

Bemidji Area Schools

Strategic Plan | 2017 - 2022

BELIEF STATEMENTS

We believe:

- Each learner will be challenged to develop his/her full potential.
- Learning is a lifelong process that enriches our lives.
- Education is a partnership among school, family, and community.
- There are expectations of quality for ourselves and for others.
- Our school district values and reflects culturally diverse talents, backgrounds and viewpoints.
- All students should take responsibility for their own success.
- Our staff are highly qualified and should be reflective of our student body.

MISSION STATEMENT

Empower each learner to succeed in our diverse and changing world.



STRATEGIC PRIORITIES	GOALS	OBJECTIVES
EQUITABLE STUDENT ACHIEVEMENT	1. Bemidji Area Schools will achieve the highest level of success for ALL students.	1.1 We will annually meet the goals of the World's Best Workforce for the school district. <ul style="list-style-type: none"> ▪ All students will read at grade level by 3rd grade. ▪ Promote birth to age 3 parent education initiatives to prepare students for kindergarten. ▪ Eliminate all achievement gaps for all student subgroups. ▪ All students will graduate from high school within four years of starting high school. ▪ Prepare all students to reach their full potential in the areas of college or career readiness, independent living, and social competency.
	2. Bemidji Area Schools will develop and implement a vertical vision for a comprehensive Pre-K to 12th Grade program.	2.1. We will evaluate the current status of our academic program with a focus on: <ul style="list-style-type: none"> ▪ Curriculum/standards ▪ Achievement Gap ▪ Resources ▪ Funding ▪ Survey of staff and partners Based on the results of the evaluation, we will develop and implement plans to address identified needs. 2.2. We will explore the feasibility of an operating levy to address Pre-K readiness needs. 2.3. We will implement a system of checks or audits at transition points. <ul style="list-style-type: none"> ▪ Pre-K to K ▪ 3rd to 4th Grades ▪ 5th to 6th Grades ▪ 8th to 9th Grades ▪ 12th Grade to Post-High School
	3. Bemidji Area Schools will demonstrate high academic standards for all students and will close the achievement gap.	3.1. We will develop and implement a culturally relevant curriculum. 3.2. We will work in partnership with appropriate agencies to develop the necessary interventions which support student social and/or emotional growth. 3.3. We will engage all families in a true educational partnership for the benefit of their children at an early age.
BUILDING RELATIONSHIPS/PARTNERSHIPS/ COLLABORATION WITH STAKEHOLDERS	4. Bemidji Area Schools will engage [partner] with community members [stakeholders] to build shared success and healthy community growth.	4.1 We will develop and implement research-based programs to foster family engagement. 4.2 We will develop relationships with Beltrami County Pre-K providers. <ul style="list-style-type: none"> ▪ Offer CEU Opportunities ▪ Host these events 4.3 We will develop an Academic Lumberjack Foundation in collaboration with the Northwest Minnesota Foundation (NWMF). <ul style="list-style-type: none"> ▪ Innovative grants to classrooms 4.4 We will create partnerships with local businesses and industries. <ul style="list-style-type: none"> ▪ Assist in curriculum writing with teachers 4.5 We will establish a working relationship with local government units. <ul style="list-style-type: none"> ▪ Periodic meetings ▪ Spotlight discussions ▪ Common objectives and issues 4.6 We will strengthen relationships with other education providers. <ul style="list-style-type: none"> ▪ Nonpublic schools ▪ Charters

STRATEGIC PRIORITIES	GOALS	OBJECTIVES
WORKFORCE DEVELOPMENT	5. Bemidji Area Schools will attract, hire, support and retain a highly qualified, diverse staff who will support success for all students.	<p>5.1 We will hire and retain staff that will reflect the diversity of our students.</p> <p>5.2 We will provide training and mentorship that increases staff's competencies in differentiating instruction to reduce achievement gaps.</p> <p>5.3 We will implement a recruitment and marketing program that focuses on what the Bemidji community has to offer.</p> <p>5.4 We will develop a "Grow Your Own Program" to encourage students and others to enter the education profession.</p>
HIGH-QUALITY DISTRICT	6. Bemidji Area Schools will foster a progressive culture of creativity and innovation around best practices.	<p>6.1 We will create teacher "mini-grants" to promote innovation in the classroom.</p> <p>6.2 We will create non-licensed staff "mini-grants" to promote problem-solving and creativity in the workplace.</p> <p>6.3 At each level of schooling, we will create an "IDEA or Young Inventors Competition" to generate innovative solutions to problems effecting our classrooms, schools, community, region, state, country and world.</p>

