MISSION STATEMENT – WHAT IS OUR PURPOSE?
Our mission is to provide an excellent, equitable education in a safe, supportive environment so all students will succeed and contribute to a diverse and changing society.

CORE VALUES – HOW WILL WE BEHAVE?
• **Conducive Learning**: Ensure class size that is conducive to learning.
• **Student-Centered**: Center everything we do on the student and student learning.
• **Respect**: Embody respect for the diversity and dignity of all.
• **Safe Environment**: Provide a safe learning environment.
• **High Expectations**: Maintain high expectations and educational opportunities to inspire high achievement.
• **Collaboration**: Engage with students, family, staff and community to support student success.
• **Innovation**: Be innovative and adaptive to student needs.
• **Integrity**: Be transparent, trustworthy and professional.

VISION STATEMENT – WHAT DOES SUCCESS LOOK LIKE?
We envision each and every student achieving academic and life success by personalizing the learning process.
• **Each and Every Student**: Reach every student by working with each individual, one-by-one.
• **Academic Success**: Improve achievement for all students, close the achievement gaps, and provide accelerated learning options.
• **Life Success**: Prepare every student to contribute to society as a competent, confident, caring and curious citizen.
• **Personalizing Learning**: Provide flexible and adaptive options, pacing and creative support.

STRATEGIC GOALS – HOW WILL WE SUCCEED?
1. **STUDENT SUCCESS**: Increase academic achievement and social emotional well-being for all students.
2. **EQUITY & INCLUSION**: Provide equitable opportunities and an inclusive environment where all students and staff are respected and feel welcome, safe and supported.
3. **COMMUNICATION & ENGAGEMENT**: Ensure students, staff, families and the community are informed, connected and engaged with the District.
4. **WORKFORCE & ORGANIZATIONAL EXCELLENCE**: Create an environment that supports the strengths and needs of staff so they can create a safe climate where students thrive.

Visit k12northstar.org for Strategic Plan & Goals
STRATEGIC GOALS AND DISTRICT OBJECTIVES

1. STUDENT SUCCESS: Increase academic achievement and social emotional well-being for all students.
   1.1 Competency Based Learning: Define competencies by grade level and content areas, allowing students to advance based upon demonstrated mastery rather than seat time.
   1.2 CTE: Expand CTE pathways and access to career and technical education opportunities across the District.
   1.3 Instructional Excellence: Engage teachers in reflective practices in a cycle of continuous improvement.
   1.4 Multiple Pathways: Provide multiple ways to progress through the K-12 system based on student needs and interests.
   1.5 Personalizing Options: Utilize the “Core 4” key elements to personalize learning and meet student needs.
   1.6 Social Emotional Learning: Support the social emotional needs and character development of all students through a personalized learning model.
   1.7 Technology in the Classroom: Ensure technology is embedded within instruction as appropriate to support learning.

2. EQUITY & INCLUSION: Provide equitable opportunities and an inclusive environment where all students and staff are respected and feel welcome, safe and supported.
   2.1 Equity & Access: Close opportunity gaps while increasing student outcomes/achievement for all.
   2.2 Diversity/Inclusion: Create a culture of belonging and inclusion for all, where issues of intolerance are addressed through education, awareness and civic responsibility.

3. COMMUNICATION & ENGAGEMENT: Ensure students, staff, families and the community are informed, connected and engaged with the District.
   3.1 Effective Communication: Enable consistent, relevant and inclusive two-way dialogue with internal and external stakeholders.
   3.2 Family Engagement: Celebrate and support the diverse ways families engage in partnering for student success.
   3.3 Community Partnerships: Engage local stakeholders in contributing to student success.

4. WORKFORCE & ORGANIZATIONAL EXCELLENCE: Create an environment that supports the strengths and needs of staff so they can create a safe climate where students thrive.
   4.1 Workforce Excellence: Attract, retain and empower excellence in our employees.
   4.2 Safety & Wellness: Achieve an environment that promotes social, emotional and physical safety.
   4.3 Facilities: Ensure facility plans to address safety, changing needs and fluctuating enrollment.
   4.4 District Operations/Site Support: Execute efficiency and best practice in operational support and financial management for schools, students and staff.
   4.5 Technology Adoption: Continue to develop capacity for staff to effectively use technology through continual training and support.
   4.6 IT Infrastructure: Ensure robust, reliable and relevant technology infrastructure.

Board Approved as of October 15, 2019