

**Work Session Meeting
Monday, January 25, 2021, 7:30 PM
Pipestone Area Schools
MS/HS Auditorium
1401 7th St SW
Pipestone, MN 56164**

AGENDA

- 1. Call Meeting to Order**
- 2. Approval of Agenda**
- 3. Culture and Climate Survey**
- 4. Goals Update**
- 5. Adjournment**

2

Pipestone Area Schools Strategic Plan | 2020-2025

BELIEF STATEMENTS

We believe:

1. In providing a physical and emotionally safe and secure environment so that all students can learn and excel.
2. That open communication, transparency, and accountability are key for making the best possible decisions for every learner and stakeholder.
3. That collaboration, mutual respect, and support between the home, the school, and the community has a positive impact on each student.
4. That all students, staff, and community members are unique, have worth, value, and deserve to be treated with respect.
5. All learners will be provided with the necessary tools and be offered an education developed to meet their individual needs to achieve all they can.
6. That all students are offered an equitable education developed by a growth-minded staff to enable them to be productive citizens and leaders of the world.

MISSION STATEMENT

Inspire life-long learners. Build Character. Prepare them for their future.

VISION STATEMENT

District and Community committed to working together to provide educational excellence and support our students for their future.



FOCUS AREA	GOALS	OBJECTIVES															
STUDENT ACHIEVEMENT	1. We will achieve the goals of the World's Best Workforce (WBWF) for all students in the school district.	1.1. Annually, evaluate the success of meeting the five goals of the WBWF: <ul style="list-style-type: none"> ▪ All students are kindergarten ready; ▪ All students reading at grade level by third grade; ▪ Closing the achievement gap for identified student groups; ▪ All students graduating career and college ready; and ▪ All students graduating on time. 															
	2. Increase the academic achievement of all students through effective instruction and challenging, engaging, and aligned curriculum and assessments.	2.1. By the end of 2023, improve student proficiency on state assessments by: <table border="1" data-bbox="506 514 1485 695"> <thead> <tr> <th></th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Reading</td> <td>65%</td> <td>70%</td> <td>80%</td> </tr> <tr> <td>Math</td> <td>50%</td> <td>55%</td> <td>60%</td> </tr> <tr> <td>Science</td> <td>43%</td> <td>50%</td> <td>55%</td> </tr> </tbody> </table>		2021	2022	2023	Reading	65%	70%	80%	Math	50%	55%	60%	Science	43%	50%
	2021	2022	2023														
Reading	65%	70%	80%														
Math	50%	55%	60%														
Science	43%	50%	55%														
STUDENT SUPPORT	3. Provide the resources, programs and personnel that enable all students to be successful.	3.1. By 2023, the District will adopt and implement an Social Emotional Learning program. 3.2. By Fall of 2020, establish a plan to provide training and education to retain paras.															
	4. Meet the needs of all students.	4.1. By September 2025, implement necessary interventions for 100% of identified students needing academic, social and or emotional support.															
CULTURE AND CLIMATE	5. We will create and maintain a school culture that promotes and builds positive relationships and mutual respect among/ between students, staff, parents/guardians and the community as a whole.	5.1. By December 2020, assess school climate programs and interventions currently in place in the school district to determine what is working and what is unsuccessful. 5.2. By September 2021, identify and implement programming school-wide and develop plans to maintain effective practices and address identified gaps and deficiencies and adjust accordingly. 5.3. By September 2023, staff and students will demonstrate behaviors that reflect a positive school climate as assessed by a variety of measurement tools (positive referrals, discipline incidents, attendance, stake holder surveys).															
WORKFORCE	6. We will equip learners and staff with the skills to better prepare for college and workforce.	6.1. By 2022, expand and improve professional development for all staff. 6.2. By 2022, develop and implement a variety of quality Career/Technical Education programs.															
FINANCES	7. We will maintain a strong fund balance and promote financially responsible spending.	7.1. By September 2021, clearly communicate the district's finances to the stakeholders.															
COMMUNICATION AND MARKETING	8. The district will effectively communicate to all stake holders in a way that engages stake holders to actively advocate for education.	8.1. By Fall 2021, provide communication expectations to all students, parents, and staff. 8.2. By Spring 2021, determine improved communication strategies through input from the school district.															

Responsibility Duties for Strategic Plan

Student Achievement:

1.1.1.1 – All students Kindergarten ready – Elementary Principal

Continue partnering with local pre-schools to implement appropriate curriculum to ensure Kindergarten readiness. Provide access to those unable to afford pre-school.

1.1.2.1 – All students reading at grade level by third grade - Curriculum Director and Building Principals

1.1.3.1 – Closing the achievement gap for identified student groups - Building Principals

1.1.4.1 – All students graduating career and college ready - Admin Team

2.1.1.1 – By the end of 2023, improve student achievement on state assessments - Curriculum Director, Building Principals, and Teachers

2.1.2.1 – Develop Common Summative Assessments for Reading and Math in grades PreK-5 and for Content Areas in grades 6-12 - Curriculum Director, Building Principals, and Teachers

Student Support

3.1.1.1 – By 2023, the District will adopt and implement an SEL program. Admin Team will determine survey – School Perceptions, ASCD

3.2.1.1 – By 2020, establish a plan to provide training and education to retain paras. Principals will prepare job descriptions.

4.1.1.1 – By September 2025, implement necessary interventions for 100% of identified students needing academic, social and/or emotional support - MS/HS Principal, Curriculum Director, and Teachers

4.1.2.1 – Review and align current remediation programs and interventions to better meet student needs - Admin Team

4.1.3.1 – Establish Adult Diploma and GED services to the community - Community Education

Culture & Climate

5.1.1.1 – By December 2020, assess school climate programs and interventions currently in place in the school district to determine what is working and what is unsuccessful - Admin Team

5.1.2.1 – By September 2021, identify and implement programming school-wide and develop plans to maintain effective practices and address identified gaps and deficiencies and adjust accordingly - Admin Team

5.1.3.1 – By September 2023, staff and students will demonstrate behaviors that reflect a positive school climate as assessed by a variety of measurement tools (positive referrals, discipline incidents, attendance, stake holder surveys) - Admin Team

Workforce

6.1.1.1 – By 2022, expand and improve professional development for all staff - Admin Team and Staff Development Committee

6.2.1.1 – By 2022, - develop and implement a variety of quality CTE programs - MS/HS Principal, Student Interest Info

Finances

7.1.1.1 – Superintendent and Business Manager

Timelines for Strategic Plan

Annually

1.1 World's Best Workforce Goals

Fall of 2020

3.2 Plan to provide training and education to retain paras. (Job Descriptions by Principals)

December 2020

5.1 School Climate Assessment (Admin Team)

>From this, will need to determine actions for 5.2

>Employee Handbook created

Fall/September 2021

8.1 Communication expectations to students, parents, and staff.

5.2 Determined from 5.1

7.1 Podcasts developed explaining school finance (District Office)

Spring 2021

8.2 Established improved communication strategies.

2022

6.1 Expand and improve professional development for all staff.

6.2 Develop and implement a variety of CTE opportunities.

September 2023

5.3 Positive School Climate measures assessed

2023

3.1 SEL program adopted and implemented

End of 2023 SY

2.1 Improved student proficiency in Reading, Math and Science

September 2025

4.1 Implementation of necessary interventions to support 100% of identified students.