

Our future story is one  
we write together



## 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.

### Action Teams:

1. We will develop a comprehensive understanding of our students' needs and interests to ensure students are challenged and excelling academically.
  - *Co-Chairs: Noel Schmidt and Mike Fleming*
2. We will create and implement a plan for global experiences and relationships to further understand world connections.
  - *Co-Chairs: Tim Wald and Greg Bartz*
3. We will ensure our facilities support our district's mission and objectives.
  - *Co-Chairs: Pete Willcoxon, Sr. and Rolf Parsons*
4. We will create a district-wide culture that inspires innovation, a passion for learning, and confidence to pursue dreams.
  - *Chairs: Dan Schmidt and Community member to be named*
5. We will build a network of partnerships to provide personal and educational growth and service opportunities for students.
  - *Chairs: Heidi Brophy and District member to be named*
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.
  - *Co-Chairs: Kathleen Daniels and Jenny Nadeau*

### Action Team Charge

- Honor Strategy as stated
- Chart a course into the future
- Team does not implement

### Guidelines for Participation in Action Teams

- Active participation
- Honor others ideas and opinions
- Work for greater good
- Communication
- All work as peers
- Work toward consensus

### Strategic Planning Process Timeline

Spring 2010 – Oct. 2010	Preparation
Oct. 26 & 27, 2010	Initial Planning Session
Nov. 2010 – Feb. 2011	Active involvement of school and community
Early March 2011	Second Planning Session
March and April 2011	Review Recommendations with School Board
May 2011	Recommend to School Board action steps for 2011-12
Summer of 2011	Begin Implementation

### Strategic Planning Committee Members:

Sima Bazooband - Student  
Don Bosch - Principal  
Kim Chapman - School Board  
Shane Cody - Teacher  
Tiffany Dittrich- Teacher  
Mike Ericson - Local government representative  
Mike Fish - Parent  
Eric Gebeke - Student  
Gail Gendler - Community  
Dave Guenther - Cabinet  
Graciela Hammeken - Cultural Liaison  
Dona Kass - Teacher  
Deb Kelly - Food Service  
George Kimball - School Board  
David Law - Cabinet  
Michael Lovett - Superintendent  
John Ottaviani - Parent  
Rolf Parsons - Community  
Julie Perreira - Parent  
Chris Picha - Cabinet  
David Potts - Parent  
Becky Sass - Parent  
Citty Scherman - Health Assistant  
Cathy Solomon - Parent  
Sara Svir - Principal  
Ursula Thomas - Clerical  
Cha Vang - Teacher  
Marisa Vette - Cabinet  
Keith Warner - Community  
Brianna Wittek - Student

**Yes! I am interested in getting involved!**

Name \_\_\_\_\_  
Email \_\_\_\_\_  
Phone \_\_\_\_\_

*I authorize the White Bear Lake Area School District to use this information specifically for the purpose of Strategic Planning, including notices of meetings and communication of information.*

**My availability for meetings**

(please check):

- Mornings (9-11:30 a.m.)
- Afternoons (12:30-3 p.m.)
- Late afternoons (3-5:30 p.m.)
- Evenings (6:30-8:30 p.m.)

**Thank you! An Action Team leader will be contacting you soon with details on the first committee meeting.**

**I would like to serve on the following Action Team (please check):**

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- 3. We will ensure our facilities support our district's mission and objectives.
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**Session Feedback:**

*(Please provide even if you are not interested in being involved on a committee)*

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*You may also email us session feedback at StrategicPlan@wbl.whitebear.k12.mn.us*