

Sleepy Eye Public Schools Strategic Plan | 2019-2024

BELIEF STATEMENTS

We believe:

- That collaboration between the home, school, and community has a positive impact on each student.
- That every human being is unique, has worth, and deserves respect emotionally and physically.
- That integrity, trust, compassion, respect, and open communication are hallmarks of an excellent educational community.
- In purposeful, courageous, and continuous improvement through research and action.
- That teachers and students should be set up for success.
- In an inclusive educational environment that allows each student to achieve her/his learning potential.
- In lifelong learning.

MISSION STATEMENT

The mission of the Sleepy Eye Public Schools is:

- To provide engaging and individualized educational opportunities to diverse learners for their growth and success.

VISION STATEMENT

The vision of the Sleepy Eye Public Schools is:

- A community united to provide academic excellence and a safe environment while meeting individual student needs.



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 on an annual basis.	1.1 Annually evaluate the success of meeting the five goals of the WBWF: ■ 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. We will evaluate and improve instructional programs to maximize the performance of all students.	2.1 On an annual basis, systematically evaluate all education programs and make adjustments/changes to programs based on the evaluation. 2.2 By 2021-2022, develop and implement a process to increase learning opportunities for students tied to the beliefs, mission, vision, and strategic directions of the school district. 2.3 By 2021-2022 school year put in place a plan to increase collaboration and the vertical articulation of educational programming between the preK-6 and 7-12 levels of the district.
STUDENT SUPPORT	3. We will prepare all students for success by providing varied academic pathways through well-defined support systems that enable all learners to achieve at high levels.	3.1 By the start of 2021-2022 school year, identify and create a system to review the effectiveness of established support systems in the areas of academic performance, mental health, and career readiness. 3.2 On a semiannual basis, make necessary adjustments to support systems based on the assessment of student progress in the areas of academic performance, mental health, and career readiness.
FACILITIES	4. We will strive to build and maintain facilities necessary to carry out the mission of the school district with appropriate space available for all aspects of education.	4.1 By August of 2020 and annually thereafter, the Facilities Committee will review the current 10-year facilities maintenance plan and adjust the plan based on identified needs. 4.2 By October 2020, the Facilities Committee will identify facilities options for the school district based on the strategic plan Facilities Goal. 4.3 By December 2020, the Facilities Committee will develop a specific timeline for meeting the facilities options necessary to meet the strategic plan Facilities Goal.
WORKFORCE	5. We will identify, recruit, develop, and retain talented administrators, teachers, and staff members in all positions.	5.1 By the start of 2020-2021 school year, identify a process to evaluate, maintain and strengthen existing workforce development programs including: the mentoring/induction program; the "exit interview" process; using comparable districts to ensure a competitive salary/benefit package is in place for all employees; using climate surveys to improve working conditions; and continuing to use District and Building Leadership Teams to provide leadership opportunities for staff members.
ACADEMIC & CO-CURRICULAR PROGRAM	6. We will establish a teaching framework that includes 21st century skills, a personalized plan of progress for each student, and a rigorous and relevant curriculum at all levels.	6.1 By 2022, identify and implement a plan to identify the skills, knowledge, and attributes for all students to be career-, college-, and life-ready. 6.2 By end of September each year, establish data-informed instruction and assessment, student engagement, and personalized learning as core practices across the district.
	7. We will prepare students for success through varied opportunities that utilize technology, engaging instructional practice, and quality co-curricular and extracurricular programs.	7.1 By the end of 2020-2021 implement a plan to increase learning opportunities for students through the creation of flexible learning spaces, problem-based education, community partnerships, and technology-based instruction. 7.2 By the end of 2021-2022 school year develop and implement plans to diversify the number of co-curricular programs that encompass a wide variety of interests and skills and result in an increase in the number of students participating in activities.
COMMUNICATION & MARKETING	8. We will develop a multifaceted public relations plan that provides timely and accurate information designed to promote the school district.	8.1 By the end of 2021-2022 school year, create and put in place plans to regularly in-service staff in the areas of effective communication and customer service. 8.2 By 2022, develop and implement a plan to use multiple communication formats designed to reach all audiences. 8.3 By 2021-2022, develop and implement a "Branding Statement" for the school district that highlights the unique opportunities of the school.