

# Mission

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**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.**

## Goals

- Each student articulates, plans for, and progresses toward his/her evolving dreams.
- Each student chooses to contribute to community in a mutually meaningful way.
- Each student demonstrates initiative and persistence to continually learn that which is important to him/her.
- Each student is ready for kindergarten.\*\*
- Each third-grader can read at grade level.\*\*
- Each student graduates from high school.\*\*
- Each student is ready for college and career.\*\*
- The achievement gap is closed on all state-mandated measures.\*\*

\*\* Indicates one of Minnesota's World's Best Workforce goals

## Strategies

- 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

# Priority work for 2016-2017

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

- The school district has developed and engaged in the use of culturally responsive instructional strategies to ensure high levels of learning for each student.
- At every elementary site, student outcomes and measurements of achievement are aligned and PreK is integrated into all school processes.
- All sites have implemented research-based positive behavior intervention practices that promote equitable student achievement.
- Strategies have been implemented to interrupt the disproportionate representation of Black students in special education.
- The school district has expanded blended learning opportunities for educators and students and increased the skills of educators to use digital tools to promote student learning.
- The middle school model, including interdisciplinary teams, advisory, differentiated instruction, and out-of-school time programming, has been strengthened by measurement of proven middle level practices and specific action for improvement.

### **\* Equitable student achievement means:**

1. Ensuring high levels of achievement for all students, and
2. Accelerating growth for students of color and other underperforming groups, in order to
3. Close the achievement gap on all state-mandated measures.

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

- A systemwide plan has been developed to support excellent customer service.

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

- The school district has identified proven strategies to equitably engage and empower families to support their student's success.

## **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.
- Effective staff recruitment and retention practices build toward a workforce that reflects the demographics of enrolled students.
- The Enrollment and Capacity Management Framework has been implemented to increase community trust in long-range planning for enrollment and building use.

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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.