EASTERN AROOSTOOK
RSU 39

EMPOWERING MINDS
INSPIRING FUTURES



2025-2030

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Welcome

Dear Friends of RSU 39 Schools,

I am pleased to share with you the Strategic Plan for RSU 39, a guiding framework for our district over the next five years. This plan provides the Board of Directors, administration, and staff with a clear mission, vision, and set of core beliefs to inform both day-to-day operations and long-term decisions.

While no long-term plan can anticipate every challenge, this Strategic Plan is designed to focus on today's priorities while allowing the flexibility to adapt to the needs of tomorrow.

Our mission is to strive to create a learning environment where every student can thrive and reach their full potential. Through the three major focus areas: Learning, Community, Culture, & Climate our goal is to empower minds and inspire futures

Through this plan, RSU 39 is committed to:

- Providing the academic foundation that helps students develop their interests and skills to become productive community members.
- Developing a shared responsibility between the school and the community to create an expansive environment for student learning.
- Cultivating a culture of collaboration in our schools that empowers students and staff to innovate, connect, and succeed together.

The engagement of staff, families, and community members has been instrumental to our success so far, and we look forward to continuing this collaboration as we implement the Strategic Plan.

Thank you for your continued support of RSU 39 schools.

Sincerely,

Jane McCall
Superintendent of Schools



Pathways to Success: 2025+
Achieving New Heights Together

EASTERN AROOSTOOK RSU 39

Vision

RSU 39 will strive to create a learning environment where every student can thrive and reach their full potential.

Mission

RSU 39 promotes academic achievement, inspires community engagement, and cultivates collaboration.



Strategic Planning Process

In the fall of 2023, the Superintendent of Schools proposed a process for creating a five-year strategic plan for RSU 39. A strategic planning team was formed in February of 2024 and met throughout the year to create a vision for where the district should be in 2030. The team was comprised of staff members, parents, and elected officials.

Rick Bragg, CTC Teacher
Leland Caron, Caribou Community School Principal
Freeman Corey, CCS Social Worker
Jane McCall, Superintendent of Schools
Haley Powers, Community Member and Parent
Emily Rosser, CCS Teacher and Parent
Jamie Selfridge, Caribou High School Principal
Penny Thompson, City Council
Jan Tompkins, RSU Board of Education
Valerie Waldemarson, CHS Teacher and Parent
Lou Willey, RSU 39 Board of Education

Community input was sought through public surveys and community feedback events. Staff members participated in surveys and feedback forums throughout the year. Through those sessions, the Planning Team received suggestions and feedback which aided in the final product.

Following School Board approval of the plan, the district leadership team will create an operational plan to bring the focus areas to fruition and annual updates on the progress towards the goals and achievement of performance targets will be provided to the School Board.

EDUCATIONAL BELIEFS

Students feel safe, supported, and valued.

Students are actively engaged in meaningful, real-world experiences.

Students take ownership of their learning journey.

Diverse perspectives are explored and respected.

Connections are made between subjects and the world beyond the classroom.

Teachers and students form strong, trusting relationships.

When curiosity is nurtured and questions are encouraged.



