

# 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.**

## Strategic Objectives

**By 2015, 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—**

- create transformational system change to ensure equitable student achievement.
- develop understanding and support of our district's mission and core values among members of our community.
- engage students and families as partners to achieve our mission and strategic objectives.
- leverage and align the talents of our employees and the assets of our system to achieve our mission and strategic objectives.

## Our 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.

OSSEO AREA SCHOOLS

ISD  279

# Result statements by strategy

Result statements in *color* are priority results for 2013-2014

## **We will create transformational system change to ensure equitable student achievement\*.**

- Standards-based instruction and grading are used in all classrooms to ensure equitable achievement.
- The district uses a comprehensive system to measure and report progress on equitable gains and to plan for continuous improvement.
- Departments and sites use equitable student achievement gain data to create and implement high quality improvement plans.
- A plan has been developed to expand full-day kindergarten opportunities.
- All sites have implemented research-based positive behavior intervention practices that promote equitable student achievement.
- A progress monitoring and intervention plan has been implemented at all sites to reduce overrepresentation of students of color in special education.
- A plan has been developed to expand the use of instructional technology and digital learning to promote equitable student achievement.
- Extended learning opportunities have expanded to provide more K-12 interventions for students who need them.
- Preschool opportunities have expanded to provide more pre-K interventions for students who need them.

### **\* Equitable student achievement has three components:**

1. Ensure high levels of achievement for all students.
2. Accelerate achievement for students of color and other underperforming groups.
3. Close the achievement gap for all students.

## **We will develop understanding and support of our district's mission and core values among members of our community.**

- Community members have increased trust in the school district.
- Community members and students are engaged in collaborative activities that result in mutual benefit.

## **We will engage students and families as partners to achieve our mission and strategic objectives.**

- Families and students feel welcome at school and respected and trusted by school staff.
- Communications between home and school regarding school programs and student progress are differentiated to meet student and family needs.
- Families have the knowledge and skills to navigate the school system and effectively engage in their student's education.
- Resources and services are coordinated, communicated and accessible to students and families.
- Volunteer initiatives contribute to student learning and support schools and families.

## **We will leverage and align the talents of our employees and the assets of our system to achieve our mission and strategic objectives.**

- Employees identify and respond to the influence of race and culture on learning.
- The long-range financial planning framework has been evaluated and refined to ensure that it continues to align system resources with our mission and strategic objectives.
- A plan has been developed to recruit and retain a workforce that is more reflective of the racial and gender diversity in our student population.
- Staff managers demonstrate core competencies of standards of management practice.

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## Strategy Delimiters

**We will not** adopt any new program or service unless it is consistent with and contributes to our mission, and 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.