

## Three-Year Operational Plan and Priority Work

### Strategic Direction A: Increasing measurable student growth and achievement

	Year 1 = 2016-17	Year 2 = 2017-18	Year 3 = 2018-19
1A	A comprehensive system to refocus the work of <b>Learning Teams</b> (1 PLSAS + 4 PLC Question) will be documented and implemented to ensure clear expectations and protocols, fidelity of implementation, teacher ownership and collaboration with a focus on student data and results.	A comprehensive system to refocus the work of <b>Learning Teams</b> (1 PLSAS + 4 PLC Question) will be operational and monitored to ensure clear expectations and protocols, fidelity of implementation, teacher ownership and collaboration with a focus on student data and results.	A comprehensive system to refocus the work of <b>Learning Teams</b> (1 PLSAS + 4 PLC Question) will be operational to ensure clear expectations and protocols, fidelity of implementation, teacher ownership and collaboration with a focus on student data and results.
1B	A comprehensive E-12 <b>AGR</b> system will be documented and implemented to ensure standards-based and competency-based grading and reporting.	A comprehensive E-12 <b>AGR</b> system will be operational and monitored to ensure standards-based and competency-based grading and reporting.	A comprehensive E-12 <b>AGR</b> system will be operational to ensure standards-based and competency-based grading and reporting.
1C	A comprehensive E-12 <b>MTSS/RTI</b> system for academic and social emotional learning ( <b>PBIS</b> ) will be documented and implemented to ensure a continuum of student support.	A comprehensive E-12 <b>MTSS/RTI</b> system for academic and social emotional learning ( <b>PBIS</b> ) will be operational and monitored to ensure a continuum of student support.	A comprehensive E-12 <b>MTSS/RTI</b> system for academic and social emotional learning ( <b>PBIS</b> ) will be operational to ensure a continuum of student support.
1D	A comprehensive E-12 system for support to struggling students will be developed in an integrated manner based on the research and results of the DMC study.	A comprehensive E-12 system for support to struggling students will be implemented in an integrated manner based on the research and results of the DMC study.	A comprehensive E-12 system for support to struggling students will be monitored in an integrated manner based on the research and results of the DMC study.
1E	Based on the development of the Digital Learning Plan (DLP), the Future Ready Framework will be examined, as a means to further align digital learning to transforming teaching and learning.	Depending on recommendations from Year 1, the Digital Learning Plan (DLP), the Future Ready Framework will be implemented to align digital learning to transforming teaching and learning.	Depending on recommendations from Year 2, the Digital Learning Plan (DLP), the Future Ready Framework will be monitored to align digital learning to transforming teaching and learning.
1F	A comprehensive E-12 educational equity and excellence plan, inclusive of gap closing measures, culturally responsive teaching strategies and learning environments, family engagement and professional development will be developed.	A comprehensive E-12 educational equity and excellence plan, inclusive of gap closing measures, culturally responsive teaching strategies and learning environments, family engagement and professional development will be implemented.	A comprehensive E-12 educational equity and excellence plan, inclusive of gap closing measures, culturally responsive teaching strategies and learning environments, family engagement and professional development will be monitored.

**Prior Lake-Savage Area Schools**

		Study year of high school design for pathways and academics.	Implement the high school design for pathways and academics.
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**Strategic Direction B: Continue financial accountability to community while using available resources to educate students and maintain class-size targets**

	<b>Year 1 = 2016-17</b>	<b>Year 2 = 2017-18</b>	<b>Year 3 = 2018-19</b>
2A	A comprehensive Long Range Planning Model will be created with multi-year budget trends and assumptions, enrollment projections, facility needs, alignment of resources to strategic plan and inclusive processes.	A comprehensive Long Range Planning Model will be implemented with multi-year budget trends and assumptions, enrollment projections, facility needs, alignment of resources to strategic plan and inclusive processes.	A comprehensive Long Range Planning Model will be monitored with multi-year budget trends and assumptions, enrollment projections, facility needs, alignment of resources to strategic plan and inclusive processes.
2B	All schools and departments will provide evidence of operational excellence through the articulation of continuous improvement plans with essential services, documented process and metrics aligned to goals.	All schools and departments will provide evidence of operational excellence through the articulation of continuous improvement plans with essential services, documented process and metrics aligned to goals (ongoing).	All schools and departments will provide evidence of operational excellence through the articulation of continuous improvement plans with essential services, documented process and metrics aligned to goals (ongoing).

