

FOREST LAKE AREA SCHOOLS STRATEGIC PLAN 2020-2025



OUR BELIEFS:

We believe that in Forest Lake Area Schools:

Educational equity is the foundation for everything we do

All students deserve highly qualified, high performing educators

Each student can learn and excel in an environment developed to meet their individual needs

Each individual has value for their diverse talents, background and cultures

Collaboration between school, home and community has a positive impact on all stakeholders

Transparency and open communication are the hallmarks of an educational community that builds trust and strong partnerships

The best interest of each student guides all decisions

OUR VISION:

Excellence for Every Student Every Day

OUR MISSION:

Prepare and empower every student to thrive in and contribute to an ever-changing world

OUR STRATEGIC FOCUS AREAS:



Excellence in High Quality Instruction

GOAL 1

Achieve the goals of the World's Best Workforce for all students in the school district.

GOAL 2

Attract, develop and retain highly qualified, high-performing educators.



Excellence in Equitable Learning Opportunities

GOAL 3

Identify and transform systems that contribute to inequities.



Excellence in Career, College and Future Preparedness

GOAL 4

Develop and enhance each student's academic, technical, and professional skills to equip them in identifying and preparing for their career path.

GOAL 5

Engage students in learning systems that foster life skills both in and out of the classroom.



Excellence in Fostering Personal Well-Being in a Safe and Respectful Environment

GOAL 6

Create a safe, inclusive learning environment that fosters personal well-being.



Excellence in Collaboration with Families Partners, and the Community

GOAL 7

Provide communication that enhances collaboration between our schools and families.

GOAL 8

Seek out, enhance and build family and community partnerships to meet the needs of each student.



Excellence in Communication and Outreach

GOAL 9

Create a community of communities.

GOAL 10

Promote and celebrate the opportunities that make the Forest Lake Area School District an education leader.

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**Excellence in High
Quality Instruction**



**GOAL
1**

Achieve the goals of the World's Best Workforce for all students in the school district.

Objective 1.1: We will annually evaluate the results of the five goal areas of the WBWF Plan.

Objective 1.2: Establish a process to adjust efforts to meet each WBWF Goal:

#1: All students ready for kindergarten;

#2: All students reading at grade level by third grade;

#3: Closing the achievement gap for identified student groups;

#4: All students graduating career and college ready; and

#5: All students graduating on time.

**GOAL
2**

Attract, develop and retain highly qualified, high-performing educators.

Objective 2.1: By 2021, identify characteristics of and establish consistent high-quality instruction.

Objective 2.2: By 2023, create and implement a plan for recruitment and retention of highly talented educators who reflect the demographic needs of our district.

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**Excellence in Equitable
Learning Opportunities**



**GOAL
3**

Identify and transform systems that contribute to inequities.

Objective 3.1: By 2021, create and implement a plan to enhance cultural competency among staff and students.

Objective 3.2: By 2021, identify and develop consistent and regular activities to make all students feel welcome at all grade levels.

Objective 3.3: By 2023, establish a process to annually identify and develop programming and practices to eliminate gaps in learning, opportunities, and resources across the district.

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**Excellence in Career,
College and Future
Preparedness**



**GOAL
4**

Develop and enhance each student's academic, technical, and professional skills to equip them in identifying and preparing for their career path.

Objective 4.1: By 2021, establish a system through which each student receives guidance to help them identify and prepare for their career path.

Objective 4.2: By 2022, establish a process to ensure parents/guardians have the resources and information to support their child's intended career path.

Objective 4.3: By 2025, establish programming to ensure students have the academic background and skills to be successful in their chosen career and personal life.

**GOAL
5**

Engage students in learning systems that foster life skills both in and out of the classroom.

Objective 5.1: By 2021, identify the essential skills and dispositions necessary for students' future success in life and career.

Objective 5.2: By 2025, encourage the pursuit of student passions beyond the classroom through activities such as arts, academics, athletics, and service opportunities for all students.

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**Excellence in Fostering
Personal Well-Being in
a Safe and Respectful
Environment**



**GOAL
6**

Create a safe, inclusive learning environment that fosters personal well-being

- Objective 6.1:** By 2022, develop and implement teaching practices throughout the district that ensure students attain social and emotional health, both now and in the future.
- Objective 6.2:** By 2023, develop and implement a system to provide a safe, predictable environment and healthy relationships between and among staff, students and families.

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**Excellence in
Collaboration with
Families, Partners,
and the Community**



**GOAL
7**

Provide communication that enhances collaboration between our schools and families.

Objective 7.1: By 2021, create and implement a plan to foster communication and collaboration between schools and families to support the needs and achievement of all students.

**GOAL
8**

Seek out, enhance and build family and community partnerships to meet the needs of each student.

Objective 8.1: By 2021, identify and strengthen school/ community partnerships that contribute to the district's ability to accomplish its mission and vision.

Objective 8.2: By 2025, provide regular and consistent learning opportunities for and in collaboration with the community that is responsive to its needs.

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**Excellence in Communication
and Outreach**



**GOAL
9**

Create a community of communities.

Objective 9.1: Annually, implement strategies to promote the district as a unifying identity.

Objective 9.2: By 2022, develop and carry out initiatives to communicate with and connect all residents, businesses and organizations to the district.

**GOAL
10**

Promote and celebrate the opportunities that make the Forest Lake Area School District an educational leader.

Objective 10.1: Annually, boldly promote the abundance of opportunities the district offers.

Objective 10.2: By 2023, develop and carry out initiatives for outreach within and beyond the district's geographical boundaries.