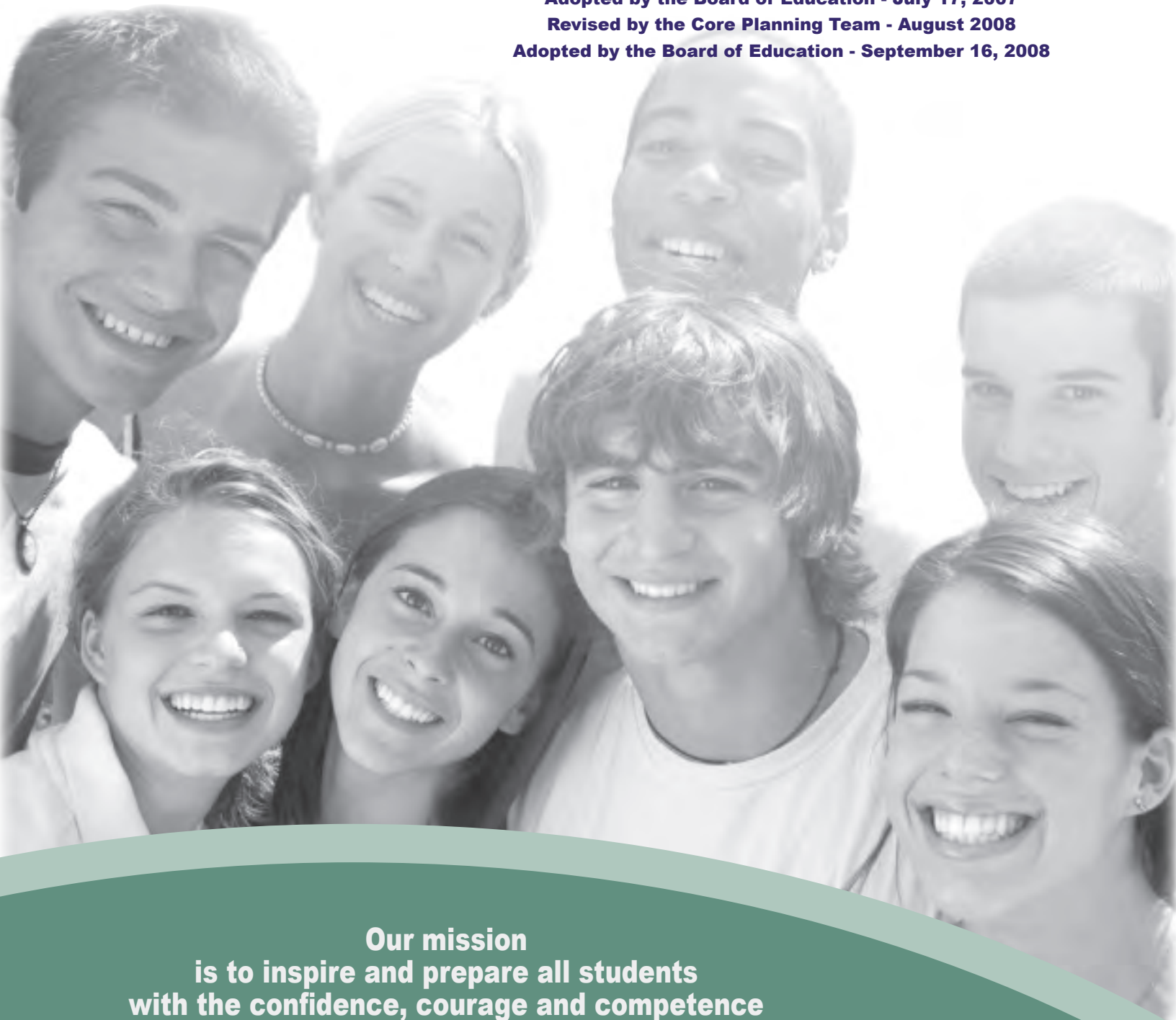


ISD 279 Osseo Area Schools STRATEGIC PLAN

Adopted by the Board of Education - July 17, 2007

Revised by the Core Planning Team - August 2008

Adopted by the Board of Education - September 16, 2008



**Our mission
is to inspire and prepare all students
with the confidence, courage and competence
to achieve their dreams;
contribute to community;
and engage in a lifetime of learning.**

2006-08 Core Planning Team

Bill Beckman Facilitators:
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Terry Just
Ed Kokkila
Mike Looby
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Jon Peterson
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2008-09 Core Planning Team

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Allie Zeman

MISSION

*Our mission is to inspire and prepare all students
with the confidence, courage and competence
to achieve their dreams;
contribute to community;
and engage in a lifetime of learning.*

CORE VALUES

We believe that –

- lifelong learning is essential for the individual and community to thrive;
- everyone has equal intrinsic value;
- trust is essential to sustaining successful relationships and to achieving results;
- better decisions emerge when diverse perspectives are intentionally included in a collaborative process;
- everyone benefits when cultural differences are acknowledged and understood, and individuals are treated respectfully and equitably; and
- everyone can learn more.

