



Nett Lake School District Strategic Plan

— 2015-2016 to 2019-2020 —

Nett Lake Eagles are Respectful, Responsible, and Ready to Fly!

Introduction

The Nett Lake School District engaged in a strategic planning process that was facilitated by the Minnesota School Boards Association (MSBA). The strategic planning process involved the gathering of information and facts about the School District from the Minnesota Department of Education’s Data Center and the Minnesota Report Card for Nett Lake School. In addition, MSBA consultant(s) collected opinions and ideas from 14 people who completed an online survey and from 21 people who attended one of three forums – 12 community members attended the community forum, 8 staff members attended the staff forum, and 1 administrator attended the administrative forum. Collecting these opinions was considered important for two reasons: 1.) the collective wisdom of different people makes for more thoughtful, thorough, and sound decisions; and 2.) including other people in the decision process ensures a wider support for strategic plan goals and outcomes. This reasoning is especially important when engaging in long-range strategic planning efforts. Gaining the thoughts, opinions, and support of people affected by the District is critical for the future success of the School District.

In the future, the strategic plan established by this process will be a valuable resource for the Nett Lake School Board as it sets policy and provides direction.

Nett Lake School Board

The Nett Lake School Board is comprised of six elected members. Below is a list of the Nett Lake School Board members.

Brandon Benner – Chair	Marilyn Geshick
Dawn Benner	Tara Geshick
Karlene Chosa	Jane Villebrun

The School Board is responsible for clarifying the purpose and direction of the School District. The School Board, with community input, envisions the educational future of its community and formulates the goals, defines the outcomes, and sets the course for the School District.

Background

The Nett Lake School District is a small, rural school district located in northern Minnesota on the Bois Forte Indian Reservation. The school (grades K-6) is located in the community of Nett Lake approximately 20 miles west of Orr, Minnesota. Students in grades 7-12 are tuitioned to North Woods School outside of Cook, Minnesota.

Nett Lake Elementary School is proud of the reputation it has earned of providing a thorough and well-rounded education to students within its allotted area. The school is able to provide small class sizes in order to ensure that dedicated teachers can give each child their full attention.

Nett Lake Elementary School is also able to provide special services not found elsewhere, such as Ojibwe Language and Culture Technology.

Methodology

Planning for the future of the Nett Lake School District proceeded in six phases as outlined below.

Phase I - Planning

During this phase, the School Board and superintendent set dates for the strategic planning meetings; approved the online survey, staff perception survey, and stakeholder forums; and identified people who would serve on the Strategic Planning Committee. See **Addendum A** for list of Committee members.

Phase II - Conducting Community Engagement-Related Activities

During this phase, MSBA consultant(s) facilitated stakeholder forums involving a total of 21 people. MSBA provided online surveys that were embedded in the School District's website for community members and School District staff to complete. The information gathered from the community engagement-related activities was analyzed by MSBA, and key themes were noted. See **Addendum B**.

Phase III - Developing a Working Draft of Beliefs, Values, and Goals

During this phase, MSBA consultant(s) met with the School District's Strategic Planning Committee (Committee) three times. The Committee consisted of people representing the School Board, staff, and administration.

Mission, Beliefs, and Vision: On October 5, 2015, the Committee convened, and the Committee members reviewed and reworked the School District's existing mission and vision statements. In addition, the Committee also developed School District belief statements. All Committee members participated in the discussions and activities. Committee members reached consensus on the School District's mission, beliefs, and vision statements that would be brought to the second planning meeting for final approval. Following the first planning meeting, the MSBA consultant(s) prepared a working draft of the Committee's mission, beliefs, and vision statements and distributed the draft to the superintendent and Committee members prior to the second planning meeting.

Data Analysis and State-of-the-School District: During the second meeting, held on October 19, 2015, the Committee members reached a consensus on the mission, beliefs, and vision statements that would be recommended to the School Board for adoption. The Committee members also received information about the School District from the superintendent. The superintendent's State-of-the-School District address provided information about the School District's community and student population, improving academic performance, staff, budget,

facilities, and support services available. The MSBA consultant(s) provided a written summary of the community-engagement activities.

The Committee members also conducted a plus/delta analysis of the School District to identify strengths, opportunities for improvement, and barriers in the four identified focus areas (student achievement, student support, future of the school district, and communications/community support). See **Addendum C** for details. All Committee members participated in discussion and asked questions as needed. Once again, the MSBA consultant(s) prepared a draft of the plus/delta analysis and mission, vision, and belief statements and sent it to the superintendent and Committee members prior to the third planning meeting.

