



CHISHOLM SCHOOL DISTRICT ISD 695
Academic Strategic Plan

March 17, 2021

CHISHOLM SCHOOL DISTRICT ISD #695

Academic Strategic Plan

SUMMARY

On December 17, 2020 the Chisholm School Board officially started a comprehensive 3-phase process to develop a strategic plan for student learning and future operating needs.

Over a three week period, our district worked with consultants on phase I of this process, **Academic Planning**, participating in a workshop designed to determine the current and future academic requirements needed to fulfill our commitment of delivering quality education to our students.

To develop our plan, an academic planning team was formed and comprised of 17 participants from our PreK-12 staff, administration, board of education, and community. In an effort to gain input on student learning opportunities and academics from a contingent of all stakeholders, surveys were also provided to our 4th-12th students, staff, and parents.

Our consultants used a six step strategic planning process tasking the team to develop an academic vision, goals and action steps. Participants met three times on February 17, 24 and March 3, 2021. The enclosed is the full **Chisholm School District #695 Academic Strategic Plan** developed by our academic planning team.

CHISHOLM SCHOOL DISTRICT ISD #695

Academic Strategic Plan

DISTRICT PLANNING INITIATIVE:

- Develop Academic Plan

ACADEMIC PLANNING OBJECTIVES:

- Determine the Current and Future Academic Needs of the District
 - Develop Academic Vision
 - Develop Goals and Action Plan

ACADEMIC STRATEGIC PLANNING TEAM PARTICIPANTS:

NAME	CONTACT	ROLE
Mark Morrison	mmorrison@chisholm.k12.mn.us	HS Principal; 218-254-2900
Jeff Hancock	jhancock@chisholm.k12.mn.us	Elementary Principal; 218-245-2900
Lynette Kowarsch	lkowarsch@chisholm.k12.mn.us	Special Ed
Elizabeth Carroll	ecarroll@chisholm.k12.mn.us	Art
Teresa Allen	tallen@chisholm.k12.mn.us	Science
Robbie Albert	ralbert@chisholm.k12.mn.us	6 th grade
Kristen Copp	kcopp@chisholm.k12.mn.us	3 rd grade
Jamey Johnson	jjohnson@chisholm.k12.mn.us	Para
Shannon Kishel-Roche	Shannon@chisholmchamber.com	Parent
Tara Anderson	tanderson@chisholm.k12.mn.us	Title
Hannah Forti	hannah@prebichlaw.com	Parent
Bob Rahja	brahja@chisholm.k12.mn.us	Board
Danielle Sauter	dsauter@chisholm.k12.mn.us	Board
Shelly Lappi	slappi@chisholm.k12.mn.us	Board
Travis Vake	travisvake@gmail.com	City Council
Janey Blanchard	jblanchard@chisholm.k12.mn.us	Superintendent
Karen Copeman	kcopeman@chisholm.k12.mn.us	Pre-K

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Academic Vision:

“The Chisholm Bluestreaks’ academic vision is...to foster our students’ voices, choices and experiences with innovative, active and flexible learning opportunities to enhance their lives and community.”

Goals:

What innovative, substantial goals will move us towards our vision?

GOAL 1: BLUESTREAKS’ COMMUNITY	
Aim: Create a “school district” (not individual buildings) related to policies and procedures	Aim: Build community awareness and relationships through district-wide events (multi-student aged/multi-teacher discipline/multi- community member)

Action Steps(how)	Coordination	Timeline	Resources needed
Create communication tier	School Board	Qtr 1-4	Email
Create Handbook committee	School Board, Teacher, Principal	Qtr 1-4	Meeting space, email, printed, potential stipend
Discipline committee	School Board Member, Student	Qtr 1-4	Meeting space, print, email, stipend
Create committee/Survey Students	1-2 People per Building	Qtr 1-4	Stipend

Evaluation Measures (How and what will be evaluated):

- Surveys
- Communication with teachers and principals (Discipline policies)

Budget (Anticipated financial resources to achieve goal, itemize known costs if possible):

- Hourly stipend

Next Steps (Meeting date, who, when, where, etc.):

- Handbook and Discipline committee meetings every spring/summer before school year starts. (Refer to coordination above)
- Extracurricular classes (meetings quarterly)

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GOAL 2: COMMUNITY & COMMERCE CONNECTIONS	
Aim: Create an umbrella for community connections: service project, education to careers, internships with local businesses, business council, local business coming to our schools	Aim: Provide students an opportunity to learn about community businesses
Aim: Job Connections	Aim: Job Shadowing

