



Strategic Plan
School Board
Presentation

Where We Started

- July 2017: Internal facilitator training with Dr. Cook from the Cambrian Group
- August 2017: Presentation to School Board, Leadership Team, and entire staff at Convocation regarding strategic planning process

Where We Started

- September 2017: A 30-member team met with Dr. Cook and identified draft beliefs, mission, objectives, and strategies.
- September 2017-October 2017: Awareness sessions held throughout the community in conjunction with Levy presentations

Planning Team Members

Omar Ali	Becky Butters
Mark Garrison	Brandon Johnson
Bob Morse	Ashley Rensted
Jon Anderson	Mitch Cooper
Don Glover	Wayne Kazmierczak
Marge Newmaster	Ellen Richter
Robert Anderson	Mariel Culhane
Mike Greenbaum	Kristen Konop
Sara Paul	Tim Schochenmaier
Bryan Bear	Kathleen Daniels
Tara Jebens-Singh	Monica Kubow
Joe Remley	Lisa Setterlund
Elias Marquez-Gutierrez	Kris Erickson
Tim Wald	Lindsay Lamwers
Mike Fish	Chris Streiff

Where We Started

- October 2017: Recruitment of over 200 Action Team members representing the school community
- November 2017-February 2018: Action Teams draft Action Plans
- March 2018: Planning Team reconvened with Dr. Cook to review Action Plans

Beliefs: Definition

An expression of fundamental values: ethical code, overriding conviction, inviolable principles.

Beliefs

We believe:

- Each person has innate value.
- Service nurtures both community and self.
- Everyone has the power to design their own future.
- Respect for diversity is strength.
- Integrity is fundamental to relationships.
- Each person has unrealized potential.

Beliefs Continued

We believe:

- Communities with shared goals have unlimited potential.
- We are stewards of the earth.
- Learning enriches one's quality of life.
- Everyone has a right to a safe and respectful environment.
- Challenge leads to innovation and growth.
- All people deserve unconditional love.

Mission Statement Definition

A declaration of the unique identity to which the organization aspires; its specific purpose; and the means by which it will achieve its purpose

Mission Statement

The mission of the White Bear Lake Area School District, the community at the forefront of educational excellence, honoring our legacy and courageously building the future, is to ensure each student realizes their unique talents and abilities, and makes meaningful contributions with local and global impact through a vital system distinguished by:

- Students who design and create their own future
- Diversity of people and ideas
- Safe, nurturing and inspiring environments
- Exceptional staff and families committed to student success
- Abundant and engaged community partners

Parameters

- We will make all decisions based on the best interest of the student.
- We will respect the dignity and worth of each person.
- We will not compromise excellence.
- We will expect the best of everyone.
- We will practice participatory decision-making throughout the organization.

Objectives Definition

An expression of the intended specific results the organization is committed to achieve.

Objectives

- 100% of students feel valued.
- 100% of students accomplish their personalized learning plan.
- 100% of students are prepared for and implement their design for their future.
- 100% of students graduate.
- 100% of students creatively adapt to an ever- changing world.
- Each student meaningfully contributes to community.

Strategies Definition

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.

Strategies

The White Bear Lake Area Schools Strategic Plan consists of the following eight Strategies:

- We will ensure that each student is the primary agent in their learning.
- We will provide expanding access to a broad range of opportunities for all students.
- We will foster community engagement and partnerships.
- We will build organizational capacity.

Strategies Continued

The White Bear Lake Area Schools Strategic Plan consists of the following eight Strategies:

- We will embrace all cultures with humility and respect.
- We will ensure learning environments enhance students' educational experience.
- We will engage families as partners in the education of their children.
- We will ensure the social and emotional growth of our students.

We act on these strategies in order to accomplish our mission and objectives.

WE BELIEVE:

Each person
has innate
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Service
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Everyone has
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Respect for
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Integrity is
fundamental to
relationships.

Each person
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Communities
with shared
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We are
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Learning
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Everyone has a
right to a safe
and respectful
environment.

Challenge leads
to innovation
and growth.

All people
deserve
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love.

Strategic Plan

(Draft November 2017)

MISSION

The mission of the White Bear Lake Area School District, the community at the forefront of educational excellence, honoring our legacy and courageously building the future, is to ensure each student realizes their unique talents and abilities, and makes meaningful contributions with local and global impact through a vital system distinguished by:

- » Students who design and create their own future
- » Diversity of people and ideas
- » Safe, nurturing and inspiring environments
- » Exceptional staff and families committed to student success
- » Abundant and engaged community partners

OBJECTIVES

Each student meaningfully
contributes to community.

100% OF STUDENTS:

- feel valued.
- accomplish their personalized learning plan.
- are prepared for and implement their design for their future.
- graduate.
- creatively adapt to an ever-changing world.

STRATEGIES

WE WILL:

- ensure that each student is the primary agent in their learning.
- provide expanding access to a broad range of opportunities for all students.
- foster community engagement and partnerships.
- build organizational capacity.

WE WILL:

- embrace all cultures with humility and respect.
- ensure learning environments enhance students' educational experience.
- engage families as partners in the education of their children.
- ensure the social and emotional growth of our students.

Strategy 1

We will ensure that each student is the primary agent in their learning.

Strategy 1: We will ensure that each student is the primary agent in their learning.

