

Becker School District Strategic Goals Policy

#223



Strategic Plan Mission Statement



**Developing Self-Directed
Learners to Thrive in a
Changing Global Community**

Strategic Plan Belief Statements



We believe that everyone is unique, has worth, deserves respect, and can learn and excel in an environment tailored to their needs.

We believe that it is the responsibility of every school to provide a respectful, physically and emotionally safe and secure learning environment for everyone.

We believe that critical thinking and problem-solving skills are fundamental to preparing students for their future.

We believe in the potential of all students to succeed in an ever-changing world.

We believe in the value and importance of student involvement in activities to create well-rounded citizens.

Strategic Plan Vision Statement



**Imagining Possibilities,
Discovering Potential,
Inspiring the Future**

Strategic Plan Focus Areas



STRATEGIC PLAN FOCUS AREAS

**Student
Growth and
Achievement**

**Safety
and
Well Being**

**Staff
Development
and Support**

**Family and
Community
Engagement**

**Effective
Resource
Management**

Instructional/Academics



Goal 1: Effective and relevant instruction meeting the needs of all students to achieve the state Comprehensive Achievement and Civic Readiness goals at Becker Public Schools.

Strategic Plan Objective 1.1: We will annually evaluate the success of meeting the five goals of Comprehensive Achievement and Civic Readiness (CACR):

All students are ready for school.

All racial and economic achievement gaps between students are closed.

Prepare students to be lifelong learners.

All students are ready for career and college.

All students graduate on time.

Student Growth and Achievement



Goal 2: We will ensure all students receive a guaranteed and viable curriculum with aligned assessments and a consistent learning environment that meets the students' individual needs.

Strategic Plan Objective 2.1: We will continue utilizing digital tools to support and enhance learning for all students and staff.

Strategic Plan Objective 2.2: By June 30, 2027, we will ensure a consistent learning environment across the district to promote student success.

Safety and Well-Being



Goal 3: Provide the resources necessary and remove barriers to create exceptional learning opportunities for all students through a safe, supportive, inclusive, and collaborative culture.

Strategic Plan Objective 3.1: Annual evaluation of procedures and protocols related to the safety of students, staff, and community within the Becker School District.

Strategic Plan Objective 3.2: We will continue to utilize an extensive Multi-Tiered System of Supports (MTSS) process to address academic and behavior needs through frequent and early intervention.

Strategic Plan Objective 3.3: We will continue addressing mental health needs through Social Emotional Learning (SEL) at a variety of levels.

Strategic Plan Objective 3.4: We will identify opportunities to strengthen our schools being a welcoming, safe, and supportive school climate.

Strategic Plan Objective 3.5: By the 2026-27 school year, we will enhance opportunities for students to explore interests and optimize abilities and potential.

Staff Development and Support



Goal 4: Maintain a professional environment and culture that promotes engagement and staff development that allows for both staff and student success.

Strategic Plan Objective 4.1: Annually, provide ongoing feedback to all staff to support professional growth.

Strategic Plan Objective 4.2: Annually, provide opportunities for staff development to support the use of instructional technology tools to enhance teaching and learning.

Strategic Plan Objective 4.3: We will refine the Teacher Development and Evaluation (TDE) plan to support professional development that focuses on promoting optimal learning opportunities for all students.

Strategic Plan Objective 4.4: we will identify opportunities to strengthen and focus PLC's to enhance staff professional growth.

Strategic Plan Objective 4.5: By June 30, 2024, we will create and implement a plan to recruit and retain highly qualified staff who reflect the needs of the district.

Family and Community Engagement



Goal 5: Promote and celebrate the opportunities that make Becker School District a foundation of the community

Strategic Plan Objective 5.1: During the 2022-23 school year, implement and utilize a variety of communication tools to maximize visibility and support of the district's goals, connections, and successes.

Strategic Plan Objective 5.2: During the 2023-24 school year, we will create processes and a communication plan that creates a connection between all stakeholders in the district.

Strategic Plan Objective 5.3: By the 2025-26 school year, we will create a plan to utilize and document increased community partnerships to provide greater opportunities for students.

Effective Resource Management



Goal 6: Maintain fiscal responsibility and allocate resources strategically, effectively, and efficiently to support current and future learning needs.

Strategic Plan Objective 6.1: Annually, evaluate and allocate resources aligned to prioritized learning needs.

Strategic Plan Objective 6.2: Annually, manage and monitor ongoing facility needs and use of space.

Strategic Plan Objective 6.3: Annually, meet fiscal management goals as defined in board policy.



