CEDAR MOUNTAIN PUBLIC SCHOOLS STRATEGIC PLAN 2026-2031

CORE VALUES

Academic Excellence and Future Readiness
Safety, Respect, and Belonging
Collaboration

BELIEF STATEMENTS

- We believe in providing high-quality, well-rounded instruction to ensure every student is prepared for life and success after graduation.
- We believe in fostering a safe, positive, and respectful environment that builds character traits, including kindness, empathy, and compassion.
- We believe that active partnerships between our school, families, and the community are the foundation of student success and a thriving district.
- We believe in transparent, data-driven decision-making and assertive leadership that gives our community confidence in the district's direction.
- We believe in strategically allocating financial resources to prioritize the tools and environments students need to excel in the real world.

MISSION STATEMENT

Cedar Mountain Schools, in partnership with parents and community, collaboratively provides an environment where learners develop to their fullest potential in an ever-changing world.

VISION STATEMENT

High expectations. High achievement. Every building. Every child.

PORTRAIT OF A GRADUATE TRAITS

Effective Communicator
Critical Thinker and Problem Solver
Self-Confident and Self-Sufficient
Civic-Minded Community Member
Integrity and Empathy

STRATEGIC PLAN FOCUS AREAS

Student Success and Civic Readiness	Staff Support and Professional Excellence	Facilities and Fiscal Responsibility	Communication and Family Engagement

ADOPTED 2-18-26

Focus Areas	GOALS	OBJECTIVES
Student Success and Civic Readiness	**Goal Statement 1:** Foster academic excellence and life preparedness by utilizing data-driven literacy instruction, expanding career pathways through Xello, and supporting holistic well-being through the RISE framework.	**Objective 1.1. Foundational Literacy:** Starting in 2026, 100% of Preschool teachers will implement Early Childhood LETRS (Language Essentials for Teachers of Reading and Spelling) strategies, verified by checklists 3x per year. **Objective 1.2. Reading Proficiency:** Starting in 2026, increase District MCA (Minnesota Comprehensive Assessment) IV reading scores to 45% or higher by 2027-28, supported by FastBridge growth targets (75% of students meeting "Typical Growth"). **Objective 1.3. Targeted Intervention:** Starting in 2026, use Capti diagnostics for all students identified as "At Risk" by FastBridge to remove specific literacy barriers within 10 school days. **Objective 1.4. Xello and Career Exploration:** Starting in 2026, implement Xello as a comprehensive, student-centered platform designed to help students from elementary through high school explore careers, plan their education pathways, and prepare for life after graduation. **Objective 1.5. RISE and Life Preparedness:** Starting in 2026, utilize RISE plans in grades 6-12 (integrated with Xello data) to monitor course progress and career goals. Meet with students to update plans based on Career and Technical Education (CTE) experience and future guidance. **Objective 1.6. Fine Arts and Career and Technical Education (CTE):** By the Fall of 2027, Restore the Choir program and expand CTE trade offerings, ensuring non-sporting students have high-engagement opportunities. **Objective 1.7. Cougar Connections:** During the 2026-27 school year, develop a vertical mentoring (High School students with Preschool/Elementary) program that will offer meaningful engagement between high school and elementary students twice per semester to build K-12 unity.
Staff Support and Professional Excellence	**Goal Statement 2:** Invest in our educators by providing systematic resources, fostering a unified culture, and equipping staff with the tools necessary to maintain instructional excellence.	**Objective 2.1. Curriculum Cycle:** Starting in 2026, adhere to the District Curriculum Review Cycle for all subject areas (including Social Studies and Science) to ensure modern materials and systematic professional development. **Objective 2.2. Vertical Transitions:** Starting in 2026, implement quarterly transition PLCs (Professional Learning Communities) to synchronize standards-based curriculum and instruction across buildings. This initiative ensures a seamless academic pathway and a supportive transition for students moving from elementary to secondary school. **Objective 2.3. Library Revitalization:** Modernize the Secondary Library by 2028, updating book offerings to bridge the "reading for joy" culture of K-5 with the research needs of 6-12. **Objective 2.4. Middle School:** By 2031, complete the transition to a modified middle school model (propose grades 6-7) with specialized training and advisory structures. **Objective 2.5. Professional Equity:** Provide annual training on diversity vs. inclusion and equity vs. equality to ensure every student receives the specific support they need to succeed.

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Facilities and Fiscal Responsibility	**Goal Statement 3:** Maintain financial stability while providing safe, well-maintained facilities through disciplined fiscal management, the 10-year Long Term Facilities Maintenance (LTFM) plan, and strategic infrastructure improvements.	**Objective 3.1. Long Term Facilities Maintenance (LTFM) and Infrastructure:** Starting in 2026, utilize the 10-year LTFM plan to keep up with essential building repairs, specifically focusing on the scheduled roofing cycle and building longevity. **Objective 3.2. Security and Safety:** Starting in 2026, maintain and upgrade the district's existing secure entry plan and surveillance systems at both the Franklin and Morgan sites. **Objective 3.3. Morgan Middle School/High School Bus Safety:** By the start of the 2027-28 school year, construct a dedicated, safe bus drop-off and pick-up area adjacent to the Middle School/High School in Morgan. This project will improve student safety during daily arrivals/departures and streamline local traffic flow. **Objective 3.4. Playground Modernization:** By the start of the 2026-27 school year, create a plan with community input to modernize the elementary playground, ensuring it is a safe, inclusive, and engaging space within capital improvement budgets. **Objective 3.5. Fiscal Stewardship:** Starting in 2026, maintain a balanced budget and conduct a comprehensive daycare operational audit by the end of the 2025-26 school year to ensure the program remains self-sustaining. **Objective 3.6. District Unity:** Starting in 2026, ensure facilities and signage at both sites reflect a unified "Cougar" identity.
Communication and Family Engagement	**Goal Statement 4:** Be the "First Choice" district for families by establishing unified communication through ParentSquare and Infinite Campus, maintaining a simplified digital presence, and fostering direct dialogue with community leaders and open-enrolled families to ensure transparent, district-wide growth.	**Objective 4.1. The Communication Standard:** By 2028, fully transition to ParentSquare as the primary hub for engagement (messaging, newsletters) and Infinite Campus as the official portal for student data (grades, attendance). **Objective 4.2. User-Friendly Website:** Starting in 2026, maintain a "de-layered" website with a "Two-Click Rule" ensuring high-traffic info (calendars, menus, and directories) is accessible within two clicks. **Objective 4.3. Community Advisory Committee:** By the end of the 2025-26 school year, establish a committee of local business and community leaders to provide an outside perspective on district planning and direction. **Objective 4.4. Family Re-Engagement Initiative:** By the end of the 2025-26 school year, reach out to district families currently open-enrolled elsewhere to share our new strategic direction and invite them to a personal dialogue with the administrative team to discuss returning to the district. **Objective 4.5. Biannual Inventory:** Starting in 2027, distribute a "Strengths and Weaknesses" inventory to all parents every two years via ParentSquare, sharing results transparently to guide board decisions. **Objective 4.6. Staff Onboarding and Community Integration:** Starting in 2028, enhance the onboarding process by providing new hires with a "Community Resource Guide" that includes local housing contacts and links to regional career hubs, helping new staff and their families feel welcomed and informed as they transition into the district.