STRATEGIC OBJECTIVES

By 2012, all students will –

- articulate, plan for, and progress toward their evolving dreams;
- choose to contribute to community in a mutually meaningful way; and
- demonstrate initiative and persistence to continually learn that which is important to them.

STRATEGIES

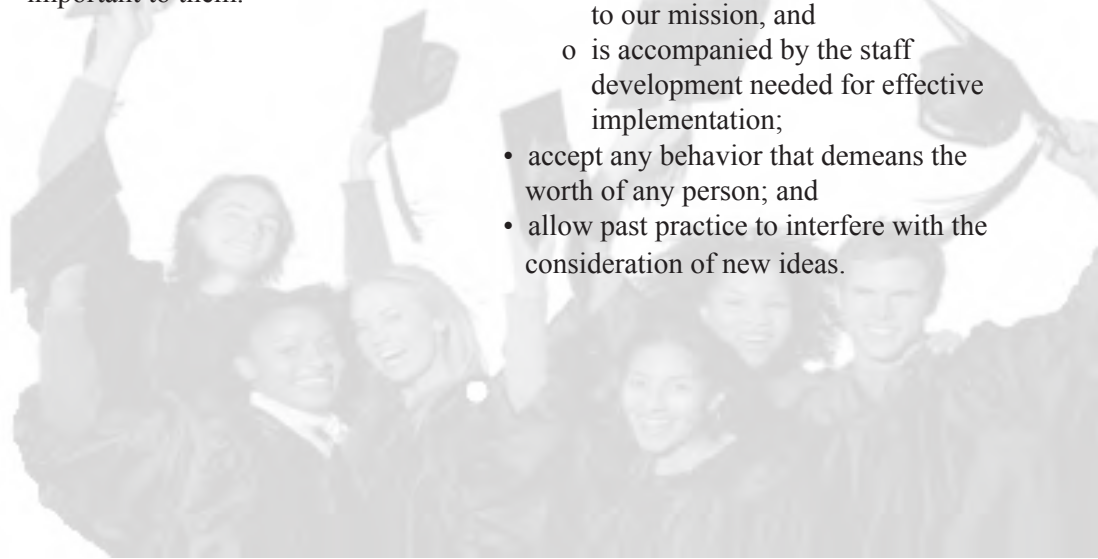
We will –

- do whatever it takes to guarantee that all employees support, contribute to, and sustain the achievement of our mission and strategic objectives;
- identify and overcome all obstacles to ensure that each student has the competence to achieve the strategic objectives;
- leverage the assets of our system and community to optimize the results of our mission and strategic objectives; and
- develop leadership that will include diverse perspectives of the organization and community to ensure a sustained commitment to our mission and strategic objectives.

STRATEGY DELIMITERS

We will not –

- adopt any new program or service unless it
 - o is consistent with and contributes to our mission, and
 - o is accompanied by the staff development needed for effective implementation;
- accept any behavior that demeans the worth of any person; and
- allow past practice to interfere with the consideration of new ideas.



Measurement Team

Lorry Day

Lisa Greene

James Hill

Elaine Holmes

Kate Janka

Sara Looby-Morris

Donald McClung

Ternesha McCorkle

Kevin Munsterteiger

Donald Pascoe

Bob Perdaems

Lynn Schulte

Vicky Swedenburg

Nathan Swenson

Christine Voigtlander

Ross Winberg

MEASUREMENT

By 2012 all students will -

- *articulate, plan for, and progress toward their evolving dreams;*
- *choose to contribute to community in a mutually meaningful way; and*
- *demonstrate initiative and persistence to continually learn that which is important to them.*

RESULT STATEMENTS

1. Staff understands the strategic objectives, and the purpose of rubrics and processes for assessing student growth/performance.
- 2. Strategic objective rubrics relevant to all student grade levels have been developed.**
- 3. The knowledge, skills and attitudes reflected in the strategic objectives have been integrated into the district's curriculum across grades and content areas.**
4. Students and parents understand the strategic objectives, rubrics and processes for assessing student growth/performance.
5. The rubrics have been piloted at each level for the purpose of collecting and assessing student evidence.
6. Electronic systems for tracking progress on the strategic objectives are being used.
7. Staff is skilled in assessing student performance relative to the strategic objectives accurately, consistently and reliably.
8. Baseline data on the strategic objectives are available for all grade levels, and the results are being used for continuous improvement.

