

Hermantown Community Schools Strategic Plan | 2019-2024

BELIEF STATEMENTS

We believe:

- In continuous growth for all
- In providing a positive, respectful, and safe learning environment for all
- Integrity, compassion, inclusion and collaboration are building blocks of an excellent education community
- Every learner is unique, has worth and deserves respect
- All learners have an unlimited potential to learn
- All learners will have equitable access to diverse learning experiences
- Educational professionals are lifelong learners and seek ways to enhance their knowledge to increase their effectiveness

MISSION STATEMENT

Partnering with the community to support and prepare all learners to create their own future.

VISION STATEMENT

To inspire continuous growth for all



FOCUS AREA	GOALS	OBJECTIVES
STUDENT ACHIEVEMENT	1. We will achieve the goals of the World's Best Workforce (WBWF) for all students in the school district.	1.1. We will 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.
STUDENT SUPPORT	2. We will continue to implement and support initiatives that prepare learners to be socially and emotionally resilient.	2.1. By 2021-2022, we will identify all leading causes of concern affecting learner well-being. 2.2. By 2021-2022, we will provide professional development to create an empathy tool kit. 2.3. By 2022-2023, elementary and secondary school start times will be evaluated.
ACADEMIC PROGRAMMING	3. We will provide and support innovative programming.	3.1. At the high school promote student and staff engagement of rigorous academic pathways by maintaining current courses and increasing Career and Technical Education programming by one [1] course for the next 2020-2021 school year. 3.2. At the middle school, initiate a career exploratory pathway for students to experience by 2021-2022. 3.3. At the elementary level, increase the flexibility of the teacher day by adding a specialist by 2021-2022. 3.4. At early childhood, increase the number of student's kindergarten ready by increasing school readiness classrooms by one [1] by 2021-2022.
	4. We will ensure staff and student wellness.	4.1. By May 2020, increase the opportunities for students to access to mental health supports by reducing the ratio of mental health practitioners to students. 4.2. By 2022-2023, increase the level of professional development opportunities as the district implements new initiatives.
FACILITIES	5. We will provide and maintain facilities to enhance learning and ensure comfortable space for all.	5.1. By July 1, 2021, build accountability for responding to maintenance needs. 5.2. By 2025, evaluate and communicate space needs for elementary students. 5.3. By 2025, assess the administration building and develop a plan for replacement.
COMMUNICATION & MARKETING	6. We will create a coordinated and effective communication and marketing process throughout the school district and community.	6.1. By 2020-2021, audit current communications practices with all stakeholders and identify options for improving effective communications strategies. 6.2. By 2020-2021, define internal and external audiences within the school district. 6.3. By 2020-2021, develop and implement a plan to use multiple communication tools and channels to communicate "noteworthy" information. 6.4. By 2020-2021, create a space and protocol for arrogating content and information. 6.5. Continually define and evolve the Hermantown "brand" and elements to create consistency. 6.6. By 2020-2021, create, implement and continuously audit a comprehensive marketing and communications plan.

