



Windom Area Schools

District Office:
PO Box 177
Windom MN 56101
Phone: 507-831-6901
Fax: 507-831-6919

An Equal Opportunity Employer
Windom Area Elementary
1200 17th Street
PO box 177
Windom MN 56101
Phone: 507-831-6925

Windom Area
Middle /High School
1400 17th Street
PO Box 177
Windom MN 56101
Phone: 507-831-6910

Windom Schools will create a safe, responsive , and nurturing environment where every learner receives a high-quality, challenging education that empowers them with the skills and knowledge needed for a successful future.

WWW.WINDOM.K12.MN.US

June 22, 2026 Work Session
Windom City Council Chamber
444 9th Street
Windom, MN 56101
June 22, 2026
5:30 PM
Live at [Media SB22](#) on youtube

1. Call to order
Angie Klassen
2. The Pledge of Allegiance
Angie Klassen
3. Approval of Agenda (revise as necessary)
Angie Klassen
4. Approve the following changes to Food Service Department positions. — Action
Holly Anderson
 - Approve the resignation of Ruth Nordin as 4.5 Elementary Café Helper, effective August 25, 2026.
 - Approve hiring Ruth Nordin as 7.5 Elementary Cook Manager, effective August 25, 2026.
 - Reduce one Café Helper position from 4.5 hours per day to 4.0 hours per day.
 - Change the title of one Cook Assistant position to Café Helper and reduce the position from 6.0 hours per day to 5.5 hours per day.
 - Change the position title of one Baker/Cook Assistant position to Café Helper.
 - Eliminate one Café Helper position currently assigned 3.75 hours per day.
5. Review & discuss progress on Windom Area Schools Strategic Plan. - Informational
Jamie Frank
Windom Area Schools formed a Community Taskforce in the spring of 2023 to formulate a five-year strategic plan. This plan has guided the district's work over the last few years. It is time to review the plan and discuss progress toward the goals.
6. Adjourn

WINDOM AREA SCHOOL DISTRICT

STRATEGIC PLAN

2023-2028



CORE VALUES

- Safe, Respectful Learning Environment
- High-Quality Education
- Opportunities for All (academic, athletic, arts)
- Collaboration

BELIEF STATEMENTS

We believe:

- Respect, integrity, self-worth, and honesty are the Windom Way.
- Every student has the right to a high-quality education that meets their individual needs.
- Learning is a collaborative effort among students, staff, family, and the community.
- All students and staff deserve a safe learning environment.

MISSION STATEMENT

Windom Schools will create a safe, responsive, and nurturing environment where every learner receives a high-quality, challenging education that empowers them with the skills and knowledge needed for a successful future.

VISION STATEMENT

Learning. Leading. Excelling. Together.

STRATEGIC PLAN FOCUS AREAS

**Safety
and
Well-Being**

**Meaningful
Achievement
for All
Students**

**Support
for
Staff**

**Facility
and
Finance**

FOCUS AREAS	GOALS	OBJECTIVES
Safety and Well-Being	Goal 1: We will uphold the priority of physical safety for all staff and students.	Objective 1.1: By the spring of 2024, a study will be conducted to compile potential safety improvements, including an annual update for staff on safety protocols with ongoing training for new staff. Objective 1.2: By the fall of 2024, a plan will be developed to address findings from the safety study.
	Goal 2: We will create a supportive and welcoming learning environment.	Objective 2.1: Identify and address cultural barriers annually. Objective 2.2: By December 1, 2023, environmental barriers for students will be identified. Objective 2.3: Beginning by the fall of 2024, action steps to increase a sense of belonging for all will be created, including a continued and enhanced anti-bullying effort.
Meaningful Achievement for All Students	Goal 3: We will close the Achievement Gap by preparing students for their career choices.	Objective 3.1: Utilize AVID to create highly engaging learning experiences rich in inquiry, critical thinking, collaboration, and problem-solving. Objective 3.2: An appropriate curriculum and level of rigor for each learner will be maintained. Objective 3.3: Identify, encourage, and empower students to participate as leaders. Objective 3.4: The school board will maintain a diligent stance monitoring curriculum and media utilized by the district.
	Goal 4: Engage families to create the best support for student learning.	Objective 4.1: Develop strategies to engage with parents to support learners throughout all developmental levels. Objective 4.2: Increase participation in family engagement opportunities.
	Goal 5: We will provide teaching and learning that is responsive to each student's needs.	Objective 5.1: Implement a Multi-Tiered System of Support for academic, social, emotional, and behavioral learning. Objective 5.2: Provide differentiated instruction to meet the needs of each and every student. Objective 5.3: Accelerate language development for English Learners.
	Goal 6: We will annually evaluate the success of meeting the five goals of the World's Best Workforce (WBWF).	Objective 6.1: All students are kindergarten ready; Objective 6.2: All students reading at grade level by third grade; Objective 6.3: Closing the achievement gap for identified groups; Objective 6.4: All students graduating career and college ready; and Objective 6.5: All students graduating on time.

FOCUS AREAS	GOALS	OBJECTIVES
Support for Staff	Goal 7: We will provide meaningful Professional Development.	Objective 7.1: Provide all staff with the resources and support needed to excel in their roles. Objective 7.2: Identify, encourage, and empower staff to be future leaders of Windom Schools.
	Goal 8: We will recruit, hire, and retain the most qualified staff available.	Objective 8.1: Begin initiatives to “Grow Our Own” students to become Windom School’s staff. Objective 8.2: Enhance the mentoring program to support all newly hired employees. Objective 8.3: Improve the system of support for all new hires.
	Goal 9: We will define and build a Collaborative Culture.	Objective 9.1: Continue to utilize transparent communication throughout the district. Objective 9.2: Engage and empower building leadership teams to lead toward a collaborative culture districtwide.
Facility and Finance	Goal 10: We will commit to continual maintenance and improvement of facilities.	Objective 10.1: Continue to prioritize proactive maintenance of buildings and grounds. Objective 10.2: Seek solutions for the "over capacity" issues. Objective 10.3: Explore options for a Fine Arts Performance Center and Athletic complex.
	Goal 11: We will make small class sizes a priority.	Objective 11.1: Continually monitor class sizes.
	Goal 12: We will maintain a healthy fund balance.	Objective 12.1: Annually, develop a budget that balances the needs of students with available funding. Objective 12.2: The budget will be reviewed by the School Board a minimum of three times a year.