Definition:

rubric - a scoring guide with an established set of quality criteria and standards for scoring student work. It provides both students and teachers with information and practical definitions for different levels of performance (beginning, developing, proficient and exemplary).

Result Statements that appear in bold face type are areas of focus for 2008-09.

Action Team
“All Employees”

Juli Bombalier
Sandra Day
Michael Forsberg
Allan Grant
Pat Gray
Becky Hespen
Greg Lucas
Gail Maus
Rich Melvin
Sharon Meyerring
Kelli Parpart
Carol Rowan
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Result Team
“Employees
Understand and
Support”

and
“Clear and
Comprehensive
Communications”
Theresa Aromolaran
Rodney Barnes
Dolly Bina
Amy Brengman
Pat Brink
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Elaine Holmes
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Kay Korupp
Thomas Pellegrino
Carol Rowan
Karla Traut
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STRATEGY

We will do whatever it takes to guarantee that all employees support, contribute to, and sustain the achievement of our mission and strategic objectives.

RESULT STATEMENTS

- 1. Our employees understand and support our district’s mission, core values and strategic objectives.**
- 2. To sustain the mission and core values, our district has clear and comprehensive communications.**
3. A collaborative culture permeates our district to sustain our mission.
4. Our employee management practices and procedures are aligned with and support our mission and core values.
5. To sustain our mission and core values, employees resolve personally or with assistance their workplace conflicts in a productive way.

Result Statements that appear in bold face type are areas of focus for 2008-09.



STRATEGY

We will identify and overcome all obstacles in order to ensure that each student has the competence to achieve the strategic objectives.

RESULT STATEMENTS

1. Pre-school experiences are accessible for all children to ensure they develop the cognitive, social and emotional skills essential to be successful learners.
2. All day kindergarten is accessible for children who need it to ensure they develop the cognitive, social and emotional skills essential to be successful learners.
3. Local agencies and organizations that provide support to children from birth through kindergarten entry are beginning to work together to provide coordinated support to children and families, ensuring that young children develop strong social, cognitive and emotional readiness for school.
4. **Our system and community understand the skills, attitudes, behaviors, and environments that develop and nurture students through the following: resiliency, academic self-regulation, and acquisition of 21st century skills. Our system and community has also identified the means to integrate those elements into our interactions with all students.**
5. **The skills, attitudes, and behaviors that contribute to student resiliency, self regulation, and the acquisition of 21st century skills are being integrated into the district’s curriculum and practices.**
6. Our staff is using instructional strategies and other practices that ensure student resilience, self-regulation and the acquisition of 21st century skills.
7. Our system is continually reviewing site and system policies, procedures, practices and proposals to ensure our mission is achieved.
8. Our system continually assesses facilities, resources, allocation of time and people to ensure our mission is achieved.

Definitions:

resiliency - the set of attributes that provides people with the strength and fortitude to confront the overwhelming obstacles that they are bound to face in life

academic self-regulation - self-generated thought, feeling, and actions intended to attain specific educational goals, such as analyzing a reading assignment, preparing to take a tests, or writing a paper

acquisition of 21st century skills - apply, transfer and generate new knowledge and demonstrate competence in traditional academic areas; they are creative, adaptable, self-directed; they have strong interpersonal and collaborative skills, and a sense of personal, social and civic responsibility

Action Team **“Overcome Obstacles”**

Tom Brandt
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Lisa Finsness
Bill Huff
Greg Hulne
William Miller
Pat Olson
Astein Osei
Julie Pink
Gerry Sasse
Janene Smith
Gayle Southwell

Result Team **“Attributes Become Standard”**

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Jan Johnson
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Barbara Kinsmith
Joan Lunceford
Sharon Meyerring
Sharon Peters-Hardin
Dave Rostollan

Result Team **“Attributes to Ensure Success”**

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Megan Dols
Ann Evenson
Candace Gordon
Kay Gregory
Robin Gunsolus
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Margo Kleven
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Mark Neubauer
Kathy Omberg
Sharon Peters-Harden
Kris Rouleau
Carol Rowan
Trish Van Horn

Action Team
“Leverage Assets”

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Laurel Anderson
Elsa DuBois
Kenneth Evans
Carol Fischer
John Fredericksen
Kay Gregory
Carol Habstritt
Julie Halverson
Lisa Hunter Jensen
Adam LeClair
Nicoshia Wynn