Develop Goals and Objectives: On December 7, 2015, the Committee met for the third time to develop School District goals and objectives. The Committee members focused on what the School District needs to accomplish (goals) to fulfill the vision and the steps that must be taken to achieve each goal. To accomplish this task, the Committee members first reviewed the data presented at the second meeting to identify School District's needs. Committee members worked to develop goal(s) to address a specific need(s) or close a gap(s) based on the data presented at the second planning meeting and the plus/delta analysis. Groups also identified objectives to accomplish the goal. MSBA consultant(s) prepared a working draft of the goals and objectives. See **Addendum D**.

Phase IV - Final Report

The MSBA consultant(s) prepared a draft of the Committee's work, including the mission, vision, and belief statements and School District goals and objectives. The draft was sent to the superintendent. The document was then presented to the School Board for approval at its February 8, 2016, meeting.

Phase V - Develop Action Plans

Upon approval of the School Board, the superintendent/principal developed the action plans for implementing and meeting the goals and objectives. The action plan included the following information for each School District developed goal:

- Assigned responsibility for each goal and task;
- Provided a list of steps needed to achieve each goal;
- Identified resources needed to achieve each goal;
- Required status reports on each goal; and
- Established a timeline for completing each goal.

See **Addendum E** for details.

Phase VI – Implementation

The School Board met on October 10, 2016, to view the action plans and overall strategic plan document. School Board members also received a strategic plan review calendar for its meetings to ensure the strategic goals and objectives are the focal point of School Board decisions. See **Addendum F** for details.

Addendum A

The members of the Nett Lake Strategic Planning Committee included:

Brandon Benner – School Board Chair
Dawn Benner – School Board Clerk
Marilyn Geshick – School Board Treasurer
Karlene Chosa – School Board Director
Tara Geshick – School Board Director
Jane Villebrun – School Board Director
Steve Thomas – Superintendent
Katy Long – Teacher
Debbie Jackson – Teacher
Julie Whiteman – Parent and Home School Coordinator
Christine Lundemo – Parent and Head Start Director
Teri Morrison – Parent
Vondalee Carr – Parent and Head Start Coordinator

Addendum B

Nett Lake School District Strategic Planning: Results of Stakeholder Engagement-Related Activities

Overview

The School Board of the Nett Lake School District approved a process for developing a strategic plan. The strategic planning process included opportunities for the School District's staff and residents to provide input on the process of determining what the School District is doing well and areas that might need attention or focus as a part of the strategic planning process.

Three forums (one each for administrators, staff, and residents) were held in the School District on September 28, 2015, and were conducted by Minnesota School Boards Association (MSBA) consultants. In addition, two surveys were available for the School District's staff and residents to provide feedback. The "Nett Lake Public Schools – Strategic Plan Survey" was available to the District's residents to complete, and the "Perception Survey of the Nett Lake Public Schools" was available for staff to complete. Both surveys were open for the School District's staff and/or residents to provide input from September 23, 2015, through September 30, 2015. This document provides a summary of the stakeholder engagement-related activities.

Results: Nett Lake School District Stakeholder Surveys

Nett Lake Public Schools – Strategic Plan Survey

The survey provided District residents with an opportunity to provide feedback to the School District on perceptions and impressions of the District, as well as an opportunity to identify improvements that need to be made in the Nett Lake School District.

A total of five people completed the survey. The survey takers were asked to identify the role that best reflected the basis for their responses. The categories selected by the survey takers are as follows:

- 80% identified themselves as a staff member in the School District;
- 20% identified themselves as a community member in the School District.

Survey Questions: The "Nett Lake Public Schools – Strategic Plan Survey" takers were asked the open-ended questions that are provided below.

1. What do you consider to be the top three strengths of the Nett Lake Public Schools?
2. What do you consider to be the top three issues and concerns facing the Nett Lake Public Schools?

The MSBA consultants reviewed the responses to the above noted questions. Themes and frequently used words and phrases were noted. The summary is provided below.

Summary of the Survey Results

Strengths of the School District: This section includes a summary of the survey takers' response to the question: "What do you consider to be the top three strengths of the Nett Lake Public Schools?"

- **Teachers.** The word, "teacher," was used twice. One respondent stated, "Teachers are committed to the students and the welfare of their families."
- **Staff.** The word, "staff," was mentioned twice. One respondent stated, "The staff is close." Another noted, "A counselor is on site."
- **In General:** Other areas noted in the review of the responses included the physical plant, the curriculum, PBIS, small class sizes, and test data is improving.

