



STRATEGIC PLANNING GOVERNANCE DOCUMENT Pipestone Area Public Schools

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	Action Plan Considerations																
Student Achievement	1. We will achieve the goals of the World's Best Workforce [WBWF] for all students in the school district. 2. Increase the academic achievement of all students through effective instruction and challenging, engaging, and aligned curriculum and assessments.	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. 2.1. By the end of 2023, improve student achievement on state assessments by: <table border="1" data-bbox="727 1323 1166 1558" style="margin-left: 40px;"> <thead> <tr> <th></th> <th>1</th> <th>2</th> <th>3</th> </tr> </thead> <tbody> <tr> <td>R</td> <td>65%</td> <td>70%</td> <td>80%</td> </tr> <tr> <td>M</td> <td>50%</td> <td>55%</td> <td>60%</td> </tr> <tr> <td>S</td> <td>43%</td> <td>50%</td> <td>55%</td> </tr> </tbody> </table>		1	2	3	R	65%	70%	80%	M	50%	55%	60%	S	43%	50%	55%	1.1.1 95% of children entering Kindergarten will have a pre-school experience. 1.1.2 Implement PAS Literacy Plan with fidelity 1.1.3 Hire EL licensed teacher to deliver instruction. 1.1.4 Develop a "Portrait of a Graduate" from Pipestone Area Schools 2.1.1. Implement Backward Design and establish a system to monitor summative assessments 2.1.2. Develop Common Summative Assessments for Reading and Math in grades PreK-5 and for Content Areas in grades 6-12.
			1	2	3														
R	65%	70%	80%																
M	50%	55%	60%																
S	43%	50%	55%																

Focus Area	Goals	Objectives	Action Plan Considerations
Student Support	<p>3. Provide the resources, programs and personnel that enable all students to be successful.</p> <p>4. Meet the needs of all students.</p>	<p>3.1. By 2023, the District will adopt and implement an SEL program.</p> <p>3.2. By 2020, establish a plan to provide training and education to retain paras.</p> <p>4.1. By September 2025, implement necessary interventions for 100% of identified students needing academic, social and or emotional support.</p>	<p>3.1.1 Administration, Guidance Dept, Teachers, and staff will review current work, conduct needs assessment, and make a recommendation .</p> <p>3.1.2 Principals will develop procedures and expectations.</p> <p>4.1.1. Develop alternative learning program.</p> <p>4.1.2. Review and align current remediation programs and interventions to better meet student needs.</p> <p>4.1.3. Establish Adult Diploma and GED services to the community.</p>

Focus Area	Goals	Objectives	Action Plan Considerations
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)	5.1.1 School Perception Survey for students and parents 5.1.2 Gallup Survey for employees. 5.1.3 Development of Employee Handbook to communicate clear expectations.
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 CTE programs.	6.1.1 Ongoing
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.	7.1.1. Develop podcasts of school finance topic.

Focus Area	Goals	Objectives	Action Plan Considerations
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.	<p>8.1. By Fall 2021, provide communication expectations to all students, parents, and staff.</p> <p>8.2. By Spring 2021, determine improved communication strategies through input from the school district.</p>	<p>8.2.1 Consider SocialSchool4EDU as a resource.</p> <ul style="list-style-type: none"> ▪ School district could join the Chamber of Commerce in order to avail the district of greater promotional services for members. ▪ District Newsletter sent via e-mail ▪ Use social media posts ▪ Use city’s Channel 3 for re-run of radio talks or school PowerPoints or flyers ▪ Pipestone Community Events calendar (www.PipestoneMinnesota.com) ▪ Partner with chamber more ▪ Podcasts of Supt. radio show & Board meetings