

# Cass Lake-Bena Schools Strategic Plan | 2019-2024

## BELIEF STATEMENTS

We believe:

- All students can learn and excel;
- All students should be offered an education developed to meet their individual needs;
- Educational excellence requires effective leadership, high expectations, teamwork, and responsible allocation of resources at all levels of the organization;
- Learning occurs best in a safe, nurturing, and respectful environment;
- A learning rich culture provides opportunities for equity, collaboration, critical thinking, creative problem solving risk-taking, and celebrating success;
- In order to support a bright, hopeful future, we must be mindful, and give proper respect to our past and to individual diversity; and
- Collaboration between home, school, and community has a positive effect on each student.

## MISSION STATEMENT

The mission of the Cass Lake-Bena Schools is:

To educate, support, and prepare all learners for future success.

## VISION STATEMENT

The vision of the Cass Lake-Bena Schools is:

To ensure all learners achieve their highest level of critical thinking and creativity.



FOCUS AREA	GOALS	OBJECTIVES
STUDENT ACHIEVEMENT	<p>1. We will achieve the goals of the World’s Best Workforce for all students in the school on an annual basis.</p> <p>2. We will improve staff and student attendance.</p> <p>3. We will set high academic standards and ensure students meet their personal and academic goals.</p>	<p>1.1 Annually evaluate the success of meeting the five goals of the World’s Best Workforce:</p> <ul style="list-style-type: none"> <li>▪ All students are kindergarten ready;</li> <li>▪ All students reading at grade level by third grade;</li> <li>▪ Closing the achievement gap for identified student groups;</li> <li>▪ All students graduating career and college ready; and</li> <li>▪ All students graduating on time.</li> </ul> <p>2.1 Beginning immediately, we will increase opportunities for students through problem-based education, rigorous curriculum, and varied career pathways.</p> <p>3.1 By 2023, we will provide a customized learning structure through multi-tiered system of supports (MTSS.)</p>
FINANCE	<p>4. We will maintain a strong financial foundation that supports the achievement of school district goals.</p>	<p>4.1 On an annual basis, we will maintain the school board approved reserve.</p> <p>4.2 We will regularly communicate the district’s financial standing and fiscal responsibility to all stakeholders.</p>
WORKFORCE	<p>5. We will hire, support, recruit, and retain highly qualified staff who best serve the school district’s learners.</p>	<p>5.1 By August 2019, we will create and implement a comprehensive plan to recruit, hire, and retain staff within the school district.</p> <p>5.2 By August 2019, we will research, recommend, and identify pathways to “grow your own staff” targeting recent Cass Lake-Bena graduates and local applicants.</p> <p>5.3 By July 2020, we will develop and implement a system to help in measuring the effectiveness of the hiring system.</p>
FACILITIES	<p>6. We will provide and maintain facilities and grounds that support modern learning in a safe and productive environment.</p>	<p>6.1 We will annually assess and evaluate all buildings and grounds to identify areas requiring improvements.</p> <p>6.2 We will annually review, prioritize, and approve the Long-Term Facilities Maintenance Plan (LTFMP.)</p> <p>6.3 We will ensure all facilities meet identified spacing, changing technology, and security needs of all learners on an ongoing basis.</p>
COMMUNICATION & MARKETING	<p>7. We will create a coordinated and effective communication process throughout the school district and the community.</p>	<p>7.1 We will annually review current and past communication practices to determine what works and what needs to be changed or added to improve district communication.</p> <p>7.2 By July 1 of every year, we will develop and implement plans to use multiple communication formats in reaching all internal and external stakeholders.</p> <p>7.3 By July 1 of every year, we will determine methods of promoting the school district by communicating about outstanding programs and accomplishments of students, staff, and alumni.</p> <p>7.4 By July 1 of every year, identify the person(s) responsible for carrying out the district’s communications and marketing plan.</p>