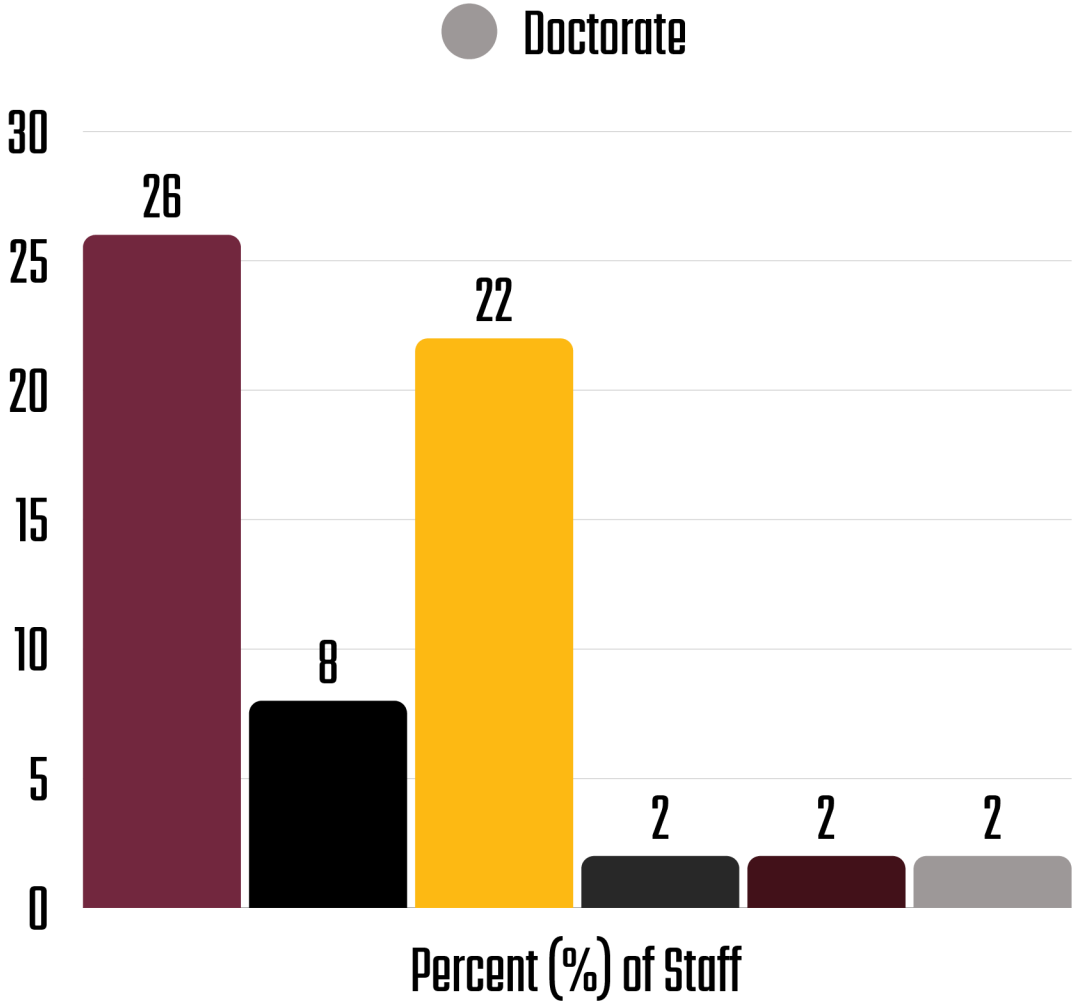
PORTRAIT OF A GRADUATE

Caribou High School Graduates will...

- Communicates Effectively
- Shows Respect & Integrity
- Demonstrates Critical Thinking & Problem Solving
- Exhibits Personal Responsibility & Perserverance