Issues and Concerns Facing the School District: This section includes a summary of the survey takers' response to the question: "What do you consider to be the top three issues and concerns facing the Nett Lake Public Schools?"

- **Leadership:** The topic of leadership was raised in two responses. One questioned actions of the school board and two indicated the principal/superintendent, being new to the district, did not know the students, community, or culture.
- **In General:** Other areas noted in review of the responses included the need of native teachers to serve as role models, outdated technology, community involvement, finance, discipline, communication.

Perception Survey of the Nett Lake Public Schools

The survey provided an opportunity for the School District's staff to offer input on what the School District is doing well and areas that might need attention or focus as a part of the strategic planning process. The survey included 20 indicators of School District effective practices and operations. Survey takers were asked to rate each indicator using the scale provided below.

- SD = Strongly Disagree,
- D = Disagree,
- A = Agree,
- SA = Strongly Agree, and
- DK = Don't Know.

A total of nine School District staff completed the survey. The survey takers were asked to identify the role that best reflected the basis for their responses. The categories selected by the survey takers are as follows:

62.5% Teacher
25% Support Staff
12.5% Administrator

Summary of the Survey Results

The overall survey results were very positive with over 50% of respondents agreeing or strongly agreeing that 18 of 20 indicators of effective educational practice are in place in the Nett Lake School District.

For purposes of this summary, indicators that received 75% or more “agree/strongly agree” ratings are identified as strengths, and indicators that received 55% or more “disagree/strongly disagree” or “don’t know” ratings are identified as possible concerns. Also, indicators where 70% or more respondents indicated a combination of “agree/strongly agree” are identified as items worth noting.

Ten strengths identified from the survey are provided below.

Strengths	
Indicator	Percent
The school district uses effective instructional practices, interventions, and programs to help all students.	100
School district facilities are safe, secure, and well maintained.	88.89
All school district staff understand their role and responsibility in the process of education.	88.89
The school district has a staff development program for all staff that is focused on improving the teaching and learning process.	88.89
The school district does an excellent job of educating all students.	88.88
Policies and procedures are in place in regard to a safe, orderly, and caring environment that supports learning.	77.78
The school district uses student achievement data to inform and improve instruction.	77.78
The “climate” of all school buildings is conducive to teachers being able to teach and students being able to learn.	77.78
The school district has a process to ensure that the school board-adopted curriculum for a course or grade level is being taught by all teachers.	77.78
The school district works to build community support among a wide variety of groups.	75

Two areas of possible concern were noted and outlined below.

Areas of Possible Concern	
Indicator	Percent
The school district has an effective evaluation process in place for all school district staff (non-licensed, teachers, and the principal/superintendent).	75
Multiple methods of communicating with stakeholders about the school district’s work are in place and are clear, concise, and user friendly.	55.56

Results: Student, Administrator, Staff, and Community “Listening Sessions”

Three “Listening Sessions” were held in the School District on September 28, 2015. The number of people who attended each session is provided below.

- 1 central office/administrative team member attended the session for administrators;
- 8 staff members attended the School District staff session;
- 12 people attended the community session.

The administrator-, staff-, and community-related session attendees were asked the following questions:

- What do you consider to be the strengths of the Nett Lake School District?
- What do you consider to be opportunities for improvement for the Nett Lake School District?
- What would you see as a vision for the School District in five years?

General comments from each forum are provided below by forum type.

Administrator Session

Strengths:

- small class sizes
- adult to student ratio
- cohorts from the state to assist with curriculum development and instruction
- good after school and summer enrichment programs
- PLC's to assist in teaching to the standards
- PBIS
- increasing communications with administration at North Woods school
- new curriculum in reading
- SRI and AIMSWEB for K-2

Opportunities:

- playground equipment
- increase parent involvement
- attendance is an issue
- air conditioning for classrooms with summer classes
- transition from Nett Lake to North Woods
- WBWF plan (Kindergarten readiness and third grade literacy)

Vision for the Future:

- test scores up/not a priority school
- balanced budget
- improve the transition to the 7-12 program
- connect with the community more
- viable school district

Focus Areas:

- student achievement
- student support (especially 7-12 students)
- future of the school district
- community support and communications

Staff Session

Strengths:

