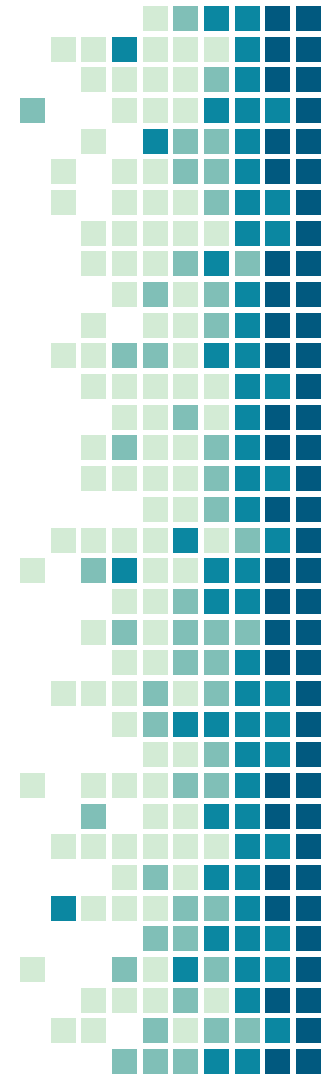
**Quick Links**  
[Health and Safety](#)  
[Work Request Form](#)



# Community Education

**Goal 5:** Promote and celebrate the opportunities that make Becker School District a foundation of the community

**Strategic Plan Objective 5.3:** By the 2025-26 school year, we will create a plan to utilize and document increased community partnerships to provide greater opportunities for students.



# Technology

**Goal 4:** Maintain a professional environment and culture that promotes engagement and culture that promotes engagement and staff development that allows for both staff and student success.

**Strategic Plan Objective 4.2:** Annually, provide opportunities for staff development to support the use of instructional technology tools to enhance teaching and learning.

**Goal 6:** Maintain fiscal responsibility and allocate resources strategically, effectively, and efficiently to support current and future learning needs

**Strategic Plan Objective 6.1:** Annually, evaluate and allocate resources aligned to prioritized learning needs



Questions???