Result Team
**“Multiple Modalities
to Communicate”**

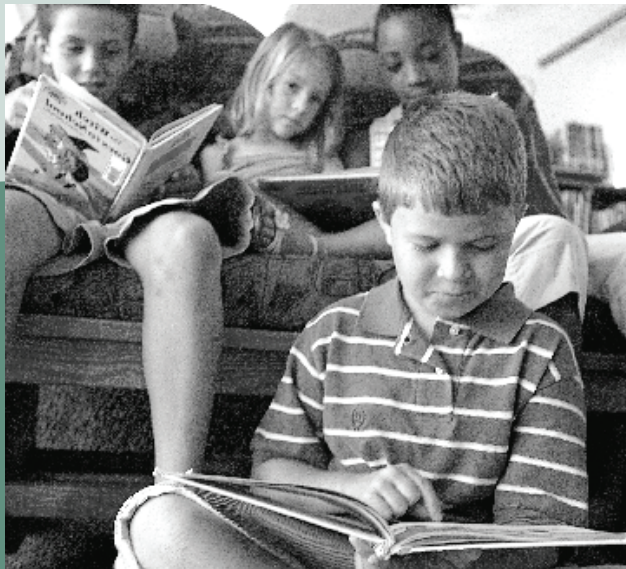
Troy Anderson
Kelly Benusa
Chris Brooks
Ken Evans
Russ Funk
Lynda Gilchrist
Becky Hanson
Mary Higdon
Jane Hutchins-Peterson

STRATEGY

We will leverage the assets of our system and community to optimize the results of our mission and strategic objectives.

RESULT STATEMENTS

1. Our organizational structure, as it relates to accountability, optimizes the results of our mission and strategic objectives.
2. Our organizational structure, as it relates to processes, optimizes the results of our mission and strategic objectives.
3. A plan to achieve racial and socio-economic balance is being implemented.
- 4. We will use multiple modalities to communicate with stakeholders and the greater community on all matters of mutual interest.**
5. Families make significant and measurable contributions to all students achieving the mission and strategic objectives.
6. Community partnerships are developed and sustained to support our district mission and strategic objectives.
7. We have developed a model(s) that will connect student learning with the community.
- 8. We will communicate continually with our community to deepen our mutual understanding of our mission and core values.**



Result Statements that appear in bold face type are areas of focus for 2008-09.

STRATEGY

We will develop leadership that will include diverse perspectives of the organization and community to ensure a sustained commitment to our mission and strategic objectives.

RESULT STATEMENTS

- 1. District and site leadership assure that diverse backgrounds and perspectives of staff, family, and community are included in the decision making process to achieve our mission and strategic objectives.**
- The District Leadership Team models intercultural competence that supports all students achieving our mission and strategic objectives.
- Our district utilizes a systematic plan for recruitment, selection, orientation, and retention of a diverse employee base to develop leaders with diverse backgrounds and perspectives to achieve our mission and strategic objectives. *(accomplished 2007-08, now in continual use)*
- All employees recognize the importance of intercultural competence in their relationships, interactions, and practices to support our mission and strategic objectives.
- Employees and community members with leadership potential from diverse backgrounds and perspectives are further developed to become leaders to support our mission and strategic objectives.
- Parents and community members who hold leadership positions in our schools or in the district will recognize the importance of intercultural competence in their relationships, interactions, and practices to support our mission and strategic objectives.
- All students have the opportunity to develop their leadership skills through district and community leadership programs to fulfill our mission and strategic objectives.
- All employees continue to develop intercultural competence in their relationships, interactions, and practices to support our mission and strategic objectives.

Action Team “Develop Leadership”

*Candy Bartol
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Wanda Dean
Shelly Drake
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Mark French
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Lori LeClair
Joni Mack
Hasmita Malone
Jim Nelson
Cookie Rison-Onaiwu
Karla Traut*

Result Team “Diverse Perspectives in Leadership”

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Mike Looby
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Result Team “Recruiting and Retaining Diverse Staff”

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Nancy Wavrin
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Jeff Zastrow*

ISD 279 Osseo Area Schools

Board of Education

Kim Green, Chairperson

John L. Nelson, Vice-Chairperson

Lin Myszkowski, Clerk

Steven Antolak, Treasurer

Dean Henke, Director

Linda J. Etim, Director

Susan K. Hintz

Superintendent of Schools



STRATEGIC PLAN

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UNITING COMMUNITIES OF EXCELLENCE