- test scores are improving

- PBIS, PLC's, and RTI programs
- identifying individual student's needs and developing interventions to address these needs
- close knit staff
- technology available and used
- dedicated staff who are committed to students
- needs of students come first
- staff know the students, families, and the community
- targeted services; intervention and enrichment (after school and summer programs)

Opportunities:

- more community involvement
- attendance is an issue
- classroom technology is out-of-date; possible technology upgrades could include 1-to-1 or 1-to-2 initiatives
- transition from K-6 to 7-12 with a focus on graduation rate and being career and college ready (issues with race, transportation, etc.)
- full range of special education services (high ratio of SPED students)
- students need services but don't meet the qualification criteria
- getting familiar with new reading curriculum
- teachers are isolated (one per grade)

Vision for the Future:

- enrollment is increasing and stable
- no more priority school status and attention
- students are confident and accomplished
- strong transition to North Woods program in place
- students are graduating career and college ready
- parents and the community are invested in the school

Community Session

Strengths:

- phone alert system
- teachers are willing to meet the schedules of parents
- efforts to get community and tribal council involved
- offer language and culture classes
- teachers and superintendent make effort to get involved in cultural events
- school facilities
- small class size
- after school program
- open communication with teachers, and the parents
- prompt help provided for IEP and special needs students

Opportunities:

- positive reinforcement in the classroom on a daily basis
- address bullying – students need to understand okay to speak up on the matter
- recreation/sports program for K-6 students at Nett Lake
- increase the bridge to North Woods (6 to 7 transitional program)
- have fluent elders participate in language and culture classes
- concern over the future of the school district
- test scores
- need phy ed, music, and art in the formal curriculum
- possible peer mentor program
- language and culture classes need a more formal curriculum and to meet more often
- why does North Woods complain that our students drop their test scores in 7th grade
- involve and hire more community residents if unwilling to obtain proper certification
look into volunteering as native tutors
- quality of surveys should be improved (concentrate more native culture in the schools)

Vision for the Future:

- have a 7-12 program at Nett Lake
- Nett Lake school still remains with a stable if not growing enrollment
- tribal council, community and school working together to keep the school alive and well
- known for its strong native language, cultural music, and arts program

ADDENDUM C

Nett Lake Public Schools

Strategic Planning Plus/Delta Analysis

Focus Area	Strengths	Opportunities	Barriers
Community Support/Communications	<ul style="list-style-type: none"> + Tuesday Folder + Website + Texting + Instant Alert System + Teachers do a Good Job of Inviting Parents into the Classroom to Watch and Participate in Activities + Telephone Conversations with Parents + Success Postcards 	<ul style="list-style-type: none"> - Website Improvement - More Involvement (Use of Elders and Incorporate Native Culture into the Curriculum - Parent-Teacher Organization - Health Office Grants for Community Activities in the Schools - Monthly Coordination Meetings Between Officials from School, Health Office, Tribal Council, and Fitness Center - “Morning Coffee” 	<ul style="list-style-type: none"> # Not all Families Have Access to Internet # Lack of Action on the Part of the Community # Lack of Trust – Suspicion of Anything or Anyone connected to Government Authority
Student Support	<ul style="list-style-type: none"> + PBIS + Culture Program + Leveled Literacy Intervention Counselor (work on social skills, leadership, and anxiety) + Therapy Dog 	<ul style="list-style-type: none"> - Replacement for Foster Grandparent Position - More Culture Activities - Increase Time Available for Culture Activities 	<ul style="list-style-type: none"> # Finances # Lack of Specialty Staff # Lack of Qualified Candidates for Open Positions # Unstable Student Population – Numbers Vary Greatly Class to Class # Transportation to North Woods
Student Achievement	<ul style="list-style-type: none"> + Test Scores Improving + New Reading Curriculum + Reading Interventions 	<ul style="list-style-type: none"> - Match Math Interventions to Existing Reading Interventions - Small Classes - Examine Common PLC’s with North Woods and Tower Schools 	<ul style="list-style-type: none"> # Finances # Large SPED population

		- More Physical Activity	
Future of the School District	+ Good Fund Balance + High Aid from the State + Interactive TV	- Bingo (7 th Grade Transition Meeting for Parents) - More Activities with North Woods 5 th and 6 th Graders - "Project Venture"	# Senior High Students to a Different School District # One Person Administration # Finances

Nett Lake School District

BELIEF STATEMENTS

The Nett Lake School District believes:

- that every child has the potential to succeed, and we are committed to have all systems work together in accomplishing the goal of every child becoming academically proficient at his/her grade level;
- that all students can learn and excel;
- that all students should be offered an education developed to meet their individual needs;
- that collaboration between the home, the school, and the community has a positive impact on each student;
- that learning occurs best in a safe, nurturing, and respectful environment;
- that every child is unique, has his/her own style of learning, and deserves to be treated with dignity, respect, and care;
- in continuous improvement;
- in respecting diversity and promoting cultural awareness and understanding of all;
- in teaching the language and traditions of the Anishinabe as well as respecting and valuing other cultures.

