

# BIG LAKE SCHOOLS

## STRATEGIC PLAN

### 2022-2027



#### BELIEF STATEMENTS

##### We believe:

- High expectations inspire high achievement and lifelong learning.
- Learning occurs best in a safe, healthy, and positive environment.
- Excellence in academics, athletics, and the arts is important in creating well-rounded citizens.
- Preparing learners for the future is an innovative and evolving process.
- Collaboration with parents and families to promote success.
- In the five core values of the Hornet Way:
  - Respect - Be considerate of self, other people, and other people's beliefs and property
  - Honesty - Be truthful
  - Kindness - Be caring, friendly, and helpful
  - Responsibility - Be dependable and accountable
  - Fairness - Be committed to the just treatment of others

#### MISSION STATEMENT

*Our mission is to challenge, educate, and inspire all students to reach their highest level of achievement in academics, athletics, and the arts.*

#### VISION STATEMENT

High expectations - Exceptional results

#### STRATEGIC PLAN FOCUS AREAS

**Student Support**

**Staff Support**

**Family & Community Engagement**

FOCUS AREAS	GOALS	OBJECTIVES
Student Support	<p><b>Goal 1:</b> We will achieve the goals of the World’s Best Workforce [WBWF] for all students in the school district (Student Achievement).</p>	<p><b>Objective 1:</b> The District will annually evaluate the success of meeting the five goals of the WBWF:</p> <ul style="list-style-type: none"> <li>• All children are ready for school.</li> <li>• All third-graders can read at grade level.</li> <li>• All racial and economic achievement gaps between students are closed.</li> <li>• All students are ready for career and college.</li> <li>• All students graduate from high school.</li> </ul>
	<p><b>Goal 2:</b> We will provide equitable opportunities and positive learning environments that engage each learner in reaching their full potential.</p>	<p><b>Objective 2.1:</b> The district will foster an environment of innovative learning that ignites high academic opportunities.</p> <p><b>Objective 2.2:</b> The district will develop a District Inclusion and Equity Statement.</p> <p><b>Objective 2.3:</b> Using the developed Inclusion and Equity Statement, the district will develop policies, procedures, and practices that are inclusive and equitable for each student.</p>
	<p><b>Goal 3:</b> We will ensure a safe, positive, and welcoming environment where students are respected and can thrive and contribute as global citizens.</p>	<p><b>Objective 3.1:</b> The district will help all students reach their goals and positively contribute to their current and future community, while holding students accountable for their actions.</p> <p><b>Objective 3.2:</b> The district will develop the whole child by explicitly teaching and embedding strategies to build resiliency, understand and <b>manage</b> emotions, develop a healthy sense of <b>self and social awareness</b>, establish and maintain positive <b>relationships</b>, make <b>responsible decisions</b>, and embrace diversity with respect for others through social and emotional learning.</p> <p><b>Objective 3.3:</b> The district will continue to develop a sense of belonging through the 5 core values of the Hornet Way: respect (self-management), honesty (self-awareness), kindness (relationship skills), fairness (social awareness), responsibility (responsible decision-making).</p> <p><b>Objective 3.4:</b> The district will increase access to mental health supports for students showing needs.</p>
Staff Support	<p><b>Goal 4:</b> We will recruit &amp; retain a highly qualified workforce.</p>	<p><b>Objective 4.1:</b> The district will ensure recruitment efforts are in place and centered on partnerships with educational institutions.</p> <p><b>Objective 4.2:</b> The district will refine student teaching practices to afford opportunities to engage in all aspects of teaching roles.</p> <p><b>Objective 4.3:</b> The district will cultivate passion and utilize staff talents to best support students.</p> <p><b>Objective 4.4:</b> The district will develop practices that will recruit and increase the diversity of staff to better represent our student population.</p>
	<p><b>Goal 5:</b> We will ensure all staff have access to high quality, real time professional development that supports their growth as an educator and impacts student success.</p>	<p><b>Objective 5.1:</b> The district will train staff on identifying and eliminating barriers that prevent students from learning at their highest potential.</p> <p><b>Objective 5.2:</b> The district will train staff on appropriate behavior management strategies.</p> <p><b>Objective 5.3:</b> The district will provide professional development that is developmentally appropriate, while still creating pathways for our students.</p> <p><b>Objective 5.4:</b> The district will provide a guaranteed viable curriculum.</p> <p><b>Objective 5.5:</b> The district will receive and use staff feedback in developing future professional development.</p>
	<p><b>Goal 6:</b> We will create a positive environment in which our staff culture is one where all staff feel universally supported.</p>	<p><b>Objective 6.1:</b> The district will prioritize staff wellbeing through creating welcoming and respectful learning environments, prioritizing collaboration and offering coaching &amp; support</p> <p><b>Objective 6.2:</b> Using the definition from Objective 2.2, the district will provide professional development for staff.</p> <p><b>Objective 6.3:</b> The district will build optimal environments for all staff to create positive, supportive collegial relationships that align with district values.</p>

FOCUS AREAS	GOALS	OBJECTIVES
Family & Community Engagement	<p><b>Goal 7:</b> We will grow and maintain two-way relationships with stakeholders to further community support and value in our district.</p>	<p><b>Objective 7.1:</b> The district will work to continually engage and partner with families and the community to further support and develop our students.  <b>Objective 7.2:</b> The district will ensure community feedback is wanted and used.</p>
	<p><b>Goal 8:</b> We will ensure that our communication and our thinking is strategic, methodical, and transparent in all we do.</p>	<p><b>Objective 8.1:</b> The district will utilize various media to ensure that the district’s goals, mission, and programs are accurately told.  <b>Objective 8.2:</b> The district will ensure coordinated communications, both internally and externally, regarding critical safety issues and crisis management.</p>
	<p><b>Goal 9:</b> We will support district programs and objectives through creative marketing techniques.</p>	<p><b>Objective 9.1:</b> The district will develop, grow, and maintain collaborative relationships with all stakeholders to strengthen support for Big Lake Schools.  <b>Objective 9.2:</b> The district will establish tactics to grow community pride and trust in the district.</p>
	<p><b>Goal 10:</b> We will develop facilities and operations plans that support our district mission.</p>	<p><b>Objective 10.1:</b> The district will maximize use of current district spaces to respond to community needs, and configurations that support ongoing connection to school.  <b>Objective 10.2:</b> The district will ensure that proper spaces and staffing are available for innovative education experiences.  <b>Objective 10.3:</b> The district will determine what more is needed in respect to space and facilities after current facilities are maximized.</p>