Action Plan 1: Learners have choice and flexibility to master rigorous content and skills.

Action Plan 2: Learners choose to develop capacity to achieve their ongoing academic and personal goals.

Action Plan 3: Educators are empowered to create the conditions that nurture student agency.

Action Plan 4: Learners connect with our greater communities to expand learning opportunities and authentic experiences.

Strategy 2

We will provide expanding access to a broad range of opportunities for all students.

Strategy 2: We will provide expanding access to a broad range of opportunities for all students.

Action Plan 1: Every student will have access to a robust digital citizenship experience.

Action Plan 2: All students engage in real world, interactive global experiences.

Action Plan 3: Comprehensive elementary visual arts programming in all schools.

Action Plan 4: Comprehensive elementary science programming in all schools.

Action Plan 5a: Academic scheduling is critical to the social and emotional wellbeing of each student.

Strategy 2: We will provide expanding access to a broad range of opportunities for all students.

Action Plan 5b: Student social and emotional wellness is integral to academic success.

Action Plan 6: Every 3, 4, and 5 year old child has access to free preschool with transportation at no cost to families.

Action Plan 7: An empathetic and equitable learning environment.

Action Plan 8: All students have equitable access to rigorous education.

Action Plan 9: Students experience individualized attention and access to appropriate supports.

Strategy 3

We will foster community engagement and partnerships.

Strategy 3: We will foster community engagement and partnerships.

Action Plan 1: A common space to foster mutually beneficial community engagement and partnerships

Action Plan 2: Assessment of the efficacy of community engagement and partnerships across the district.

Action Plan 3: A culture of service learning for all students and staff.

Action Plan 4: A comprehensive communications strategy that reaches the entire community.

Action Plan 5: Purposeful partnerships and community engagement.

Strategy 4

We will build organizational capacity.

Strategy 4: We will build organizational capacity.

Action Plan 1: Collaborative learning is valued, encouraged, and supported.

Action Plan 2: Professional learning is responsive to the needs of individuals.

Action Plan 3: Instructional leadership is responsive to the needs of departments, teams and buildings.

Action Plan 4: An increasingly diverse and culturally competent staff.

Action Plan 5: A continuous improvement process that is focused, aligned, measurable, and adaptable.

Action Plan 6: The district identifies and accesses alternative financial resources.

Strategy 5

We will embrace all cultures with humility and respect.

Strategy 5: We will embrace all cultures with humility and respect.

Action Plan 1: Members of all cultural communities participate in our schools.

Action Plan 2: Our school community is culturally responsive.

Action Plan 3: Curriculum and resources in all learning environments at all grade levels reflect diverse perspectives.

Action Plan 4: The employees of White Bear Lake Area Schools reflect the diversity of its student population.

Strategy 5: We will embrace all cultures with humility and respect.

Action Plan 5: District policies and procedures promote diversity and cultural acceptance.

Action Plan 6: A community resource center that actively supports families, provides links to the schools and community, and fosters cultural understanding.

Strategy 6

We will ensure learning environments enhance students' educational experience.

Strategy 6: We will ensure learning environments enhance students' educational experience.

Action Plan 1: A community supported plan for the structure of our school(s).

Action Plan 2: Facilities that will support the needs of the district and community.

Action Plan 3: Community stakeholders have access to the inclusive learning environments and available opportunities.

Action Plan 4: Flexible, collaborative and inspiring learning environments meet the needs of a diverse range of learners.

Strategy 6: We will ensure learning environments enhance students' educational experience.

Action Plan 5: Innovative learning environments that are forward thinking and future ready.

Action Plan 6: Have the support, tools, and training to connect and empower all learners.

Strategy 7

We will engage families as partners in the education of their children.

Strategy 7: We will engage families as partners in the education of their children.

Action Plan 1: A district framework that designs and guides family engagement initiatives.

Action Plan 2: Families and educators collaborate toward student success.

Action Plan 3: All families engage through innovative and varied programming.

Action Plan 4: Thriving Adult Basic Education program

Action Plan 5: Family social events are culturally responsive and equitable across the system.

Strategy 7: We will engage families as partners in the education of their children.

Action Plan 6: Families are empowered and invested through purposeful inclusion at each site.

Action Plan 7: Family outreach provides cultural, emotional, and social resources to engage families.

Action Plan 8: Consistent communication that meets the needs of all families.

Action Plan 9: Professional development to build the capacity, skills and knowledge for family engagement.

Strategy 8

We will ensure the social emotional growth of our students.

Strategy 8: We will ensure the social emotional growth of our students.

Action Plan 1: A district-wide definition of social emotional learning (SEL), SEL standards and assessments.

Action Plan 2: A designated space in each school building where *students* can access support services.

Action Plan 3: A district-wide wellness center where students, families and community members can access support services.

Action Plan 4: District-wide SEL professional development and curriculum to meet the SEL standards.

Strategy 8: We will ensure the social emotional growth of our students.

Action Plan 5: Outreach and programming around the topic of SEL.

Action Plan 6: Schools structured to positively impact student SEL.

Action Plan 7: Appropriate nutrition to support SEL.

Implementation

- Implementation schedule and cost analysis
 - See spreadsheet
- Mutual Commitments, June 12-13
- Site Planning Training, August 13-15