MISSION STATEMENT

The Nett Lake School District is committed to providing meaningful learning opportunities that support and inspire all students academically, socially, emotionally and culturally.

VISION STATEMENT

The Nett Lake Schools — A growing and thriving school district; strong in academics, advanced in technology, teaching the language and traditions of the Anishinabe, and respecting the values of other cultures while creating honorable values that serve in all we do.

FOCUS AREA	GOALS	OBJECTIVES
STUDENT ACHIEVEMENT	1. Achieve the applicable goals of the World's Best Workforce for all students in the school district.	1. Develop and implement a plan to ensure that a greater percentage of students, grades 3-6, are proficient on their statewide tests (MCAs and others). 2. Identify and implement a consistent method of measuring kindergarten readiness and annually increase the percentage of students meeting kindergarten readiness benchmarks. 3. Annually increase the percentage of third-grade students scoring proficient on the MCA reading test.
	2. Develop and implement a quality instructional improvement plan to maximize the performance of each student in all identified academic areas.	1. Complete an alignment between standards, instruction, and assessment in the areas of reading, mathematics, and science. 2. Create and implement a staff development plan that allows and enables all staff to move in the same direction in integrating technology into the curriculum.



FOCUS AREA	GOALS	OBJECTIVES
STUDENT SUPPORT	1. Establish a plan that results in an effective transition of students between the Nett Lake School and our contracted schools (North Woods and others).	1. Conduct a survey or focus group of current 7-12 students and families attending the North Woods School and other contracted schools to determine areas needing attention for a successful transition program to exist. 2. Develop and implement a plan to support students as they transition from Nett Lake to North Woods and other contracted schools; address all age groups in the plan.
	2. Create and implement a sustainable well-defined support system that enables all learners to achieve at high levels.	1. Ensure that all eligible students are able to fully participate in all intervention programs. 2. Continue with and expand upon support services and interventions including, but not limited to: after-school and summer school programs, “Reading Corps,” paraprofessional assistance, and the leveled literacy intervention (LLI) program.
FUTURE OF THE SCHOON DISTRICT	1. Develop a plan to provide “unique opportunities” that attract students and families to the school district.	1. Consider expanding the Anishinabe language, history, and culture programs in the school district.
	2. Maintain and enhance a positive image of the Nett Lake School District.	1. Develop and implement a plan focused on celebrating both school and community successes. 2. Develop and implement a community engagement plan designed to increase involvement of family, community, and tribal members in the school district.
COMMUNICATIONS/ COMMUNITY SUPPORT	1. Improve and expand upon partnerships with the wider community in the use of facilities and resources that benefit all parties.	1. Identify potential partnerships within the community in the areas of shared facilities, staffing and support, and the delivery of Native American culture studies.
	2. Create a reliable and effective communication system to build partnerships between and with all stakeholders in the school district.	1. Conduct an audit of current communication practices that exist between the school district and the community. 2. Identify plans to improve communication both internally and externally.



