

Core Values

- **Compassion**
 - We will understand the circumstances and viewpoints of others.
 - We will develop the capacity to forgive others and ourselves.
 - We will celebrate the contributions of others.
 - We will promote a peaceful, caring and safe community.
- **Integrity**
 - We will stand up for what we believe.
 - We will be honest with ourselves and others.
 - We will demonstrate fairness in our judgments and actions.
 - We will fulfill commitments and promises.
- **Respect**
 - We will believe in the inherent dignity of all people.
 - We will celebrate individuality.
 - We will value and appreciate diversity.
 - We will honor self and others through words and actions.
- **Responsibility**
 - We will take ownership of our behavior as individuals.
 - We will have the courage to think and act independently.
 - We will demonstrate problem solving and decision-making skills.
 - We will be reliable and trustworthy.
- **Service**
 - We will find positive ways to contribute to the broader community.
 - We will share time and talents with others.
 - We will take an active role in service opportunities in the school and community.
 - We will celebrate involvement in service.

Mission

The mission of the White Bear Lake Area School District, a leader in innovative education and community partnerships, is to ensure our students:

- develop a love for learning,
- excel academically,
- are inspired to realize their dreams, and
- become engaged citizens with a global understanding

by challenging each student within a dynamic, respectful and inclusive environment that nurtures the unique talents and abilities of every student.

Objectives

- All students love to learn.
- All students excel academically.
- All students feel valued.
- All students are interculturally competent.
- All students are involved in the community.
- All students understand and respect differences.
- All students are confident and prepared to pursue their goals and dreams.

Parameters

- We will always treat our students, staff, families and community members with fairness, impartiality, dignity and respect.
- We are committed to the success of every student
- We expect excellence from every staff member

Strategies

1. We will develop a comprehensive understanding of our students' needs and interests to ensure students are challenged and excelling academically.
2. We will create and implement a plan for global experiences and relationships to further understand world connections.
3. We will ensure our facilities support our district's mission and objectives.
4. We will create a district-wide culture that inspires innovation, a passion for learning, and confidence to pursue dreams.
5. We will build a network of partnerships to provide personal and educational growth and service opportunities for students.
6. We will foster connections with and among students and staff members to ensure all feel valued, supported and understood; and we will establish an environment that cultivates understanding and respect for differences among people.

Strategies:

1. We will develop a comprehensive understanding of our students' needs and interests to ensure students are challenged and excelling academically.

- All students will achieve grade level in reading, writing and math by grade 4 and maintain grade level proficiency throughout their tenure in White Bear Lake Area Schools.
- All students will have an ongoing plan for post-secondary readiness that will be monitored from grades 6 through 12 and all students will have the academic skills to be successful in a post-secondary institution.
- Authentic Intellectual Work (AIW) principles will be implemented at all grade levels. (STIPULATION - Communication with parents and community with the ability to report back to show evidence that AIW is working.)
- Build upon the IB offering already in place at Matoska by implementing the IB Middle Years Program, Career-related program, and Diploma program at District schools. (STIPULATION - IB should not be limited from moving beyond this for other schools if there is interest)
- Students will have the opportunity to access multiple electives each year while meeting graduation standards.

2. We will create and implement a plan for global experiences and relationships to further understand world connections.

- All students will expand their global perspective through the study of world language and culture at the elementary schools. (STIPULATION - within each school, one or more options will be available to study world language and culture)
- Secondary students will develop global understanding and competitiveness through expanded world language opportunities at the secondary level.
- Teachers and staff will have the knowledge and skills to promote global languages and culture among students.
- All students will expand their global perspective by participating in annual service learning opportunities at the classroom or building level. (STIPULATION - opportunities are voluntary and not required)
- Elementary students have an opportunity to develop global understanding and competitiveness through expanded International Baccalaureate programming.

