



Overview of Strategic Plan

April 9, 2018

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
Mark Garrison
Bob Morse
Jon Anderson
Don Glover
Marge Newmaster
Robert Anderson
Mike Greenbaum
Sara Paul
Bryan Bear
Tara Jebens-Singh
Joe Remley
Elias Marquez-Gutierrez
Tim Wald
Mike Fish

Becky Butters
Brandon Johnson
Ashley Rensted
Mitch Cooper
Wayne Kazmierczak
Ellen Richter
Mariel Culhane
Kristen Konop
Tim Schochenmaier
Kathleen Daniels
Monica Kubow
Lisa Setterlund
Kris Erickson
Lindsay Lamwers
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
- February and 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 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.

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.

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.

Implementation

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

PRESENTED AT 4.9.18 SCHOOL BOARD MEETING					
Strategy Number	Strategies and Action Plans	Phase 1	Phase 2	Phase 3	Fiscal Notes
1	<i>We will ensure that each student is the primary agent in their learning.</i>				
1.1	Action Plan 1: Learners have choice and flexibility to master rigorous content and skills.	X			Research and development costs, flexible learning spaces refer to Strategy 6
1.2	Action Plan 2: Learners choose to develop capacity to achieve their ongoing academic and personal goals.	X			\$20,000-\$40,000
1.3	Action Plan 3: Educators are empowered to create the conditions that nurture student agency.	X			Reallocate existing resources (professional development)
1.4	Action Plan 4: Learners connect with our greater communities to expand learning opportunities and authentic experiences.		X		Reallocate existing resources
2	<i>We will provide expanding access to a broad range of opportunities for all students.</i>				
2.1	Action Plan 1: Every student will have access to a robust digital citizenship experience.	X			Existing resources (professional development), equipment needs to be determined
2.2	Action Plan 2: All students engage in real world, interactive global experiences.		X		Reallocate existing resources, potential transportation costs
2.3	Action Plan 3: Comprehensive elementary visual arts programming in all schools.	X			Options range significantly
2.4	Action Plan 4: Comprehensive elementary science programming in all schools.	X			Science equipment, potential staffing implications
2.5a	Action Plan 5a: Academic scheduling is critical to the social and emotional well being of each student.		X		Existing resources, professional development, potential curricular changes
2.5b	Action Plan 5b: Student social and emotional wellness is integral to academic success.	X			Existing resources, professional development, potential curricular changes
2.6	Action Plan 6: Every 3, 4, and 5 year old child has access to free preschool with transportation at no cost to families.			X	\$2,000,000 annual operating cost plus facilities preparation
2.7	Action Plan 7: An empathetic and equitable learning environment.		X		Reallocate existing resources
2.8	Action Plan 8: All students have equitable access to rigorous education.	X			Reallocate existing resources
2.9	Action Plan 9: Students experience individualized attention and access to appropriate supports.		X		Reallocate existing resources
3	<i>We will foster community engagement and partnerships.</i>				
3.1	Action Plan 1: A common space to foster mutually beneficial community engagement and partnerships.		X		Reallocate existing resources
3.2	Action Plan 2: Assessment of the efficacy of community engagement and partnerships across the district.	X			Reallocate existing resources
3.3	Action Plan 3: A culture of service learning for all students and staff.		X		Reallocate existing resources
3.4	Action Plan 4: A comprehensive communications strategy that reaches the entire community.	X			Reallocate existing resources
3.5	Action Plan 5: Purposeful partnerships and community engagement.	X			Reallocate existing resources
4	<i>We will build organizational capacity.</i>				
4.1	Action Plan 1: Collaborative learning is valued, encouraged, and supported.	X			Dependent on approach, could be met with reallocating existing resources or additional revenue would be needed
4.2	Action Plan 2: Professional learning is responsive to the needs of individuals.		X		Up to \$400,000 depending on model
4.3	Action Plan 3: Instructional leadership is responsive to the needs of departments, teams and buildings.	X			Professional development for principals
4.4	Action Plan 4: An increasingly diverse and culturally competent staff.	X			Recruitment and professional development
4.5	Action Plan 5: A continuous improvement process that is focused, aligned, measurable, and adaptable.		X		Reallocate existing resources
4.6	Action Plan 6: The district identifies and accesses alternative financial resources.	X			Reallocate existing resources