District Personnel

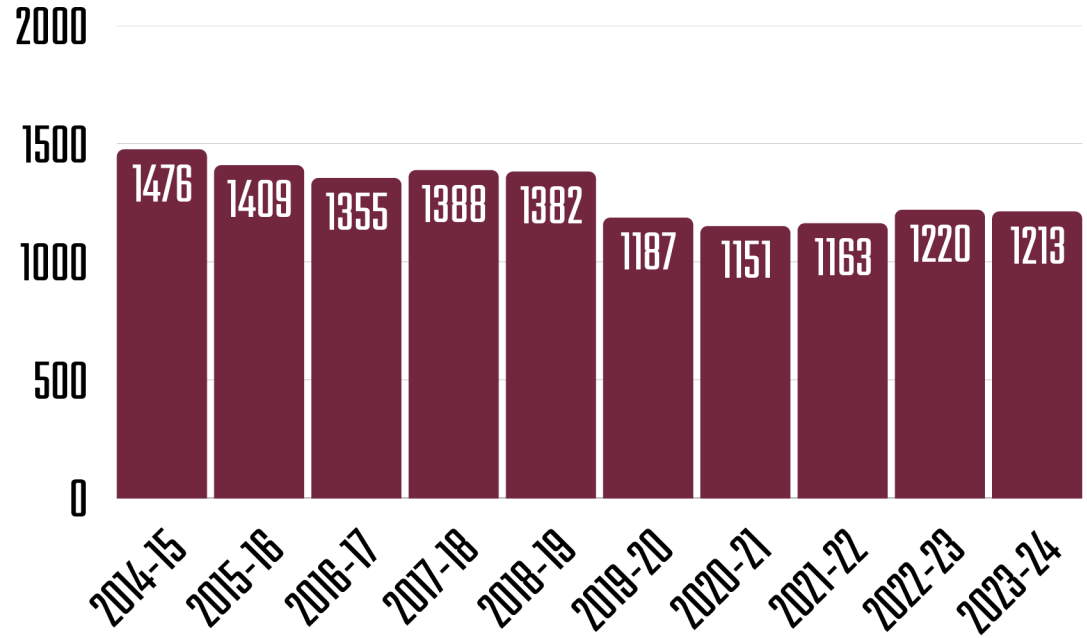


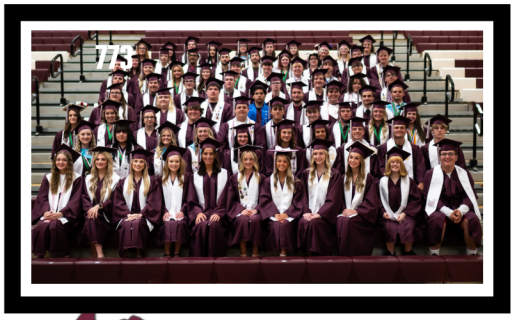






Student Enrollment





EASTERN AROOSTOOK
RSU 39

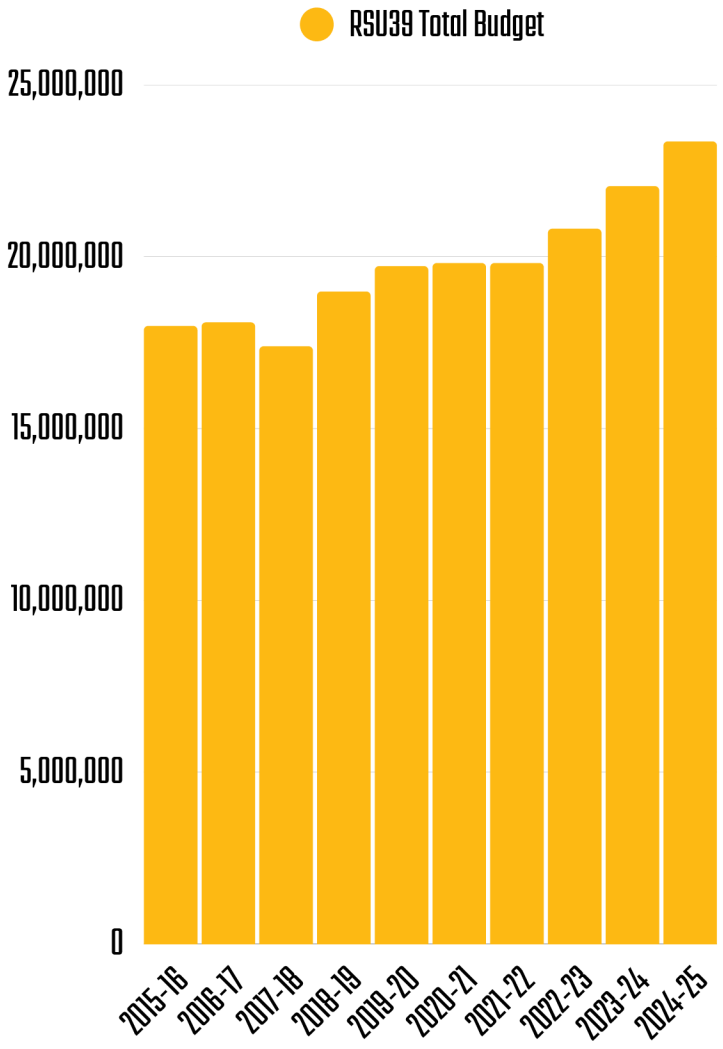


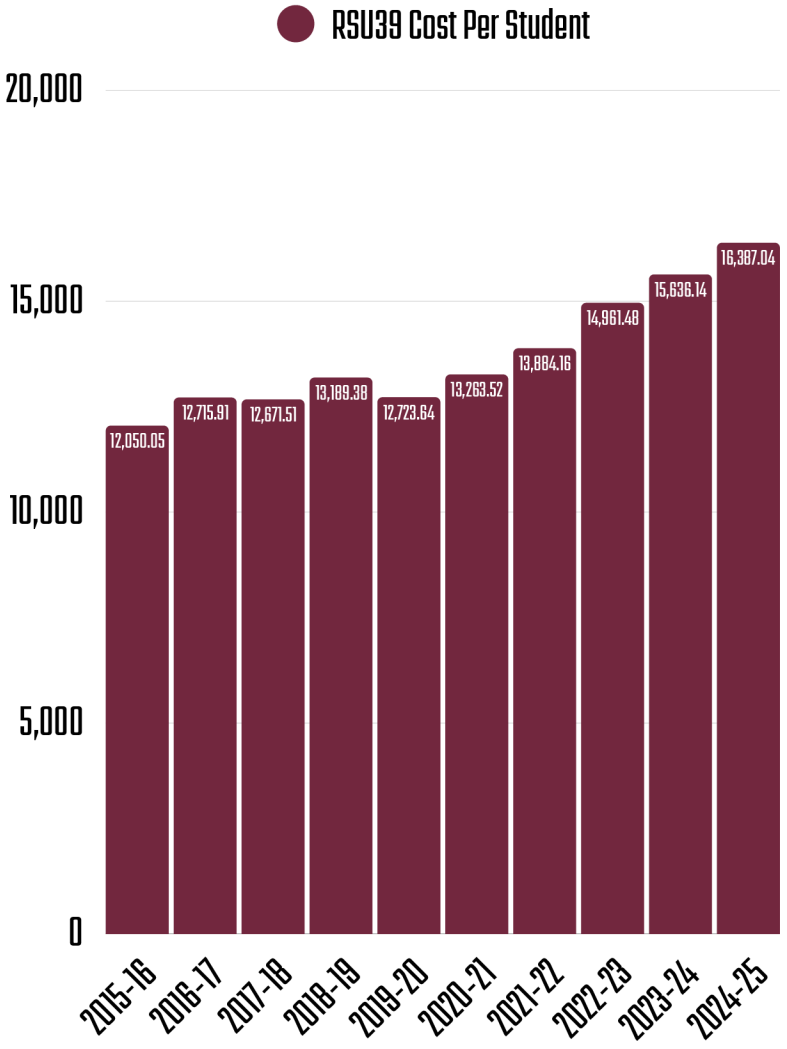






Expenditures

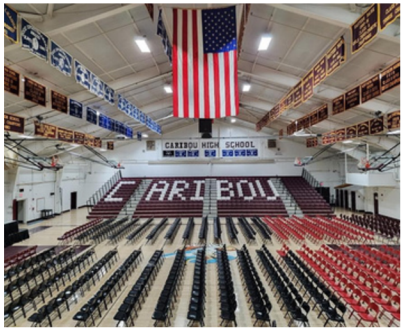




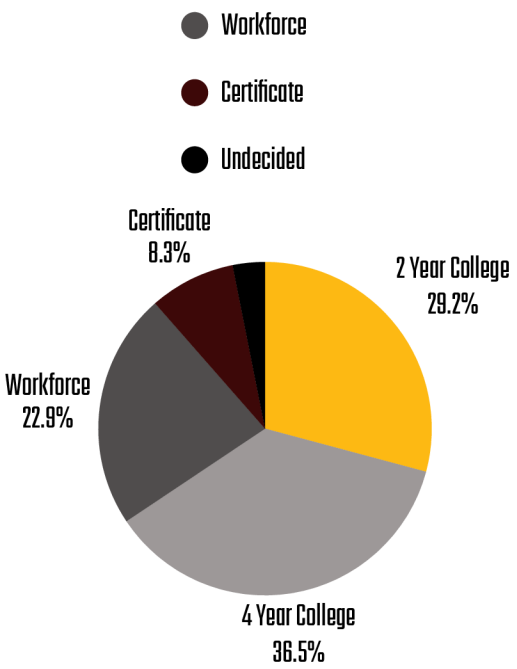
Performance Indicators

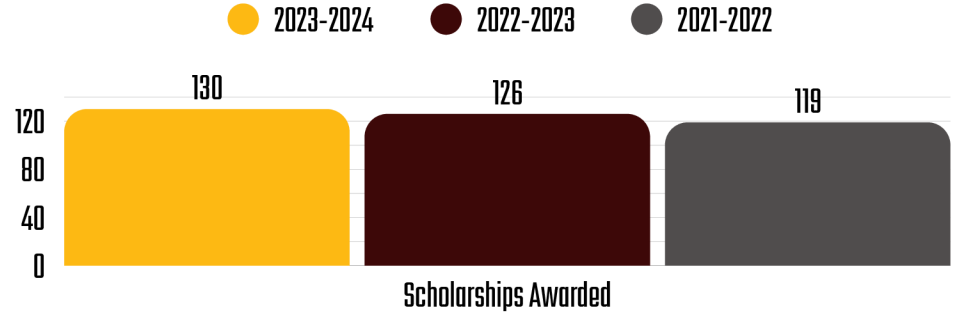
CLASS OF 2024-101 GRADUATES
POST-SECONDARY PLACEMENT RATE-71%

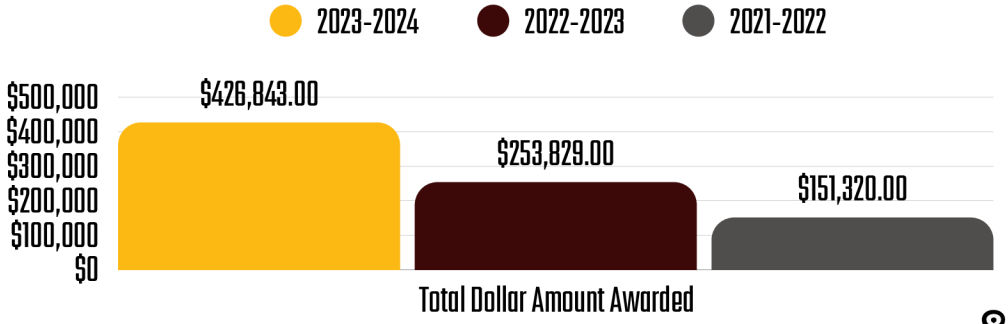












CARIBOU COMMUNITY SCHOOL



STAFF

- 2 CCS ADMINISTRATORS
- 2 OFFICE ADMINISTRATIVE ASSISTANTS
- 3 SOCIAL WORKERS
- 6 CUSTODIAL STAFF
- 5 COOKS
- 5.2 THERAPISTS (SPEECH, OT, AND PT)
- 2 NURSES

EDUCATIONAL TECHNICIANS

- 2 DUTY AIDES
- 1 MUSIC EDUCATIONAL TECHNICIAN
- 1 LIBRARY EDUCATIONAL TECHNICIAN
- 2 PREK EDUCATIONAL TECHNICIANS
- 10 ONE TO ONE EDUCATIONAL TECHNICIANS
- 8 SPECIAL EDUCATION EDUCATIONAL TECHNICIANS
- (RESOURCE ROOM, DAY TREATMENT, LIFE SKILLS)
- 5 TITLE 1 EDUCATIONAL TECHNICIAN

TEACHERS

SPECIALTY
- 1 ART TEACHERS
- 3 PE/HEALTH TEACHERS
- 2 MUSIC TEACHERS
- 1 GT TEACHER
- 1 INNOVATION CENTER TEACHER
- 1 LIBRARIAN

SPECIAL EDUCATION
- 2 DAY TREATMENT TEACHERS
- 2 LIFE SKILLS TEACHERS
- 5 K-8 RESOURCE ROOM TEACHERS

REGULAR EDUCATION
- 2 PREK TEACHERS
- 4 KINDERGARTEN TEACHERS
- 4 GRADE 1 TEACHERS
- 4 GRADE 2 TEACHERS
- 4 GRADE 3 TEACHERS
- 4 GRADE 4 TEACHERS
- 4 GRADE 5 TEACHERS
- 4 GRADE 6 TEACHERS
- 4 GRADE 7 TEACHERS
- 4 GRADE 8 TEACHERS
- 3 TITLE 1 TEACHERS