Strategy #2 Continued:

- Middle school level students will develop global understanding and competitiveness through expanded and developed International Baccalaureate programming.
 - All students will have opportunities to have cross-cultural experiences in and out of the classroom.
 - All students will expand their global perspective through the study of world cultures and history of peoples within our diverse student body and community (Cross reference to Strategy IV - Plan 7)
- ### 3. We will ensure our facilities support our district's mission and objectives.
- Inside and outside large group spaces will be comparable to conference schools.
 - At the final three elementary schools, provide a gym with a performing arts area separate from the cafeteria.
 - Storage spaces will be equitable for all district facilities.
 - Square footage to accommodate student population and program activities will be equitable for all buildings.
 - Each district facility will have a standardized operations and a maintenance procedures manual consistent with best practices.
 - Each District facility will have an HVAC system that provides optimum air quality throughout the district.
 - Each District facility will have appropriate acoustical levels for the site.
 - All schools will provide secure entrances.
 - District facilities will be designed to allow for informational technology to be accessible by all ISD 624 employees, learners and families.
 - Elementary class sizes will be balanced across the district.
 - Secondary facilities will be evaluated and recommendations will be made that improve programs and reduce transitions, including a cost benefit analysis of a single campus high school.
- ### 4. We will create a district-wide culture that inspires innovation, a passion for learning, and confidence to pursue dreams.
- The WBLAS will identify strengths and weaknesses in the areas of innovation, confidence to pursue dreams, and passion for learning.

Strategy #4 Continued:

- An evaluation protocol will be implemented assessing a teacher's use of available technology to facilitate collaboration, engagement, and interaction with students.
- Faculty will have the skills to implement collaboration, critical thinking, creativity, and communication skills within their lesson plans.
- STEM integration, 21st century skills and creativity will be incorporated within the curriculum review cycle for areas undergoing current and future review.
- Self-awareness/emotional intelligence curriculum will be incorporated within the curriculum review cycle.
- Peer assisted learning activities will be utilized in every classroom.
- Teachers will have the skills to assist students as they implement individual development plans within the classroom. (STIPULATION - teachers will have the cultural competence necessary to effectively help students with their individual plans)
- Teachers will have an implementation plan to incorporate current best teaching and learning practices.
- Students will have an "individual development/graduation plan" in place that reflects their passions, interests and strengths.
- A process will be established to facilitate the collection and implementation of innovative ideas.
- Every classroom will have equitable access to a core set of effective, innovative and well supported technology.
- The district will enhance communication, interaction, and collaboration through the use of a website.
- A learning management system will be established to support the development and management of online coursework to allow for web-based learning for staff and students.
- A policy will be developed and presented for Board approval that leverages students' access to mobile technology and use of that technology in the classroom.
- Instructional technology will be available for use by students beyond the traditional school day/year.

5. We will build a network of partnerships to provide personal and educational growth and service opportunities for students.

- The District will implement a process that will provide a consistent method to initiate and maintain community partnerships.
- A comprehensive needs assessment will be developed and administered at every District site in order to provide direction to future partnerships.
- A process will be created that aligns a partner with a compelling need or promising vision.
- The District will evaluate each partnership with a periodic review of the objectives and effectiveness of all parties involved.
- The District will communicate information related to partnerships using a variety of resources.

6. We will foster connections with and among students and staff members to ensure all feel valued, supported and understood; and we will establish an environment that cultivates understanding and respect for differences among people.

- The District will adopt a comprehensive bullying prevention, intervention and support program for students and staff that promotes a safe, civil and inclusive climate and is implemented in each building, program and service.
- The District will increase the number of faculty and staff from culturally diverse communities to more closely reflect the diversity of the student population.
- During curriculum review cycles, in all areas, we will identify best practices that promote and enhance multi-cultural understanding.
- Programs will be adopted and implemented and resources allocated for students and families to promote a positive transition between buildings and programs.
- We will provide programming that will continue to create an environment of understanding similarities and differences among students, staff, administration, community members and parents.
- We will review and assess the current plan related to cultural competency