Action Steps	Coordination	Timeline	Resources needed
Post & hire community connections position	Admin/Board	Qtr 1	Funds/Qualified individual
Placement relationship with business community	Community Connections Coordinator Chamber	Qtr 1-4	TBD
Clear expectations defined	Community Connections Coordinator and Admin	Qtr 1-4	TBD

Evaluation Measures (How and what will be evaluated):

- Student participation & placement in careers they are interested in

Budget (Anticipated financial resources to achieve goal, itemize known costs if possible):

- Funds to hire qualified candidate

Next Steps (Meeting date, who, when, where, etc.):

- Administration and Board
- Hired staff and Chamber
- Chamber and Businesses

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GOAL 3: CURRENT RELEVANT CURRICULUM	
Aim: Create protocol and implementation of curriculum review. Allow teachers to have a district-wide conversation to help drive the updating of curriculum.	Aim: Provide students more choices to improve their life skills and use of technology
Aim: Track to AA, College in the Schools	Aim: Update Math, Science, Social Studies curriculum
Aim: Establish Food and Consumer Science (FACS) curriculum	Aim: Create an environment of differentiated learning
Aim: Hands-on learning (life skills)	Aim: Phy-ed instruction daily Pre-K
Aim: Update and align curriculum	

Action Steps	Coordination	Timeline	Resources needed
Develop the curriculum cycle	Leader	by 1st quarter	.5 FTE board approve curriculum coordinator
Establish committee procedures	Leader	by 1st quarter	adopted by the board
Establish a 1st cycle committee and review the Math curriculum and pick one for purchase.	Create the Math committee	<ul style="list-style-type: none"> ▪ Receive samples by 2nd Qtr ▪ Trying out samples by 3rd Qtr ▪ Choose the curriculum by 4th Qtr ▪ Train and implement beginning year 2 	Order samples Committee stipend? Money for Manipulatives Money for the curriculum \$20,00 per year for curriculums K-12 and keep them on a 10 year rotation with the State standard changes

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GOAL #3 Cont'd

Action Steps	Coordination	Timeline	Resources needed
High School staffing needs to be looked at for CITS availability.	Leader	<ul style="list-style-type: none"> ▪ 1st Qtr finding out staff Masters and Grad credits earned ▪ 2nd Qtr assisting staff in identifying programs if they would like to become qualified. ▪ Have qualified teachers apply to the Community Colleges. 	<p>Coordinator to help organize the requirements to guide teachers and students through creating a path to an AA degree in our High School building.</p> <p>FTE elective High School teachers</p>
Hire a K-3 PE teacher	Administration	2022-2023 school year	Cost for 1.0 FTE
Hire a 4-12 Dean/Curriculum Coordinator	Administration	2021-2022 school year	Cost for 1.0 FTE
Pay for training a work counselor and hire position	Administration	<p>2021-2022 school year teacher training</p> <p>2022-2023 school year hire position</p>	<p>\$5500 for tuition</p> <p>Money for extra FTE's to replace the current teacher's classes.</p>
Pay for training a teacher in FACS and hire a position	Administration	<p>2021-2022 school year</p> <p>2022-2023 school year</p>	<p>Pay for tuition for a teacher to obtain the license \$10,000</p> <p>Pay for FTE's to cover the teacher's current classes</p>

Evaluation Measures (How and what will be evaluated):

- Update curriculum in the four core subjects in the next 5 years.
- A plan posted for students and parents on the school website of the courses that will help them achieve college credits and still remain a part of our school.
- Training and/or hiring of more staff to teach more programs.

Budget (Anticipated financial resources to achieve goal, itemize known costs if possible):

This category has the largest dollar request. The district will need to work with our business manager to see what resources would be available with possible CARES funding for improving online curriculum and grants that are available for vocational education. Our desire is to build revenue for FTE's as we begin to retain and recruit student enrollment.

Next Steps (Meeting date, who, when, where, etc.):

- Establish a math curriculum review team after the board approves and adopts a curriculum rotation plan.
- The school board needs to approve the Dean/Curriculum person, post and hire.