BEYOND THE CLASSROOM

Caribou Community School we offer extracurricular activities to enhance the educational experience for our student.

Athletics

Baseball
Basketball (Two Teams)
Cheerleading
Cross Country *
Nordic Skiing *
Soccer
Softball
Tennis
Track & Field *
Wrestling *

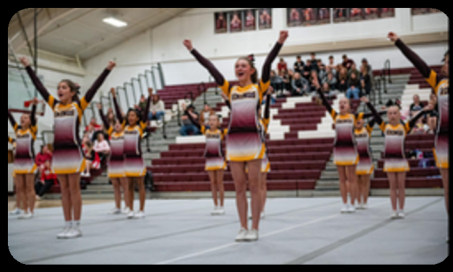
Programs

Band
Chess *
Chorus *
Gifted & Talented
Junior Show Choir *
Power Hour
Show Choir

Clubs & Organizations

Builder's Club
Civil Rights Club
Student Council

Programs offered for grades 5-8 (*)
All other programs offered for grades 6-8





Over the past few years, the Athletic teams have been very successful in the Aroostook League with Boys Soccer going undefeated in 2023. The Cheerleading team won the Aroostook League Championship in the 2022 season and won the Championship again in 2024. Boys Basketball went undefeated in 2023. Baseball went undefeated in 2024. Boys Cross Country won the Aroostook League Championship in 2024! Our athletic programs involve 32% of our student population in grades 6-8.

The fine arts programs continue to shine and build a foundation of learning and a passion for our students. Chorus and Band continue to grow in numbers and perform throughout the year. The Show Choir group the last few years has competed at a high level with teams of 35 students performing! The team earned the Championship in 2023!

We continue to offer programs to build skills, knowledge of the activity, work ethic, and teamwork while fostering a sense of pride for our school and our community.