June 24 Board Presentation
Executive Director of Curriculum and Instruction
Carla Nolan

Student Growth and Achievement



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CACR Data Update



25-26 SY Goal	Progress Toward Goals	Action Plan
<p>80% of students enrolled in BPS early learning programs who are eligible to enter kindergarten in the fall of 2026 will be on track to score in “low risk” as measured by the FastBridge Early Reading assessment in the spring of 2026.</p>	<p>Spring 2026: 70%</p>	<ul style="list-style-type: none"> • Implement structured literacy in all EE classrooms
<p>By the Spring of 2026, at least 70% of students enrolled in BPS will score at or above the grade level benchmark as measured by the FastBridge earlyReading, CBMR, or areading assessment.</p>	<p>Progress: 2025: 63.3% 2026: 66%</p>	<ul style="list-style-type: none"> • K-5 Literacy curriculum implementation fall 2025 • LETRS training • Capti implementation
<p>The percentage of Becker students graduating from high school in four years will remain at or above 90% in 2025.</p>	<p>2025 Graduation Rate: 92.4%</p>	<ul style="list-style-type: none"> • Strengthen differentiation & engagement • Course offerings & Pathways
<p>The percentage of Becker students who score in the Low Risk category of the Social, Academic, and Emotional Behavior Risk Screener (SAEBRS/mySAEBRS) will be at or above 90% by the Winter screening.</p>	<p>Winter 2026: 87%</p>	<ul style="list-style-type: none"> • Professional development for Mental Health staff on evidence-based interventions • Implement core SEL curriculum.

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Curriculum Review and Adoption



2025-2026 SY Implementation:	2025-2026 SY Review:	2026-2027 SY Review:
<ul style="list-style-type: none">● K-5 Literacy aligned with Science of Reading● 6-12 English Language Arts aligned with 2020 ELA standards	<ul style="list-style-type: none">● K-12 Social Studies● K-12 SEL	<ul style="list-style-type: none">● K-12 Math aligned with 2022 MN Academic Standards for Math● K-12 Literacy Intervention



**June 24 Board Presentation
Elementary Principal
Dale Christensen**

Student Growth and Achievement



Goal 2: We will ensure all students receive a guaranteed and viable curriculum with aligned assessments and a consistent learning environment that meets the students' individual needs.

- **Starting in the 23 -24 school year through the 25 -26 school year our professional development focused on the Science of Reading - LETRS Training for all teachers teaching reading: Classroom Teachers, Special Education Teachers, Reading Specialists and EL.**
- **During the 24 -25 school year Kindergarten and Grade 1 implemented UFLI - Phonics**
- **During the 25 - 26 school year Grade 2 implemented UFLI - Phonics**
- **To ensure guaranteed and viable: Fidelity Checks - self, peer, instructional coach and administration.**
- **Every 5 days there is an assessment to monitor student progress**
- **We screen all students 3 times per year with Fastbridge assessment to monitor progress**
- **Every two weeks we progress monitor students - Fastbridge - on foundational skills**

Student Growth and Achievement



Goal 2: We will ensure all students receive a guaranteed and viable curriculum with aligned assessments and a consistent learning environment that meets the students' individual needs.

- **During the 25 - 26 school year Kindergarten - 2nd grade implemented Arts and Letters to build comprehension, vocabulary and knowledge through real books.**
- **Grade level teams meet weekly during PLC's to ensure pacing and implementation is there for all students.**



June 24 Board Presentation
Director of Technology
Shane Knutson

Student Growth and Achievement



Goal 2.1: We will continue utilizing digital tools to support and enhance learning for all students and staff.

- **Qmlativ SIS Preparation:** Staff have been trained on the new Qmlativ Student Information System ahead of the 2026-2027 full-scale implementation.
- **Network Infrastructure Upgrades:** Foundational network layers are being upgraded to ensure a faster, more reliable environment for digital learning tools.
- **Data Flow Architecture Optimization:** We are streamlining backend data integration to improve operational efficiency and the digital experience for staff and students.



June 24 Board Presentation
Human Resources
Jenny Lorentz

Human Resources



Goal 3: Provide the resources necessary and remove barriers to create exceptional learning opportunities for all students through a safe, supportive, inclusive, and collaborative culture.

Objective 3.1: Annual evaluation of procedures and protocols related to the safety of students, staff, and community within the Becker School District.

- Major changes in HR landscape with the new legislative changes
- FMLA / Earned Sick and Safe Time (ESST) / MN Paid Leave
- Employee-Centered Support
- Clear Processes and Compliance
- Health Insurance Transition

Human Resources



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Objective 3.1: Annual evaluation of procedures and protocols related to the safety of students, staff, and community within the Becker School District.