Nett Lake School District Action Plan

SCHOOL DISTRICT GOAL: Achieve the applicable goals of the World’s Best Workforce for all students in the School District.					
Objective (What will be accomplished?)	Tasks (What specific steps will be carried out to meet the identified objective?)	Responsibility (Who will do it?)	Resources (What specific resources are needed—people, funding, time?)	Communication (To whom? How often?)	Timeline (What are the expected start & completion dates?)
Develop and implement a plan to ensure that a greater percentage of students, grades 3-6, are proficient on their statewide tests in reading and math (MCAs and others).	<p>a. Install standards-based curricula in literacy and math, along with instructional frameworks to improve upon teaching and learning.</p> <p>b. Increase academic interventions with Title I, for both LLI and Math supports, and others.</p> <p>c. Expand academic support - after school program, and summer school opportunities.</p>	<p>a.c. Superintendent/Principal, Teachers</p> <p>b. Title I Teacher, Supt/Principal</p> <p>c. Supt/Principal, Academic Support team</p>	<p>a. Northern Sky cohort experts to help install the literacy and math instructional framework, PLCs (Professional Learning Communities)</p> <p>a-c. Meetings of Leadership Team and other meetings of staff</p> <p>c. Academic Support team. Partial funding through Targeted Services.</p>	<p>a. To MDE – Quarterly, through submission of RCI (Record of Continuous Improvement).</p> <p>Twice monthly Leadership Committee meetings. Weekly PLC’s.</p> <p>Teachers, parents, students.</p>	Fall, 2016 & On-going
Identify and implement a consistent method of measuring kindergarten readiness and annually increase the percentage of students meeting kindergarten readiness benchmarks.	<p>a. Increase attendance for pre-school program.</p> <p>b. Increase “Learning Readiness” from one to two days per week.</p> <p>c. Increase parent involvement in preschool programs.</p> <p>d. Create committee to determine measuring</p>	a, b, c, d. Head Start Director, Supt/Principal, Preschool staff, ECFE Director, Home School Coordinator	<p>a. Parent participation</p> <p>b. Increased staff time. Budget allowance, State and Federal Funding</p> <p>c. Census data, Informational meetings.</p> <p>d. Bi-monthly meetings of appropriate individuals.</p>	<p>a. Parents</p> <p>b. School Board, Supt/Principal, Parents</p> <p>c. Meetings, letters to parents</p> <p>d. Committee members meet bi-monthly</p>	<p>a. Fall, 2016 & On-going</p> <p>b. Fall, 2016 or 2017 & On-going</p> <p>c, d. Spring, 2016 & On-going</p>

	tool & Learning Readiness curriculum.				
Reading well by 3 rd grade: Prepare students in grades K-2 on the MN reading and math standards so they are proficient on the MCA's by 3 rd Grade.	<p>a. Align reading and math curriculum/ instruction with state standards.</p> <p>b. Boost reading and math proficiency by re-teaching needed concepts.</p> <p>c. Testing Data and assessments.</p>	a, b, c. Supt/ Principal will oversee process, K-3 Teachers	<p>a. PLC's, Northern Sky cohort.</p> <p>b. Re-teach strategies and Interventions (Reading Corps, Math Corps, LLI & others), After School and & Summer School Programs.</p>	<p>a. Weekly teachers Plan Book protocol.</p> <p>a. Classroom Observations monthly.</p> <p>b. "Daily" re-teach opportunities.</p> <p>c. Scheduled testing periods.</p>	Spring, 2016 & On-going

SCHOOL DISTRICT GOAL: Develop and implement a quality instructional improvement plan to maximize the performance of each student in all identified academic areas.					
Objective (What will be accomplished?)	Tasks (What specific steps will be carried out to meet the identified objective?)	Responsibility (Who will do it?)	Resources (What specific resources are needed—people, funding, time?)	Communication (To whom? How often?)	Timeline (What are the expected start & completion dates?)
<p>a. Complete an alignment between standards, instruction, and assessment in the areas of reading, mathematics, and science.</p> <p>b. Create and implement a staff development plan that allows and enables all staff to move in the</p>	<p>a. Provide professional development to infuse quality instruction and reinforce Literacy and Math skills in the classrooms. Teams will monitor and assist all struggling readers to ensure literacy mastery and math skills.</p> <p>b. Infuse technology in all appropriate educational settings. Determine and implement a method of</p>	<p>a. Staff Development Committee, Supt/Principal, Title I Teacher, Interventionists</p> <p>b. Supt/Principal, Technology staff, and Teachers</p>	<p>a. Teachers, Supt/Principal, Professional Development funds, Indian Education Grant.</p> <p>b. Academic Interventionists funded by Indian Education Grant during Title I time periods (LLI) and other. Technology staff, and</p>	<p>a. Teachers and Superintendent/ Principal will work with Northern sky cohorts. Communicate through PLC's and twice monthly Leadership Team meetings.</p> <p>b. Communication with staff – identify students' academic progress monthly.</p>	<p>Fall of 2016 & On-going</p> <p>Fall, 2017 & On-going</p>

same direction, integrating technology into the curriculum.	measuring technology integration.		any materials funded by Indian Ed grant.		
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SCHOOL DISTRICT GOAL: Establish a plan that results in an effective transition of students between the Nett Lake School and our contracted schools (North Woods and others).