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GOAL 4: DISTRICT-WIDE DIVERSE TECHNOLOGY	
Aim: Consistent technology & training (for teachers & students)	Aim: Update technology Pre K-12

Action Steps	Coordination	Timeline	Resources needed
Determine needs	Tech Team	Qtr 1	Surveys, meeting space
Review current inventory	Tech team	Qtr 2	Survey result, list of inventory
Create life cycle plan	Admin/Joe	Qtr 3	Industry options and availability
Create and implement training	Admin/Joe	Qtr 4	What's available online, what needs to be hands on, can this be incorporated into current classes, How can utilize community ed formats

Evaluation Measures (How and what will be evaluated):

- Send survey to parents, staff and students
- Training completed
- Needs lists
- Life cycle plan created

Budget (Anticipated financial resources to achieve goal, itemize known costs if possible):

- Approximately 50 new devices each year
- Additional hours for training program creation and implementation

Next Steps (Meeting date, who, when, where, etc.):

- Meeting as soon as possible
- Joe Phillips and staff from each grade level
- Biweekly meeting
- Any building or online

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GOAL 5: EMPOWERING COMMUNICATION & RESOURCES	
Aim: Assign School board member to VS & CE and school board member to each student council (grades 7-12)	Aim: Create way for students voices to be heard – so we can listen to our client to better serve them *district wide *create a link on website *listening locker
Aim: Periodic surveys	Aim: Parent education at all levels
Aim: Provide workshops to parents on issues to help their students	

Action Steps	Coordination	Timeline	Resources needed
Designate Board members to school	Board	Qtr 1	
Create the “Listening Locker”	Principals or designee	Qtr 1-Qtr4	Locker or other container
Create and send out surveys to parents and students	District designee	Qtr 1-Qtr 4	Designated person and time to create surveys Methods of distribution Survey tool
Staff/Board member “listening sessions”/events	Board designee and Admin	Qtr 1- Qtr 4	Snacks event location

Evaluation Measures (How and what will be evaluated):

- Measure how the relationship is between the Board and the Staff, Parents, & Students

Budget (Anticipated financial resources to achieve goal, itemize known costs if possible):

- Budget for snacks?
- Time
- Survey tool

Next Steps (Meeting date, who, when, where, etc.):

- Work with administration to coordinate
- Produce surveys

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GOAL 6: INSPIRING STUDENT-CENTERED SPACES	
Aim: Adaptable atmosphere	Aim: Update physical environment – flexible seating, etc.
Aim: Cosmetic updates - FRESH	

Action Steps	Coordination	Timeline	Resources needed
Have maintenance paint in all classrooms and hallways	Ron/Maintenance	Qtr 1	Funding for paint and paint, maintenance staff or professional painters
Purchase new seating, desks, ergonomic supports for classrooms district wide	Student Centered-Spaces Committee	Qtr 1	Funding for new furniture
Repair and update older flooring, bookshelves, finish replacing windows in all buildings	Maintenance Dept. or contractors	Qtr 1-4	Funding
Student created murals in each building	Art Dept. PBIS- Positive Messages	Qtr 3	Paint or other resources for murals Method to create murals Students Staff to coordinate/supervise

Evaluation Measures (How and what will be evaluated):

- Survey for staff, students, and community administered and data collected
- Classrooms and hallways painted
- Flooring replaced or repaired
- Furniture purchased

Budget (Anticipated financial resources to achieve goal, itemize known costs if possible):

- Paint
- New furniture
- Staff time

Next Steps (Meeting date, who, when, where, etc.):

- Develop committee
- Meet with Ron/Maintenance

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GOAL 7: SOCIAL EMOTIONAL SUPPORT	
Aim: Increase mental health resources	Aim: Purchase Social Emotional Learning (SEL) curriculum for PreK-6

Action Steps	Coordination	Timeline	Resources needed
Determine needs through assessment	Board, Administration, counselor	Qtr 1	Survey coordinator and survey creation
Develop team (teachers and licensed)	Counselor	Qtr1	Time, training to team
Hiring of appropriate staff	Counselor, Board, Administration	Qtr 2	Time, training, interviewing
Review of available materials/ resources/curriculum	Licensed Staff and Counselor	Qtr 3	time, review, testing,
Buy materials and form training plan	Staff	Qtr 3	purchased materials, planning
Implement	New Hire	Qtr 4	training aids

Evaluation Measures (How and what will be evaluated):

- Surveys
- SWIS (Measurement Tool for Social and Emotional Learning)

Budget (Anticipated financial resources to achieve goal, itemize known costs if possible):

- FTE requirements per contract
- Curriculum costs

Next Steps (Meeting date, who, when, where, etc.):

- Based on school district approval, coordinating staff, as soon as possible, at the school district.