Caribou Community School

Caribou Community School, a state-of-the-art PreK to Grade 8 facility that opened in 2020, is a modern educational hub designed to foster both academic and personal growth. The school's commitment to excellence is reflected in its highly qualified teaching staff, with nearly half holding master's degrees or higher. At the heart of Caribou Community School is the belief that building relationships is essential to student success, and the faculty works tirelessly to create a supportive environment where every student feels valued. Rich in technology, the school integrates innovative tools to enhance learning, ensuring students are equipped with the skills needed for the future. In addition to a rigorous academic curriculum, Caribou Community School offers a wide range of extracurricular activities, giving students opportunities to explore their interests and develop leadership skills. With a strong emphasis on creating a positive and welcoming atmosphere, Caribou Community School is dedicated to inspiring students to reach their full potential both inside and outside of the classroom. Even with a student population of approximately 750, Caribou Community School maintains a 1:20 staff-to-student ratio or better.















The Innovation Center - Caribou Community School boasts a STEM space called The Innovation Center. The goal of the Innovation Center is to enrich our student's learning experiences through innovative and experiential teaching methods that inspire students and enhance a lifelong learner attitude in their knowledge and creativity for future learning opportunities. Using the Design Thinking Process, Project-Based Learning and Computer Sciences are the hallmark approaches of the Innovation Center.

Power Hour is an afterschool program that offers multiple learning opportunities for our students. Power Hour seminars are created each month by the district's teaching staff that connect to math and reading learning standards. Students sign up each month to experience a fun way to learn, reinforce, or enrich math and literacy skills.





Flexible Spaces: The Caribou Community School designing committee intentionally planned for all learning spaces to be flexible to support and enrich learning opportunities. Flexible space in today's schools is essential for fostering collaborative learning and adapting to diverse teaching methods. It allows students to engage in group projects, independent work, or hands-on activities, all within environments that can be easily reconfigured to suit different needs. By providing versatile spaces that encourage creativity and interaction, schools can better support individualized learning styles and promote a more dynamic educational experience.

CARIBOU HIGH SCHOOL



STAFF

- 2 CHS ADMINISTRATORS
- 2 OFFICE ADMINISTRATIVE ASSISTANTS
- 1 SOCIAL WORKER
- 2 GUIDANCE COUNSELORS
- 4 CUSTODIAL STAFF
- 3 COOKS
- 1 NURSE

EDUCATIONAL TECHNICIANS

- 2 REGULAR ED TECHNICIANS
- 2 SPECIAL EDUCATION TECHNICIANS

TEACHERS

SPECIALTY
- 1 ART TEACHERS
- 2 MUSIC TEACHERS
- 1 FOREIGN LANGUAGE TEACHER
- 1 JMG SPECIALIST

SPECIAL EDUCATION
- 1 PATHWAYS TEACHER
- 1 LIFE SKILLS TEACHER
- 3 PRACTICAL TEACHERS

REGULAR EDUCATION
- 4 MATH TEACHERS
- 4 SCIENCE TEACHERS
- 4 ENGLISH TEACHERS
- 4 SOCIAL STUDIES TEACHERS
- 2 PE/HEALTH TEACHERS

BEYOND THE CLASSROOM

Caribou High School offers a myriad of extracurricular activities to enhance the educational experience for students.





Athletics

- Alpine Skiing
- Baseball
- Basketball
- Cheerleading
- Cross Country
- Golf
- E-Sports
- Nordic Skiing
- Soccer
- Softball
- Tennis
- Track & Field
- Unified Basketball
- Volleyball (Club)
- Wrestling

Programs

- Band
- Chess
- Chorus
- Gifted & Talented
- Jazz Band
- Show Choir

Clubs & Organizations

- Diversity Club
- Drama Club
- French Honor Society
- Key Club
- National Honor Society
- Student Council
- Tri-M Honor Society
- World Languages Club





Over the past few years, the Athletic teams at Caribou High School have been very successful in the PVC conference. We've had numerous Sportsmanship award winners including Softball, Track and Field, Wrestling, Alpine Skiing, Nordic Skiing, and most recently Golf. We've had individual State Champions in Wrestling, We've had Team State Championships in E-Sports, Girls Tennis, and Alpine Skiing.

Our Chess team has competed at a high level in recent years! The fine arts programs continue to shine and build a foundation of learning and a passion for our students. Chorus and Band continue to grow in numbers and perform throughout the year.

We continue to offer programs to build skills, knowledge of the activity, work ethic, and teamwork while fostering a sense of pride for our school and our community. GO VIKINGS!





SOCIÉTÉ HONORAIRE DE FRANÇAIS

Tri-M Music HONOR SOCIETY

Caribou High School

Extended Learning Opportunities

Caribou High School has a robust Extended Learning Opportunity Program (ELOs. ELOs are hands-on, credit-bearing courses outside of the traditional classroom with an emphasis on community-based career exploration. Our students experience highly personalized opportunities to engage in learning in ways that make sense for them and connect their learning to everyday life in meaningful ways. Students get a unique mix of academic instruction and assignments, such as papers and presentations, and combine experiential learning components like project-based learning, internships, and job shadows.













Art/Innovation Center

Within the Art/Innovation Center students have the opportunity to explore their creative side. Students can grow their artistic skills within this space by digging into everything from painting, drawing, sculpture, hand built ceramics and pottery. Beyond all the basic art supplies, students have access to design software to create digital files that can then be brought to life with the 3D printers and laser cutters. Students also have access to vinyl cutters, silk screen printing materials and DTF printing. Through these resources students have created spirit gear and reinvented the Viking Store.



