



**MOOSE LAKE COMMUNITY SCHOOL  
STRATEGIC PLAN  
2021-2026  
Rev Feb 2024**

**Belief Statements**

- \* We believe all students can learn and excel when they are cared for, encouraged, and challenged.
- \* We believe learning should provide the skills necessary for continued growth, future success, and lifelong learning.
- \* We believe effective communication is an essential component of a strong and safe school environment.
- \* We believe that strong connections between the home, school, and community have a positive impact on each student's success.
- \* We believe in striving to learn with compassion the stories of others who are different from us.

**Mission Statement**

**Working collaboratively to nurture and inspire youth in the pursuit of educational excellence.**

**Vision Statement**

**Excellence for Life**

**Strategic Focus Areas**

Student  
Achievement  
& Support

Staff  
Development  
and Support

School  
Culture and  
Climate

Communication &  
Community  
Engagement

Finance

Focus Area	Goal	Objectives	Status
Student Achievement & Support	<b>Goal 1:</b> Achieve the goals of the World's Best Workforce [WBWF] for all students in the school district.	<b>Objective 1.1:</b> By 2022, and annually thereafter, 95% of students in MLCS School Readiness Programs will meet district kindergarten readiness benchmarks.	Ongoing
		<b>Objective 1.2:</b> By 2022, the percent of Moose Lake Elementary students receiving special education services who meet or exceed proficiency on the Minnesota Comprehensive Assessment in Reading will increase to at least 18% with an increase of at least 2% a year through 2026.	
		<b>Objective 1.3:</b> By 2022, 53% of third graders will be proficient in reading as measured by the Minnesota Comprehensive Assessment with an increase of at least 3% a year through 2026	
		<b>Objective 1.4:</b> By 2024 and annually thereafter, the average ACT score for Moose Lake High School will be above the state average.	
		<b>Objective 1.5:</b> By 2023 and annually thereafter, the % of MLHS graduates enrolled in developmental education at a MN college in the first two years will be below the state average.	
		<b>Objective 1.6:</b> By 2022 and annually thereafter, 98% of Moose Lake students will graduate in four years.	
	<b>Goal 2:</b> Develop and implement a well-defined education and student support system that enables all learners to achieve at high levels.	<b>Objective 2.1:</b> Develop an MTSS framework for reading and math through grade 8 by the end of the 2021-22 school year. Formalize and align the model with the MNMTSS framework by the end of the 24-25 school year.	
		<b>Objective 2.2:</b> Pilot a formalized intervention program for reading and math in grades 4-8 in 2021-22.	Complete
		<b>Objective 2.3:</b> Expand our special education life skills programming to include the Barnum/Moose Lake/ Willow River collaborative Practical Assessment Exploration System (PAES) lab by 2022-23.	Complete
		<b>Objective 2.4:</b> Add at least one state approved Career and Technical Education (CTE) course of study to high school elective offerings by 2023-24.	Complete
		<b>Objective 2.5:</b> Add at least one College in the Schools course or articulated course for college credit to high school elective offerings by 2023-24.	Complete
		<b>Objective 2.6:</b> Beginning in 23-24, implement the MN READ Act with fidelity and in accordance with the statute.	
		<b>Objective 2.7:</b> Create a pathways committee of community stakeholders in 2023-24 to improve school to work learning opportunities and implement a mentoring program by 2025.	

Staff Development and Support	<b>Goal 3:</b> Evaluation process for all district staff drives professional growth.	<b>Objective 3.1:</b> Moose Lake Teacher Development and Evaluation Plan will be reviewed and updated by a committee of Education Minnesota representatives and district representatives by June 2026.	
		<b>Objective 3.2:</b> Evaluation procedures and forms will be developed for all non-licensed staff by January 2023.	Complete
		<b>Objective 3.3:</b> Update the licensed administration (principals and superintendent) evaluations by June 2025	
		<b>Objective 3.4:</b> Complete MSBA's Board Self-Review annually in July beginning in 2024.	
	<b>Goal 4:</b> Develop process to ensure that: (a) board-adopted curriculum for a course or grade level is being taught by all teachers and (b) needs for additional training and implementation support are identified.	<b>Objective 4.1:</b> Curriculum review cycle will be updated to align with new state standards review timelines and include procedures for implementation evaluation, support, and accountability by December 2022.	Complete
School Culture and Climate	<b>Goal 5:</b> Provide equitable educational experiences that ensure each child has what they need to develop their full educational and social/emotional potential.	<b>Objective 5.1:</b> During 2022-23 school year, create and implement a plan to enhance staff's cultural competency (the ability to understand, appreciate, and interact with people from cultures, backgrounds, or belief systems different from them).	Complete
		<b>Objective 5.2:</b> During the 2023-24 school year, identify and develop a plan with consistent and regular activities to increase students' sense of acceptance, respect, support, and inclusion for self and others in the school environment.	
	<b>Goal 6:</b> Create a safe, inclusive learning environment that fosters personal well-being.	<b>Objective 6.1:</b> Review current mental health services by completing a needs assessment that solicits feedback from teachers, students and parents to identify and address identified unmet mental health needs by December 2022.	Complete
		<b>Objective 6.2:</b> During the 2023-24 school year, ensure implementation of the Social/Emotional Readiness components of the Ramp Up to Readiness program.	
		<b>Objective 6.3:</b> All K-12 staff will receive training to expand the use of restorative practices by June 2024.	Complete

Communication and Community Engagement	<b>Goal 7:</b> Provide communication that enhances collaboration between our school and families.	<b>Objective 7.1:</b> The district communication plan will be updated annually to increase frequency and quality of communication with parents.	Ongoing
		<b>Objective 7.2:</b> By fall 2022, the district will create a parent/teacher conference template to assist teachers and ensure consistent, uniform sharing of information with parents about their child's educational progress.	Complete
		<b>Objective 7.3:</b> Create a new family welcome program and expand kindergarten parent orientation program by fall 2023 conferences.	Complete
		<b>Objective 7.4:</b> By September 2022, develop a timeline to evaluate and improve elementary standards-based report card.	Complete
	<b>Goal 8:</b> Improve communications and strengthen the relationship between the school board and community.	<b>Objective 8.1:</b> Beginning in 2022-23, feature board member profiles in the Moose Call (two in each issue, three issues/year).	Ongoing
		<b>Objective 8.2:</b> Increase ways for the public to provide feedback and communication with the board (such as listening sessions or other opportunities to ask the board questions and address them in a public manner - form on our website or in community spaces).	
Finance	<b>Goal 9:</b> By the end of the 2025-26 school year, establish a strong financial foundation that supports the achievements of the school district's goals.	<b>Objective 9.1:</b> Develop a four-year plan for incremental increases to fund balance by two (2) weeks of expenditures a year beginning with the 2022-23 school year.	Ongoing
		<b>Objective 9.2:</b> Find alternative ways to increase revenue including but not limited to hiring a grant writer, increasing partnership with the Legacy of Excellence, increasing applications for educational benefits, (free/reduced lunch applications), selling school owned land.	
		<b>Objective 9.3:</b> Explore opportunities to increase enrollment.	
		<b>Objective 9.4:</b> Explore expanded partnerships with neighboring districts.	
		<b>Objective 9.5:</b> Engage legislators related to the unique needs of rural school districts.	