

Heron Lake-Okabena Strategic Plan



BELIEF STATEMENTS

The Heron Lake-Okabena School District believes:

- In a safe, caring, mutually respectful, and enthusiastic environment.
- All students can learn and should be challenged to excel and meet their personal potential.
- In striving to offer the highest quality of education possible within the resources available.
- All staff, students, and community members must communicate and collaborate to create the best possible learning environments.
- Teachers should recognize and value different and unique learning styles by providing personalized learning opportunities.
- Parents must have a role in their child's education.
- In preparing students to be successful in the global community.

MISSION STATEMENT

In partnership with the community, we educate and inspire students to become productive and respectful members of society.

VISION STATEMENT

Heron Lake-Okabena Schools — United with community to provide a quality education.

FOCUS AREA	GOALS	OBJECTIVES
STUDENT ACHIEVEMENT	1. Increase the academic achievement of all students through effective instruction, a challenging and engaging curriculum, and aligned assessments.	1a. By January 2017, create and implement a K-12 curriculum improvement process for all subject areas. 1b. By May 2017, Heron Lake-Okabena will move from Focus School to Continuous Improvement status on the MMR. 1c. By May 2017, review the PLC programs for all grades K-12 and implement an improved K-12 PLC program by September 2017.
	2. Achieve the goals of the World's Best Workforce for all students.	2a. Each year, based on a review of the goals, outcomes, and strategies from the previous year's WBWF plan, the school district will continue to: <ol style="list-style-type: none"> 1. increase the number of students identified as kindergarten ready; 2. increase the number of third-graders reading at grade level; 3. close identified achievement gaps; 4. increase the number of students identified as career or college ready; and 5. increase the graduation rate.

FOCUS AREA	GOALS	OBJECTIVES
STUDENT SUPPORT	1. Develop and implement a sustainable and well-defined support system that enables all learners to achieve at high levels.	1a. Annually during fall workshops, conduct training for all staff to recognize early signs of student difficulties. 1b. By the end of first semester each year, all employees will be involved in implementing identified appropriate interventions designed to assist students. 1c. Annually recognize students for academic achievements during the school year. 1d. Annually increase the number of unduplicated students involved in school activities.
WORKFORCE	1. Recruit, develop, and retain highly qualified employees for all positions in the school district.	1a. By March 2017, review and analyze wage structure and benefit package compared to similar area school districts. 1b. By March 2017, implement an exit interview survey to identify district weaknesses with outgoing employees and analyze data to determine if improvements can be made. 1c. By August 2017, review, revise, and implement staff mentoring program. 1d. By January 2018, develop and implement measures of the effectiveness of plans to retain highly qualified staff.
COMMUNICATION AND MARKETING	1. Develop a public relations plan for the district designed both to promote the district and inform stakeholders of upcoming activities and events.	1a. During fall 2016, conduct an audit of current communication practices to identify which audiences each method is reaching. 1b. By spring 2017, determine which audiences, if any, are not being contacted by current communication methods and design a plan to reach all audiences through multiple methods of communication.
	2. Provide information to all members of the community in a timely manner.	2a. During first quarter 2016, conduct a PLC for all staff on the school district's communications expectations for the staff. 2b. By second quarter 2016, teachers will provide weekly updates to the IT department regarding upcoming calendar events (i.e. field trips, PDF attachments for permission slips, volunteer opportunities, and classroom events). 2c. Beginning in the 2016-17 school year, a quarterly newsletter will be sent to all households in the district.
	3. Inform and encourage the community to be involved.	3a. During the 2016-17 school year, promote volunteerism in the school district. 3b. During the 2016-17 school year, develop and select the first recipient of the "Wildcat Fan of the Year" award.
FACILITIES AND TECHNOLOGY	1. Integrate technology into the teaching and learning process to improve student achievement.	1a. During the 2016-17 school year, create a professional development plan designed to assist teachers in integrating technology into their teaching and classrooms. 1b. During the 2016-17 school year, create and maintain a revolving three-year technology acquisition and replacement plan.
	2. Develop a district facilities plan for the next ten years designed to support the needs of the programs, students, staff, and community.	2a. By June 2017, develop an ongoing five-year general maintenance schedule designed to continually maintain, improve, and enhance school district facilities and grounds. 2b. Conduct annual facilities and major systems audits, updating current year, next year, and five-year facilities and maintenance plans and schedules. 2c. Annually, the school district will comply with the requirements of M.S. 123B.595 in order to qualify for the Long-Term Facilities Maintenance Revenue provided by the state.