

# AITKIN PUBLIC SCHOOLS

## STRATEGIC PLAN

### 2024-2029



#### CORE VALUES

- Excellence - empower students to be their best self
- Responsive - able to adapt to the changing educational environments
- Safety - provide for a safe school environment
- Respect - appreciate the uniqueness of each individual in our thoughts, actions, and relationships
- Integrity - doing what is right - even when it is not easy

#### BELIEF STATEMENTS

- We believe in academic excellence for all.
- We believe compassionate and curious minds are developed when students are engaged socially, emotionally, academically, and physically.
- We believe building caring relationships with students and families are the foundation for successful schools and communities.
- We believe in individualized and innovative educational experiences.

#### MISSION

To inspire and prepare our students with the tools and skills to succeed in an everchanging world.

#### VISION

Strong relationships. Innovative education. We are ISD #1.

#### STRATEGIC PLAN FOCUS AREAS

**Student  
Growth and  
Achievement**

**Staff  
Development  
and Support**

**Safe  
Learning  
Environment**

**Family and  
Community  
Outreach**

**Finance and  
Facilities**

FOCUS AREAS	GOALS	OBJECTIVES
Student Growth and Achievement	<p><b>Goal 1:</b> Continue with standards-based curriculum that will help all students achieve the goals of the World’s Best Workforce (WBWF) at ISD #1.</p>	<p><b>Objective 1.1:</b> We will annually assess to determine if we are meeting the goals of the WBWF:</p> <ul style="list-style-type: none"> <li>• All children are ready for school.</li> <li>• All third-graders can read at grade level.</li> <li>• All racial and economic achievement gaps between students are closed.</li> <li>• All students are ready for career and college.</li> <li>• All students graduate from high school.</li> </ul> <p><b>Objective 1.2:</b> Continue to utilize Multi-Tiered Systems of Support (MTSS) programming districtwide to address the growth and achievement of our students.</p> <p><b>Objective 1.3:</b> Annually create career pathways that target emerging workforces.</p>
	<p><b>Goal 2:</b> We will achieve the goals of the Minnesota Reading to Ensure Academic Development (READ) Act for all students in the school district.</p>	<p><b>Objective 2.1:</b> We will annually evaluate the success of meeting the goals of the READ Act.</p> <ul style="list-style-type: none"> <li>• Every child reading at or above grade level every year, beginning in kindergarten.</li> <li>• Support multilingual learner and students receiving special education services in achieving their individualized reading goals.</li> </ul>
	<p><b>Goal 3:</b> Provide resources and curriculum that will improve learning opportunities to meet the individual needs of all students.</p>	<p><b>Objective 3.1:</b> Annually increase our focus to raise student expectations on performance based on WBWF data.</p> <p><b>Objective 3.2:</b> Continue to provide opportunities to foster an environment that promotes respect for all people.</p>
Staff Development and Support	<p><b>Goal 4:</b> Meet the yearly growth goals of WBWF and use data to drive staff development.</p>	<p><b>Objective 4.1:</b> Continue to provide ongoing support for professional development.</p> <p><b>Objective 4.2:</b> Continue to review student data on a regular basis to drive instructional practices.</p>
	<p><b>Goal 5:</b> Build and maintain a professional culture that will promote growth of both staff and students.</p>	<p><b>Objective 5.1:</b> Continue to provide opportunities for staff development in the use of technology tools to enhance teaching and learning.</p> <p><b>Objective 5.2:</b> Continue to provide opportunities for staff development for Minnesota state standards implementation to enhance teaching and learning.</p> <p><b>Objective 5.3:</b> Continue to provide Positive Behavior Interventions and Supports (PBIS) opportunities for students and staff to have positive interactions.</p>
Safe Learning Environment	<p><b>Goal 6:</b> Grow a culture of safe learning and respect for all people.</p>	<p><b>Objective 6.1:</b> Continue to review programs that provide a safe environment for all grade levels.</p>
	<p><b>Goal 7:</b> Implement tools and systems for behavior and mental health interventions.</p>	<p><b>Objective 7.1:</b> There will be a schoolwide effort to utilize our PBIS and our MTSS programs to address the needs of our students.</p> <p><b>Objective 7.2:</b> Continue to work with local agencies and strengthen our supports for ISD #1 students.</p>

Please note: All Goals and Objectives have timelines and action plans developed by administration. The work is scheduled out over 2024 - 2029.

FOCUS AREAS	GOALS	OBJECTIVES
Family and Community Outreach	<b>Goal 8:</b> Increase community and business partnerships.	<b>Objective 8.1:</b> Identify community relationships that can support the district’s ability to accomplish our goals.
	<b>Goal 9:</b> Implement and communicate the Strategic and Facilities Plan that support the district priorities and identify the needs of our district.	<b>Objective 9.1:</b> Develop a Strategic Action Plan and align it with the Facilities Plan. <b>Objective 9.2:</b> Share the Strategic Action Plan with the community.
	<b>Goal 10:</b> Promote the positives of ISD #1 on a regular basis.	<b>Objective 10.1:</b> Utilize a variety of communication tools to share our goals and success stories within our community. <b>Objective 10.2:</b> Develop a brand and marketing strategies.
Finance and Facilities	<b>Goal 11:</b> Address safety and facility needs and upgrades.	<b>Objective 11.1:</b> Work with recently created Facilities Plan to identify and address facility needs. <b>Objective 11.2:</b> Annually evaluate and update security and the safety plan.
	<b>Goal 12:</b> Promote financial stability.	<b>Objective 12.1:</b> Allocate resources responsibly to align with prioritized learning needs.
	<b>Goal 13:</b> Create a plan for the future of Aitkin Public School Facilities.	<b>Objective 13.1:</b> Meet with various stakeholders within the Aitkin community to move the discussion of building on the land purchased for building the future of ISD #1.

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**AITKIN**