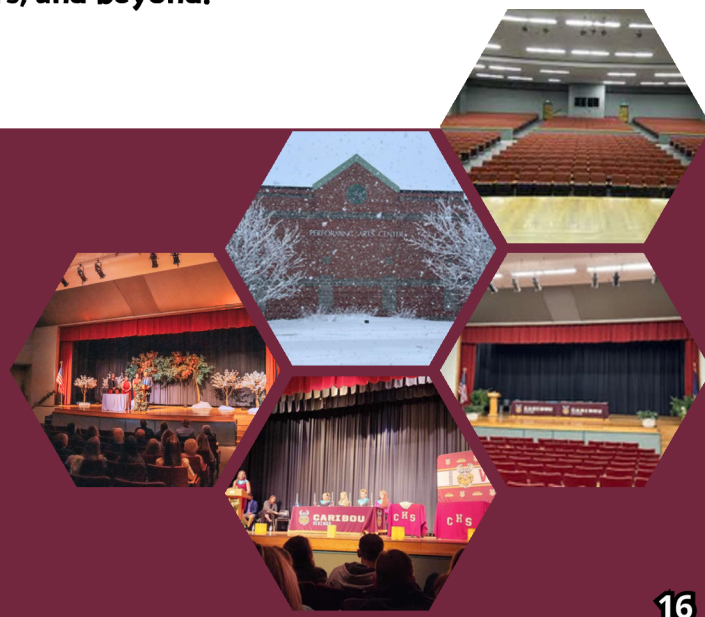
Educational Pathways

Our school's programming and curriculum offer a diverse range of pathways designed to inspire and equip students with the skills needed for success in the ever-evolving world. Students can choose from a variety of courses - practical, general, college prep, dual enrollment, and advanced placement. We have access to high-quality CTE programming, as well as alternative and transitional pathways.

With over 100 course offerings, a student can choose a pathway that aligns with their interest and career goals. Students have the opportunity to explore various fields and build a strong foundation in problem-solving and innovation. With expert instructors, industry partnerships, and cutting-edge resources, our programming prepares students for college, careers, and beyond.

Caribou Performing Arts Center

The Caribou Performing Arts Center provides students and adults with an opportunity to explore and enjoy the performing arts in a wonderful state of the art theater setting. Located at Caribou High School, the theater has an audience capacity of 826 and is used as both a teaching facility and a community venue for performing artists. The fully air-conditioned space includes an updated sound system and has special plug-ins for the hearing impaired. Since opening in 1988 the Performing Arts Center has been an integral part of the Northern Maine arts community.



CARIBOU TECH CENTER



STAFF

- 1 DIRECTOR
- 2 CUSTODIANS
- 1 GUIDANCE COUNSELOR
- 1 ADMINISTRATIVE ASSISTANT

EDUCATIONAL TECHNICIANS

- 1 REGULAR ED TECHNICIANS

TEACHERS

SPECIALTY
- 1 JMG SPECIALIST

REGULAR EDUCATION
- 12 CAREER & TECHNICAL EDUCATION TEACHERS
- 1 ACADEMIC COACH

CARIBOU TECH

Caribou Tech Center

Caribou Tech serves students grades 9-12 from Ashland, Caribou, Easton, Fort Fairfield, Presque Isle, and Washburn.

Each of our 15 Programs, which are listed below are required to provide industry certifications and college credits to students enrolled.

Michael Alther - Fire Science/EMT
Amanda Baker - Criminal Justice/Outdoor Recreation
Rick Bragg - Exploratory/Hospitality
Jonathan Daggett - Residential Construction
Christopher DeMerchant - Exploratory/Large Equipment & Maintenance Operation
Keith Dumond - Welding & Metal Fabrication
William Gehring - Academic Coach
Thomas Huston - Commercial Driver's License
Erica Laplante - Health & Medical Sciences
Matthew McAllister - Culinary Arts
Michael McLaughlin - Automotive Technology
Scott Moir - Agriculture and Natural Resources
Stacey Turner - Automotive Collision Repair

Additional opportunities for students: Bridge Academy, FFA, JMG, National Technical Honor Society and SkillsUSA.