- Paperless Timekeeping
- Digital Onboarding
- Supervisor Support / Compliance Training
- Payroll Accuracy

Human Resources



Goal 3: Provide the resources necessary and remove barriers to create exceptional learning opportunities for all students through a safe, supportive, inclusive, and collaborative culture.

Objective 3.4: We will identify opportunities to strengthen our schools being a welcoming, safe, and supportive school climate.

- Regular Meet and Confer meetings - helping to build open lines of communication
- Strong relationships = ability to solve problems together at the table
- Training supervisors to have tough conversations earlier to help our employees be successful and find solutions to the problems before they escalate

Human Resources



Goal 4: Maintain a professional environment and culture that promotes engagement and staff development that allows for both staff and student success.

Objective 4.5: Recruit and retain highly qualified staff who reflect the needs of our district.

- Stronger Onboarding
- Contract Alignment
- Early Settlements
- Staff Stability - unprecedented low turnover
- Licensing Improvements - decrease in Tier 1 / Tier 2 teachers



**June 24 Board Presentation
Middle School Administration
Chantel Boyer
Kevin Beehler**

Middle School and High School



Goal 4: Maintain a professional environment and culture that promotes engagement and culture that promotes engagement and staff development that allows for both staff and student success. 2025-2026

What:

- Middle school staff and high school staff engaged in collective professional development on reviewing priority standards from previous year and then focusing on proficiency scales. Work was done around new standards for ELA, Math and Social Studies. Throughout the year, shift was moved towards criteria for READ ACT: Capti ReadBasix. Understanding the makeup of the screeners and how to utilize this information in our buildings. Along with Tier 1 strategies that can be used in the classroom setting to assist students.
- Middle school staff and high school staff engaged in collective professional development on utilization of artificial intelligence. Professional development was spent on understanding use of AI in the classroom and clarifying the levels of use.
- Preparation has been utilized during professional development days on understanding Qmlativ, SIS program that will be implemented for the 2026-2027 school year.

**June 24 Board Presentation
Early Education**

Family and Community Engagement



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Early Education



2025-26 Program Impact

- 217 Small Wonders & Pre-K students served
- 96 ECFE student/family participants
- 54% enrollment growth program-wide from the beginning to the end of the school year

Open House (February 26, 2026)

- Excellent attendance
- Strong community interest
- Positive feedback and family engagement

New Opportunities for 2026-27

Two sections of All-Day Pre-K

- Monday/Wednesday/Friday
- Tuesday/Thursday

New 3-Day Half-Day Small Wonders option

Weekly ECFE classes offered during Fall, Winter, and Spring sessions

2026-27 Enrollment Snapshot (as of June 18, 2026)

<u>Program</u>	<u>Filled Status</u>
Pre-K	88%
Small Wonders	58%
ECFE	36%

Family Engagement Through ECFE

Successful 2025-26 Events

- Dad's Measure & Build It Night
- Mom's Holiday Night
- Gym Nights
- Pizza Night
- Grandparents at ECFE

New for 2026-27

- Outdoor Discovery Night
- Halloween Fun Night
- Bingo Night
- Movie Night

**June 24 Board Presentation
Activities Director
Dave Niemi**

ACTIVITIES



Goal 6: Maintain fiscal responsibility and allocate resources strategically, effectively, and efficiently to support current and future learning needs.

Strategic Plan Objective 6.2: Annually, manage and monitor ongoing facility needs and use of space.

Activities Related Goal - To develop a 5-year comprehensive activities and athletics plan (with the assistance of Buildings and Grounds) to improve and update our on-site facilities.

*Anticipated Upgrades- press box, **softball complex, tennis courts**, track surface, fencing/gates, baseball infields/grass, technology, scoreboards, **sound systems**



**June 24 Board Presentation
Director of Business Services
Kevin Januszewski**

Finance



Goal 6: Maintain fiscal responsibility and allocate resources strategically, effectively, and efficiently to support current and future learning needs.

What: The District settled all of its labor contracts within the state's funding received for 25-26 school year. This means the District is projected to maintain the School Board's policy of its required 8% fund balance for 25-26. The final financial results for the District will be presented to the Board when the audit of the financial statements is completed in December. The last referendum project (High School roof replacement) will be completed in the fall of 2026.

The District made budget adjustments of \$600,000 for the next 26-27 year because of the fall 2025 non passage operating referendum.



Questions???