



# Inspiring dreams & achievement



**MOORHEAD**  
AREA PUBLIC SCHOOLS

## 2013-14 Strategic Priorities

Moorhead Area Public Schools  
Independent School District 152





# Guiding Philosophy, Mission, Vision & Core Values

## Guiding Philosophy

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The guiding philosophy of Moorhead Area Public Schools is continuous improvement.

## Mission

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The mission of Moorhead Area Public Schools is to develop the maximum potential of every learner to thrive in a changing world.

## Vision

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Moorhead Area Public Schools will be a progressive school district recognized for excellence at all levels. We will work collaboratively with our community to provide a premier education for every learner to achieve success while providing a safe and nurturing environment that celebrates diversity and practices mutual respect.

## Core Values

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Moorhead Area Public Schools is committed to the education and well being of each student. We are committed to:

- creating a positive learning environment that values children and youth.
- supporting all learners.
- holding high standards and expectations for all learners.
- making research-based, data-driven, collaborative decisions inclusive of stakeholder perspectives.
- seeking continuous improvement and planning for the future.
- advocating for children and youth within our community and district.
- celebrating students and staff.
- promoting pride in the Moorhead community and schools.

# Strategic Priorities, Goals & Strategies

## *21st Century Schools:*

**Establish a culture of learning that supports the needs of the 21st century learner and develops the whole student.**

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### **Strategies**

- We will implement free all-day, every-day, kindergarten and expand early learning programming to build participation.
- We will explore diverse learning environments through technology, service learning, mentorship programs and community experiences.
- We will provide for maximum growth in basic skills, creativity, critical thinking, collaboration, and communication through innovative technology.

## *School and Community:*

**Build comprehensive and responsive communication systems and partnerships with community stakeholders to promote and advance quality education for all learners.**

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### **Strategies**

- We will build trust through the development of an enhanced communication and engagement plan.
- We will create a systematic, school-wide program of service-learning opportunities.

## *Facilities:*

**Provide equitable education facilities, technological tools and the infrastructure needed across the district to meet the needs of students, families and communities.**

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### **Strategies**

- We will use data to educate our public and celebrate our success to promote the need for facilities.
- We will investigate the operational practices of the district to determine if changes might better support students and families.
- We will develop a short-term and long-term plan for the development and deployment of existing and new space.

# Strategic Priorities, Goals & Strategies

## ***Equitable Educational Opportunities:***

**Provide programs and services to eliminate race and socioeconomic indicators as predictors of student success.**

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### **Strategies**

- We will develop partnerships with our stakeholders to research, assess and identify gaps in programs and services that might exist.
- We will create goals and action plans based on the findings of the research.
- We will hold the district accountable for the results of the plans.

## ***Mental Health / Character Development:***

**Create a safe, caring and welcoming environment for all students, where the unique qualities and diversity of students are recognized and respected.**

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### **Strategies**

- We will create a district-wide character development and positive recognition plan.
- We will better engage students, families and schools in the transition experience.
- We will establish a process by which the district explores enhanced counseling and support services.

## ***Human Resources:***

**Provide processes for the quality, effectiveness and continuity of staff through the use of comprehensive recruitment, professional development, supervision and evaluation.**

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### **Strategies**

- We will develop and implement a district-wide, consistent, transparent evaluation model to provide high quality feedback that increases teacher effectiveness and results in meeting the learning needs of all students.
- We will provide equitable compensation by reviewing job descriptions upon creation and in conjunction with School Board policy.
- We will integrate new employees into Moorhead Area Public Schools to create a consistent message; feeling of value and welcoming; and a more immediate impact within the district.



## **Moorhead Area Public Schools Independent School District 152**

**2410 14th St. S., Moorhead, MN 56560  
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### **2013-14 School Board**

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Scott Steffes, Director • Matt Valan, Director • Trudy Wilmer, Director

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Superintendent

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Assistant Superintendent