

Mission

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.

Strategic Objectives

By 2017, all students will—

- articulate, plan for, and progress toward their evolving dreams;
- choose to contribute to community in a mutually meaningful way; and
- demonstrate initiative and persistence to continually learn that which is important to them.

Strategies

We will—

- 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 2015-2016

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

- The school district has implemented culturally relevant instruction to ensure high levels of learning for all students.
- 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.
- A plan has been implemented to interrupt the pattern of racial disproportionality in special education.
- The school district has expanded student access to mobile devices; increased use of online curriculum in grades 6–12; and enhanced personalized and flexible learning.
- The new grade spans have been implemented with a plan to monitor and adjust in the following program areas: middle school, out-of-school time, and high school.

*** Equitable student achievement has three components:**

1. Ensure high levels of achievement for all students.
2. Accelerate growth for students of color and other underperforming groups.
3. Close the achievement gap for all students.

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

- Community members have increased trust in the school district.

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

- The school district has created a family engagement structure 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.
- A framework has been developed to address enrollment management and building use in the long term, including the recruitment and retention of resident students.

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.