5	We will embrace all cultures with humility and respect.			
5.1	Action Plan 1: Members of all cultural communities participate in our schools.	X		Reallocate existing resources
5.2	Action Plan 2: Our school community is culturally responsive.	X		Professional development, existing resources
5.3	Action Plan 3: Curriculum and resources in all learning environments at all grade levels reflect diverse perspectives.		X	Reallocate existing resources plus an additional \$25,000-\$50,000
5.4	Action Plan 4: The employees of White Bear Lake Area Schools reflect the diversity of its student population.		X	Human resources department budget review
5.5	Action Plan 5: District policies and procedures promote diversity and cultural acceptance.	X		Minimal cost
5.6	Action Plan 6: A community resource center that actively supports families, provides links to the schools and community, and fosters cultural understanding.		X	Range of options including use of existing space or include in Strategy 6
6	We will ensure learning environments enhance students' educational experience.			
6.1	Action Plan 1: A community supported plan for the structure of our school(s).	X		\$100,000-\$200,000
6.2	Action Plan 2: Facilities that will support the needs of the district and community.		X	TBD - Bond request
6.3	Action Plan 3: Community stakeholders have access to the inclusive learning environments and available opportunities.		X	TBD - Bond request
6.4	Action Plan 4: Flexible, collaborative and inspiring learning environments meet the needs of a diverse range of learners.		X	TBD - Bond request
6.5	Action Plan 5: Innovative learning environments that are forward thinking and future ready.		X	TBD - Bond request
6.6	Action Plan 6: Have the support, tools, and training to connect and empower all learners.		X	TBD - Bond request
7	We will engage families as partners in the education of their children.			
7.1	Action Plan 1: A district framework that designs and guides family engagement initiatives.	X		Reallocate existing resources
7.2	Action Plan 2: Families and educators collaborate toward student success.	X		Reallocate existing resources, possible additional FTE
7.3	Action Plan 3: All families engage through innovative and varied programming.		X	Link to adult education programming
7.4	Action Plan 4: Thriving Adult Basic Education program.		X	Operating revenue opportunities exist to support program redesign/expansion; capital expenditures for facilities part of Strategy 6
7.5	Action Plan 5: Family social events are culturally responsive and equitable across the system.	X		Up to \$3,000 per event
7.6	Action Plan 6: Families are empowered and invested through purposeful inclusion at each site.		X	Up to \$3,000 per event
7.7	Action Plan 7: Family outreach provides cultural, emotional, and social resources to engage families.		X	Reallocate existing resources
7.8	Action Plan 8: Consistent communication that meets the needs of all families.	X		Reallocate existing resources
7.9	Action Plan 9: Professional development to build the capacity, skills and knowledge for family engagement.		X	Professional development
8	We will ensure the social and emotional growth of our students.			
8.1	Action Plan 1: A district-wide definition of social emotional learning (SEL), SEL standards and assessments.	X		Reallocate existing resources, costs minimal
8.2	Action Plan 2: A designated space in each school building where students can access support services.		X	Reallocate existing resources, determine capital expenditures are part of Strategy 6
8.3	Action Plan 3: A district-wide wellness center where students, families and community members can access support services.		X	Range of options including use of existing space or pursue funding (ex. Achievement Center)
8.4	Action Plan 4: District-wide SEL professional development and curriculum to meet the SEL standards.		X	Reallocate existing resources, professional development
8.5	Action Plan 5: Outreach and programming around the topic of SEL.	X		Reallocate existing resources
8.6	Action Plan 6: Schools structured to positively impact student SEL.		X	Reallocate existing resources
8.7	Action Plan 7: Appropriate nutrition to support SEL.		X	Dependent on model, revenue driven