Objective (What will be accomplished?)	Tasks (What specific steps will be carried out to meet the identified objective?)	Responsibility (Who will do it?)	Resources (What specific resources are needed—people, funding, time?)	Communication (To whom? How often?)	Timeline (What are the expected start & completion dates?)
Determine areas needing attention for a successful transition program for students “graduating” Nett Lake and moving on to North Woods and other contracted schools.	Conduct a survey and/or focus group of current 7-12 students and parents attending North Woods to glean their thoughts on approaches to make the transition easier and more successful.	Superintendent/ Principal, Indian Ed Liaison/Home School Coordinator	Indian Ed Grant monies, School Board and LIEC.	Grades 7-12 students and their parents. Bi-annual meetings with parents and “focus” committee.	Fall, 2016 & On-going
Develop and implement a plan to support students as they transition from Nett Lake to North Woods and other contracted schools.	Work with our Liaison and LIEC at Nett Lake, Northwoods and other contracted schools to develop and implement a better transition plan.	Home School Coordinator/ Education Liaison	Superintendent/ Principal Indian Ed Grant, LIEC, School Board	Grade 7-12 students and their parents.	Fall, 2016 & On-going

SCHOOL DISTRICT GOAL: Create and implement a sustainable well-defined support system that enables all learners to achieve at high levels.

Objective (What will be accomplished?)	Tasks (What specific steps will be carried out to meet the identified objective?)	Responsibility (Who will do it?)	Resources (What specific resources are needed—people, funding, time?)	Communication (To whom? How often?)	Timeline (What are the expected start & completion dates?)
Provide mental health services for deeper-level needs.	Work with Range Mental Health services to develop a plan to meet these needs.	Supt/Principal, RMH, Behavioral Interventionist	Range Mental Health, Indian Ed grant, Supt/Principal.	Range Mental Health, Bi-monthly meetings with teachers and Supt/Principal	Winter, 2016 & On-going
Ensure that all students are able to fully participate in all intervention programs.	Hire sufficient staff to provide interventions.	Sup/Principal, School Board	Indian Education Grant, Targeted Services funds.	Supt/Principal, School Board	Spring, 2016 & On-going
Expand upon existing support services and interventions including, but not limited to: after-school and summer school Academic Support programs, "Reading Corps," Para assistance, Leveled Literacy (LLI) program and Math supports.	<p>a. Test, assess, and refer to determine where students need help.</p> <p>b. Organize Academic Support Program to better meet students' needs.</p> <p>c. Buy more academic support software.</p> <p>d. Hire an academic interventionist (math) for Title I support.</p>	<p>a. Teachers</p> <p>b. Supt/Principal, Academic Support committee</p> <p>c. Supt/Principal</p> <p>d. Supt/Principal</p>	<p>a. Testing Data from teachers on students and recommendations. Testing time in Title I room, or Classroom.</p> <p>b.,c.,d. Indian Education Grant and Targeted-Services helps fund Academic support program.</p>	Teachers, Supt/Principal, Academic Support Committee, students, parents, Targeted Services contacts.	Fall, 2016 & On-going

SCHOOL DISTRICT GOAL: Develop a plan to provide “unique opportunities” that attract students and families to the school district.

Objective (What will be accomplished?)	Tasks (What specific steps will be carried out to meet the identified objective?)	Responsibility (Who will do it?)	Resources (What specific resources are needed—people, funding, time?)	Communication (To whom? How often?)	Timeline (What are the expected start & completion dates?)
Provide and expand the Anishinabe language, history, and culture programs in the school district.	a. Find mentor school, and/or elders to help with Anishinabe culture program: Expand the existing culture curriculum, including language portion, as well as history, culture & crafts.	a. Supt/Principal, Culture Teacher and assistants involved	a. Culture teacher, Superintendent/Principal, Indian Ed Grant. Other Indian Ed sources – MDE, Culturally-related school districts	a. Supt/Principal, Culture Teacher and Anishinabe mentors/Elders.	Fall, 2016 & On-going
Produce more School Plays (Drama) and Music Programs. Increase Music from 1 to 2 days.	a. Focus on the objective of Music programs and plays during Music time. Provide/produce more school plays & music programs.	a. Music teacher, paras, community volunteers	a. Music teacher, paras, volunteers, Board, Grants for additional materials.	a. Supt/Principal parents, students, teachers.	Fall, 2016 & On-going

SCHOOL DISTRICT GOAL: Maintain and enhance a positive image of the Nett Lake School District.

