

Cass Lake-Bena Schools Strategic Plan

2025 -2030

Belief Statements

We believe:

- All students can learn and excel
- All students should be offered an education developed to meet their individual needs
- Educational excellence requires effective leadership, high expectations, teamwork, and responsible allocation of resources at all levels of the organization
- Learning occurs best in a safe, nurturing, and respectful environment
- A learning-rich culture provides opportunities for equity, collaboration, critical thinking, creative problem solving, risk-taking, and celebrating success
- In order to support a bright, hopeful future, we must be mindful, and give proper respect to our past and to individual diversity
- Collaboration between home, school, and community has a positive effect on each student

Mission Statement

The mission of Cass Lake-Bena Schools is:

To educate, support, and prepare all learners for future success

Vision Statement

The vision of the Cass Lake-Bena Schools is:

To ensure all learners achieve their highest level of critical thinking and creativity

Focus Area: School Climate

Goal 1: We will actively **prioritize and amplify student voice** through different means of communication, using surveys, individual interviews, focus groups and other means, in order to impact action plans. This will be measured by the level of student participation in the various methods used to collect the data AND reports from educational staff as to how student voice has been included within the classroom.

Action Steps:

1. Develop a survey to seek student input into summer school programming. Conduct the survey in April of 2025 and implement some of the suggestions into summer school programming for 2025. Evaluate at the end of summer school 2025 and each year thereafter.
2. Analyze and tabulate the various ways in each building that students are involved in decision making. Establish the baseline and report to the board by June 30, 2025.
3. Seek to increase the number of ways students have input into decision making by 5% annually. Report to the board and the American Indian Parent Advisory Committee annually.

Goal 2: We will **maintain and promote a safe school environment** for students, staff and community by taking a proactive approach, utilizing the existing safety committee.

Action Steps:

1. Define what a safe school looks like, sounds like and feels like to students, staff and community by seeking input using a collaborative process, by the third week of school of the 2025-26 school year.
2. School staff will review data, including discipline data around bullying, harassment, physical aggression, etc. Areas of concern will be brought to the safety committee to brainstorm ways to address. Data and the steps taken to address concerns will be shared out to the board and community annually.
3. Select training for staff that will help to address the identified areas.
4. Evaluate the effectiveness annually.

Focus Area: To provide a well-rounded and engaging education

Goal 1: We will increase the number of graduating seniors who have a **career plan** as measured by school links data over five years.

Action Steps:

1. Provide training for staff in use of career planning resources like SchoolLinks and other career planning tools/activities.

2. Provide a variety of experiences that expose students to career opportunities and actively teach students the skills and strategies needed to accomplish their career goals.
3. Annually evaluate the effectiveness of each career planning activity.
4. Actively engage students in grades 6 - 8 in learning about their preferences that could lead to different careers.
5. Annually report to the board the results of the above steps taken.

Goal 2: We will ensure that all students have access to **learning experiences** which translate to “**Real-World**” applications.

Action Steps:

1. Analyze and report out current hands-on focused strategies.
2. Based on the above data, train staff on hands-on focused strategies.
3. Establish meaningful partnerships and bring in area partners to share, communicate, and network.
4. Identify barriers that may be keeping students from having “real-world” experiences.
5. Measure the success of the actions steps utilizing area job reports, satisfaction surveys and post-secondary placement data.

Focus Area: Community Relations

Goal 1: We will prioritize increasing staff involvement in after school and community events.

Action Step:

1. During the 2025-26 school year, gather baseline data at fall, winter and spring school and community events.
2. We will develop opportunities for district staff to be involved in after school and community events, including sharing information, determining staff interests and strengths and introducing community partners.
3. We will increase/broaden student extracurricular opportunities, with the intent of increased staff opportunities to supervise and engage with the community.
4. We will gather attendance data at after school and community events annually to evaluate success and needed changes.

Focus Area: Life Skills

Goal: We will create meaningful opportunities for students to **communicate effectively**, thus enhancing their communication skills in all aspects of their life.

Action Steps:

1. Revisit the cell phone policy

2. Create meaningful opportunities for students to exercise listening skills.
3. Support extra & co-curricular opportunities for students to exercise communication skills.
4. Explore explicit curriculum addressing communication skills with a cultural lens.

Goal 2: We will increase graduation rates by explicitly focusing on students' capacity to **make informed, thoughtful decisions**.

Action Steps:

1. Inventory current activities that promote sound decision making during the 2025-26 school year.
2. Align efforts across the district that focus on decision making during the 2025-26 school year..
3. Analyze and evaluate the effectiveness of decision-making activities and report out to the AIPAC and School Board annually