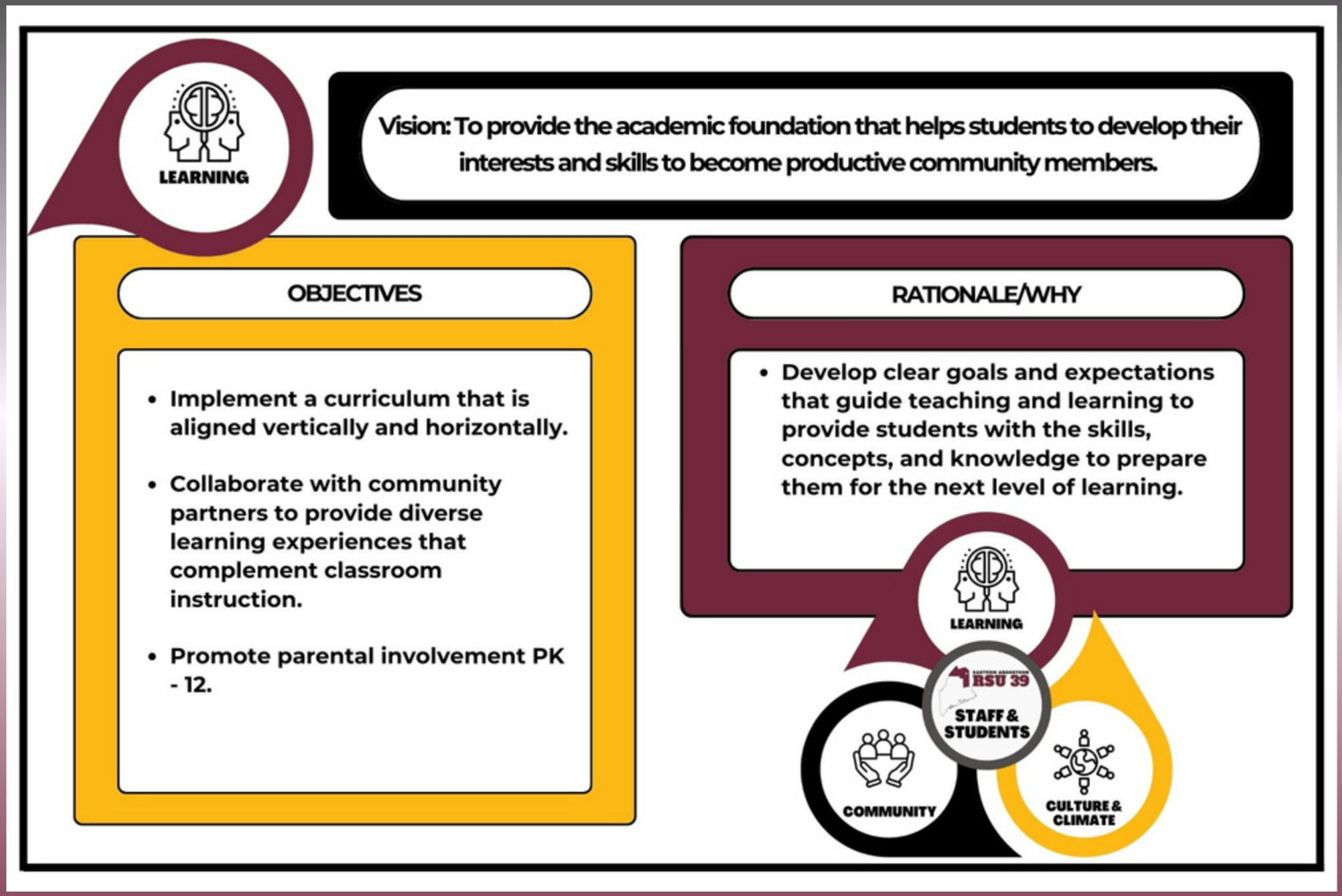




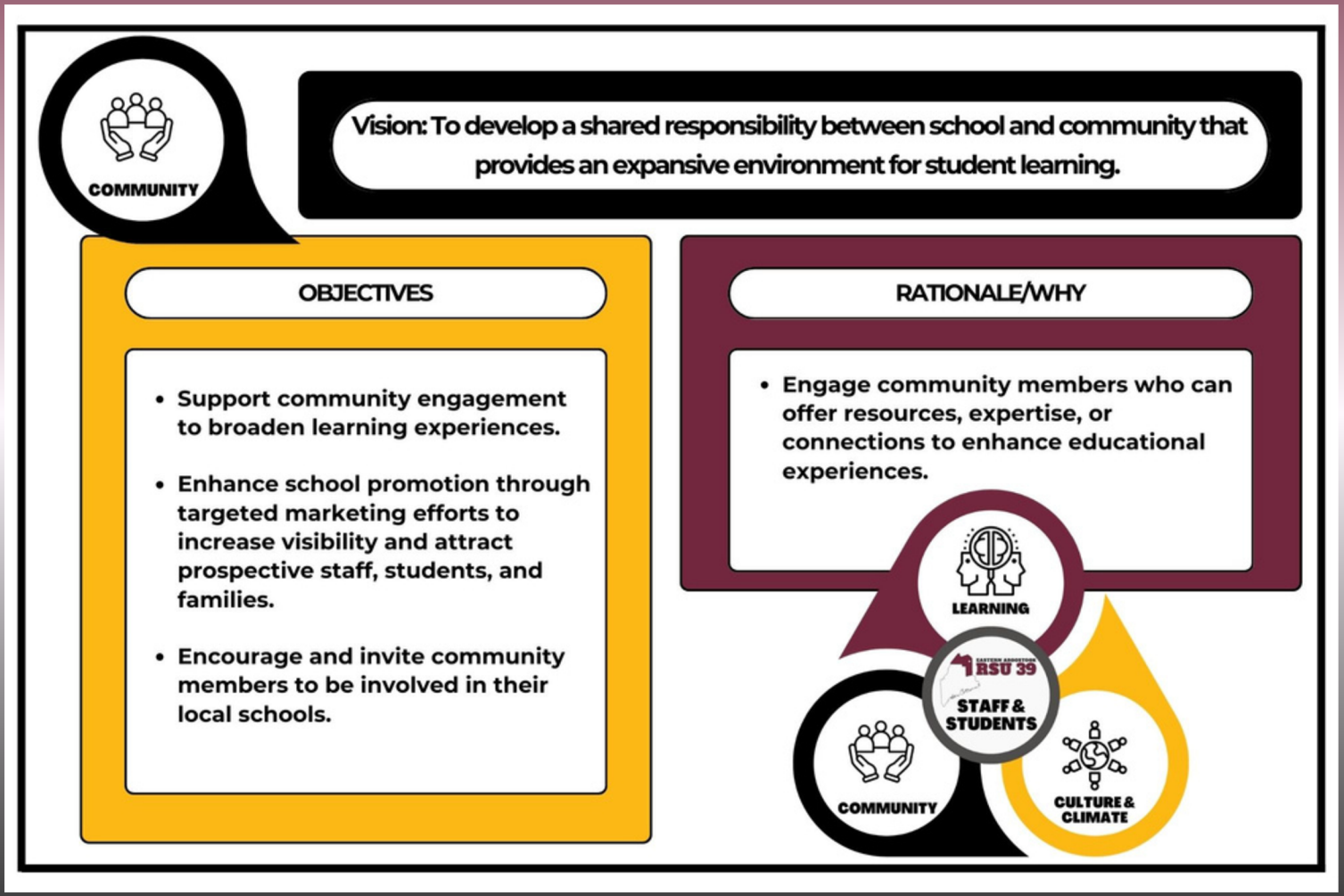




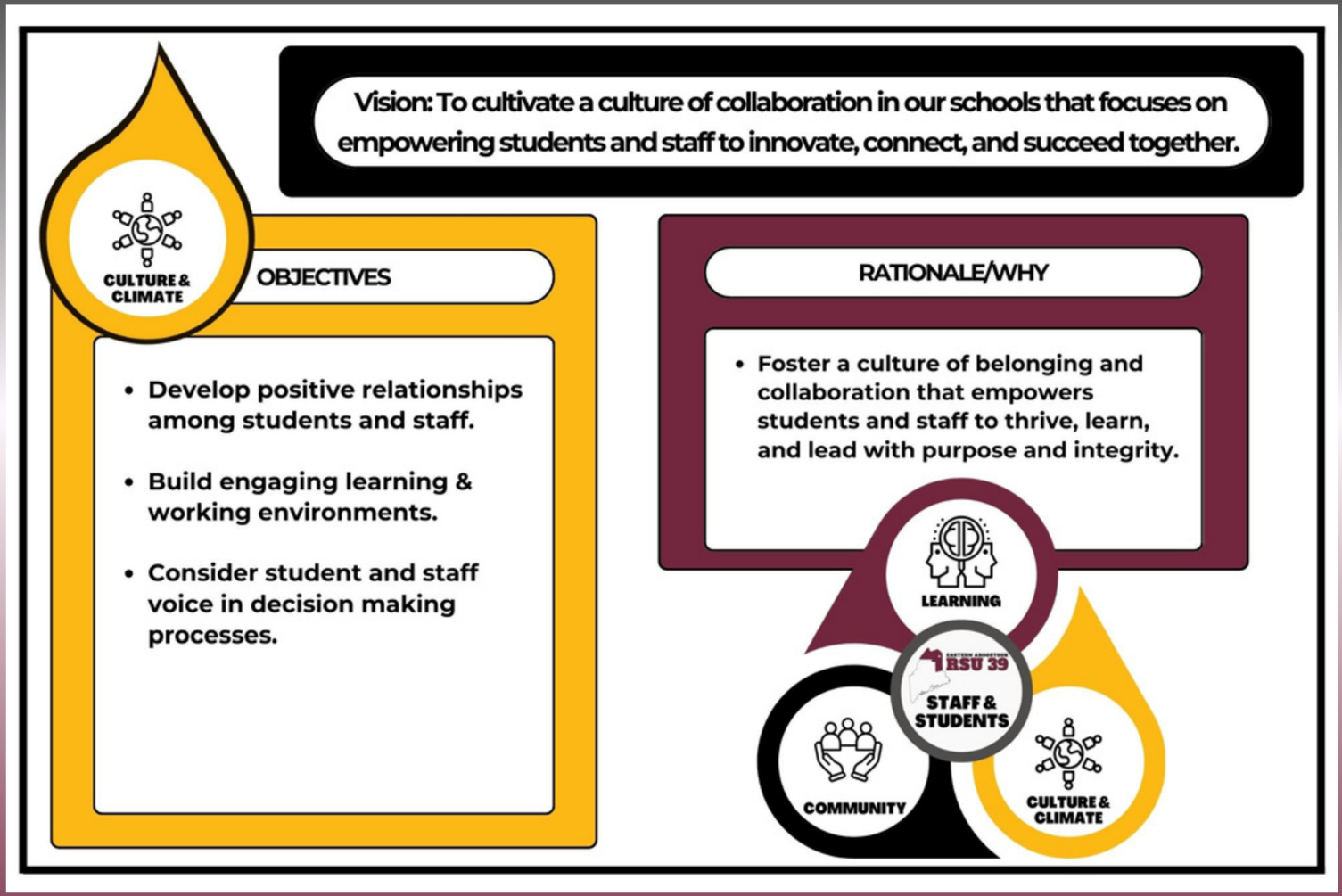
Focus Area 1: Learning



Focus Area 2: Community



Focus Area 3: Culture & Climate



Focus Area Goals

Focus Area 1: Learning

To provide an academic foundation that helps students develop their interests and skills to become productive community members

1. Improve Student Academic Performance - Increase the percentage of students meeting or exceeding proficiency standards in core subjects (math, science, and literacy) by 5%.

2. Expand Career and Skill Development Opportunities - Ensure that at least 90% of students participate in at least one extracurricular, vocational, or skill-building program each year that aligns with their interests.

3. Expand Experiential Learning Opportunities - Ensure that at least 80% of students participate in at least one hands-on learning, such as service projects, group projects or field trips.

Focus Area 2: Community

To develop a shared responsibility between school and community that provides an expansive environment for student learning

1. Increase Community Partnerships - Establish at least five new partnerships with local businesses, organizations, or institutions to provide students with mentorship, internships, or hands-on learning opportunities.

2. Enhance Parental and Community Engagement - Organize and track attendance for at least four community or family engagement events to strengthen collaboration between school and community.

3. Enhance Community Engagement - Require that at least 75% of students complete a community service project, internship, or collaborative learning experience before graduation to foster civic responsibility and real-world skill application.

Focus Area 3 : Climate & Culture

To cultivate a culture of collaboration in our schools that focuses on empowering students and staff to innovate, connect, and succeed together.

1. Increase Collaborative Initiatives - Implement at least three new cross-disciplinary projects or team-based learning experiences to encourage collaboration among students and staff.

2. Enhance Professional Development - Ensure that 100% of staff participate in at least two professional development sessions focused on innovation, teamwork, or student empowerment.

3. Strengthen Student Leadership and Engagement - Establish or expand student-led initiatives, with at least 80% of students participating in leadership, mentorship, or peer collaboration activities..

PROMOTING ACADEMIC ACHIEVEMENT, INSPIRING COMMUNITY ENGAGEMENT, CULTIVATING COLLABORATION.

STAY CONNECTED!

EASTERN AROOSTOOK RSU 39 APP

Download on the App Store | GET IT ON Google Play



EASTERN AROOSTOOK RSU 39

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