Objective (What will be accomplished?)	Tasks (What specific steps will be carried out to meet the identified objective?)	Responsibility (Who will do it?)	Resources (What specific resources are needed—people, funding, time?)	Communication (To whom? How often?)	Timeline (What are the expected start & completion dates?)
Develop a plan focused on celebrating both school and community successes.	Write monthly Bois Forte News column, Tuesday Folder inserts, additional approaches.	Supt/Principal, Home School Coordinator, Teachers, additional as needed	Helen Wilke, editor, Bois Forte News, Teachers, various community members.	Through monthly BFN column, weekly folders, and internally with staff.	On-going
Develop and implement a community engagement plan designed to increase involvement of family, community, and Tribal Council members in the school district.	Form a Community Engagement Committee, with Supt/Principal, Indian Ed Director, community members, LIEC, Teachers/staff.	Supt/Principal, Indian Ed Director, LIEC	Supt/Principal, School Board, Teachers, Indian Ed Director, LIEC, staff	Community, Parents, entire school staff.	Spring, 2016 & On-going

SCHOOL DISTRICT GOAL: Improve and expand upon partnerships with the wider community in the use of facilities and resources that benefit all parties.

Objective (What will be accomplished?)	Tasks (What specific steps will be carried out to meet the identified objective?)	Responsibility (Who will do it?)	Resources (What specific resources are needed—people, funding, time?)	Communication (To whom? How often?)	Timeline (What are the expected start & completion dates?)
Identify potential partnerships within the community in the areas of shared facilities, and the delivery of Native American culture studies.	Supt/Principal & Home School Coordinator meet with Bois Forte Commissioner of Ed. regarding expanding cultural opportunities using school facilities.	Supt/Principal, Home School Coordinator	Supt/Principal, Home School Coordinator, Bois Forte Commissioner of Ed, Bois Forte staff, Tribal Council, Indian Ed Grant, School Board	Commissioner of Ed., Tribal Council, School Board	Spring & Fall, 2016 & On-going

SCHOOL DISTRICT GOAL: Create a reliable and effective communication system to build partnership between and with all stakeholders in the school district.

Objective (What will be accomplished?)	Tasks (What specific steps will be carried out to meet the identified objective?)	Responsibility (Who will do it?)	Resources (What specific resources are needed—people, funding, time?)	Communication (To whom? How often?)	Timeline (What are the expected start & completion dates?)
Develop a reliable communication system between the school district, Bois Forte Commissioner of Education and the community - both internally and externally.	a. Establish a “School District Communication” committee. b. Assess current communication practices that exist. c. Develop approaches that will create clear and informative communication within the school district and with the community.	a. Supt/Principal b. Supt/Principal, Commissioner of Education, Home School Coordinator, (Communications Committee) c. Communications Committee	a. BF Commissioner of Ed, Home School Coordinator. b. BF Commissioner of Ed, Home School Coordinator. c. Communication Committee, Indian Ed Grant Funding	a. b. c. Committee will meet bi-monthly. b. Bois Forte Community, Bois Forte Govt. c. All stakeholders. A new approach to communicate with all stakeholders will occur when approach is determined.	Fall, 2016 & On-going b. Spring, 2016 & On-going c. Fall, 2016 & On-going

Addendum F

Sample Board Calendar

1 MONITORING THE DISTRICT'S STRATEGIC PLAN

August 2, 2016 Nett Lake

September: Communications/Community Support Goal

1. Establish a School District Communications Committee.
2. Review results of current communications audit.

October/November: Student Achievement and Student Support Goals

1. Review student achievement data and World's Best Workforce goals.
2. Approve and publish report on World's Best Workforce Plan (share action plans for increasing student achievement and addressing student support).
3. Hold annual public meeting on World's Best Workforce Plan (suggest involving Strategic Planning Committee).
4. Approve World's Best Workforce Plan for current school year.
5. Submit World's Best Workforce Plan to MDE.

December/January: Future of the School District Goal

1. Review the plan developed to provide "unique opportunities" that attract students and families to the school district.
2. Review plan developed to focused on celebrating both school and community successes.
3. Review the "Community Engagement Plan."

February/March: Student Support Goal

1. Review the plan designed to develop an effective transition of students to the North Woods School.
2. Review the support system in place, identify possible gaps, and take action to address identified gaps.

April/May: State of the School District Report

1. Superintendent prepares and shares a report with the School Board and Strategic Planning Committee on the status of meeting the goals and objectives of the Strategic Plan.
2. Staff makes adjustments to the Strategic Plan Action Plan, if necessary.
3. MSBA Consultants "check-in" for status report on Strategic Plan.