



## Four-Year Strategic Plan

(September 2023 – May 2027)

In August of 2023, Caledonia Area Public School Board adopted a four-year strategic plan for the district. The plan consists of five goals set by district stake holders. The school board has tasked administration with developing and executing an action plan to achieve the following goals by the end of the 2026-2027 school year.

### **GOAL 1:**

CAPS will have a substantial reduction in disciplinary occurrences as defined by a framework of actions and consequences consistently followed by staff, supported by parents, and understood by students.

**How will this goal improve student outcomes:** A structured environment and well-known parameters for students and staff will provide a climate and structure which is conducive to learning. Providing such a climate and structure should in turn lead to increased student achievement.

**TEAM LEADER:** John Walstrom

### **GOAL 2:**

CAPS will improve staff retention by addressing the top concerns raised in the annual employee survey/exit survey.

**How will this improve student outcomes:** The school district's most valuable resource is its employees. If we can recruit and retain fantastic staff, we will be able to cultivate long term relationships with students which will in turn help students reach their full potential and better prepare them to be college and/or career ready upon graduation.

**TEAM LEADER:** Craig Ihrke



## **GOAL 3:**

All CAPS students will be involved in at least one community outreach service project a year; service projects will be organized at each grade level.

**How will this improve student outcomes:** By engaging in service to others, students will learn the importance of civic stewardship, responsibility to others, and worth to oneself.

**TEAM LEADER:** Sue Link

## **GOAL 4:**

CAPS will support the mental health of students by engaging in partnerships with local mental health professionals and provide all students with access to a mental health professional.

**How will this improve student outcomes:** Youth Mental Health is listed as a priority on the Surgeon General's web page. *"Far too many young people are struggling with their mental health and unable to get the support they need. We all have a role to play in supporting youth mental health and creating a world where young people thrive."*

The school district is committed to help in a number of ways, but this goal aims to help students connect with professionals who can provide help in ways that a school cannot.

**TEAM LEADER:** Craig Ihrke

## **GOAL 5:**

CAPS will increase specific exposure to life skills for all CAPS students by utilizing the expertise of community members to offer meaningful exposure and experiences to a variety of opportunities for personal and potential professional growth.

**How will this improve student outcomes:** Not every student will go on to college. Even the ones who do, will need to be exposed to tangible, "real world" skills and experiences to be prepared for life after high school.

**TEAM LEADER:** Nate Bohler