**Strategic Direction C: Expand innovative programming to meet family needs**

	<b>Year 1 = 2016-17</b>	<b>Year 2 = 2017-18</b>	<b>Year 3 = 2018-19</b>
3A	A system to empower PLSAS stakeholders (e.g. students, staff, parents, community) to propose and develop innovative ideas will be created and implemented to ensure continuous innovation and improvement.	A system to empower PLSAS stakeholders (e.g. students, staff, parents, community) to propose and develop innovative ideas will be implemented to ensure continuous innovation and improvement.	A system to empower PLSAS stakeholders (e.g. students, staff, parents, community) to propose and develop innovative ideas will be monitored to ensure continuous innovation and improvement.
3B	The first year of the MNCAPS program will be implemented and additional pathways for Year 2 pathways will be researched and developed.	The second year of the MNCAPS program will be implemented and additional pathways for Year 3 pathways will be researched and developed.	The third year of the MNCAPS program will be implemented and additional pathways for potential Year 4 pathways will be researched and developed.

**Strategic Direction D: Expand and embed environmental focus across the district**

	<b>Year 1 = 2016-17</b>	<b>Year 2 = 2017-18</b>	<b>Year 3 = 2018-19</b>
4A	A comprehensive E-12 plan will be created to expand computer science (including coding skills) in order to ensure additional opportunities for all students in STEM education.	A comprehensive E-12 plan will be implemented to expand computer science (including coding skills) in order to ensure additional opportunities for all students in STEM education.	A comprehensive E-12 plan will be monitored to expand computer science (including coding skills) in order to ensure additional opportunities for all students in STEM education.
4B	A comprehensive E-12 E-STEM plan with program components will be documented and implemented with fidelity in all schools to align with the district-wide E-STEM vision.	A comprehensive E-12 E-STEM plan with program components will be operational with fidelity in all schools to align with the district-wide E-STEM vision.	A comprehensive E-12 E-STEM plan with program components will be monitored with fidelity in all schools to align with the district-wide E-STEM vision.

**Strategic Direction E: Integrating technology for teaching and communication; increasing capacity to set standards for all learners using 21st century skills**

	<b>Year 1 = 2016-17</b>	<b>Year 2 = 2017-18</b>	<b>Year 3 = 2018-19</b>
5A	The Digital Learning Plan will be implemented to transform teaching and learning to ensure students are equipped with the skills needed to be ready for their futures.	The Digital Learning Plan will be implemented to transform teaching and learning to ensure students are equipped with the skills needed to be ready for their futures (ongoing).	The Digital Learning Plan will be implemented to transform teaching and learning to ensure students are equipped with the skills needed to be ready for their futures (ongoing).

**Strategic Direction F: Engage parents, families and community to strengthen a culture of respect and inclusion**

	<b>Year 1 = 2016-17</b>	<b>Year 2 = 2017-18</b>	<b>Year 3 = 2018-19</b>
6A	A parent, staff and student satisfaction survey will be created and administered to encourage multiple perspectives in feedback for district and site continuous improvement efforts.	A parent, staff and student satisfaction survey will be monitored and studied for ongoing annual surveys for district and site continuous improvement efforts.	A parent, staff and student satisfaction survey will be monitored and studied for ongoing annual surveys for district and site continuous improvement efforts.
6B	A comprehensive community engagement plan will be created and implemented to analyze stakeholder shared aspirations of PLSAS and to develop academic designs and facility plans to address goals and manage student growth.	A comprehensive community engagement plan will be monitored to analyze stakeholder shared aspirations of PLSAS and to develop academic designs and facility plans to address goals and manage student growth.	A comprehensive community engagement plan will be monitored to analyze stakeholder shared aspirations of PLSAS and to develop academic designs and facility plans to address goals and manage student growth.