



**SCHOOL DISTRICT
of
SHELL LAKE
STRATEGIC PLAN 2026-27**

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VISION STATEMENT

A thriving student body contributing to their school, their community, and their future.

MISSION STATEMENT

Inspire and support each student to thrive and contribute to society through educational challenges, community engagement, and high expectations.

Shell Lake Core Values

1. Inherent Worth

We believe all individuals have equal inherent worth and deserve respect and dignity in every aspect of life.

2. Responsibility and Accountability

We believe in personal responsibility for our actions, choices, and contributions to the school, our community and the environment.

3. Lifelong Learning

We believe that education is a continuous process that enriches our lives and contributes to personal and societal well-being.

4. Family and Community Collaboration

We believe that families are central to the development of individuals and that fostering strong family-school-community partnerships is essential for student and community success.

5. Integrity, Honesty, and Respect

We believe that integrity, honesty, and respect form the foundation for a free, democratic, and productive society, and we strive to model these values in all we do.

6. Dedication

We believe that setting clear goals, maintaining a strong work ethic, and persevering through challenges are critical to achieving success in both education and life.

Strategic Objectives Summaries

Student Learning

Provide quality curriculum, instruction, and support for all students, instilling foundational skills to best prepare students for their future.

Facilities

Ensure that our facilities provide our students with exceptional educational opportunities.

Community Engagement

Invite community involvement by communicating activities and accomplishments and identifying skills and expertise within the community that enhance education.

Human Resources

Provide a supportive environment to empower, retain, and develop educators and staff.

Finance

Provide transparent and efficient use of district resources.

Co-curricular

Provide excellent co-curricular activities that are competitive and play an important role in student engagement and character development.

Strategic Plan Steps for Success (working doc 26-27)

Student Learning

Provide quality curriculum, instruction and support for all students, instilling foundational skills to best prepare students for their future.

Action steps:

Task (highlighted task priority for current year).	Accountability	Person(s) Responsible
“Strategically engage with students and families with proactive communication to build a strong partnership.” Utilize the tiered intervention framework for behaviors and academics.	Initial reach out to establish connection, and welcome communication. Class wide informative communication. Personalized contact if no conference attendance or if academic or behavioral concerns.	Teachers and administration (increase accountability)
Enhance student growth by expanding the development of Professional Learning Communities and the use of Universal Design for Learning Unit Planning to increase student achievement in both local and state level assessments and achievement. .	Report annually to the board. AGR reports (K-6) Following SLIP meetings June/November/February Review of state assessments and 5 years trends.	Professional Learning Communities meeting regularly and Leadership teams.
Recognize the whole child. - Partner with county and local resources to support mental and physical wellness and implement the mental health grant, allowing students to focus on learning. - Utilize CharacterStrong curriculum in the elementary school to help students develop positive social emotional skills. PRIORITY STATEMENT: “Recognize the whole child by partnering with local resources for mental and physical wellness while building social-emotional skills.”	- Semester review of services utilized. January/June Connections survey. YRBS (every other year), internal visits to guidance or district nurse related to mental health. - Follow professional development expectations for CharacterStrong implementation.	School Counseling Pupil Services Building Principal Elementary Staff

1-Year Post Grad follow up survey on the effectiveness of SLSD in preparing students for life after high school	March, Info to strategic planning April, Report to board of results in May.	School Counseling
Continue Academic and Career Planning and integrating Redefining Ready.	Reports semi-annually (initiatives and recap)	HS principal, School Counseling , CTE staff

Facilities

Ensure that our facilities provide our students with exceptional educational opportunities.

Action steps:

Task	Accountability	Person(s) Responsible
Continue annual deposits into Fund 46 to support larger capital improvements.	Annually September	Superintendent
Conduct thorough analysis of facilities that address present and future needs of the district and community ensuring that the overall goal of providing excellent facilities is met.	August Annual board tour and January facility analysis report.	Maintenance Supervisor Superintendent School Board Administrative Team
Continue fleet management plan for buses as well as other vehicles. When facility or transportation upgrades are needed or warranted, environmentally friendly and energy efficient options will be favored.	Present fleet management plan status August/September.	Maintenance Supervision Superintendent School Board Administrative Team

Finance

Provide transparent and efficient use of district resources.

Action steps:

Task	Accountability	Person(s) Responsible
Provide educational programs and resources to best meet student needs and attract/retain students.	Annual report of commitments to complete tasks. Review/preview.	Administrative Team Superintendent; District staff
Continue seeking and utilizing grant opportunities, incentives, and supportive community businesses or individuals.	Ongoing	Superintendent; CESA 11, CLC Coordinator
Maintain adequate fund balance to avoid short-term borrowing.	Ongoing	Superintendent

Budget efficiency for long term viability, by right-sizing, analyzing barriers and cooperative opportunities.	Ongoing	School board, Administration, community.
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Community Engagement

Invite community involvement by communicating activities and accomplishments and identifying skills and expertise within the community that enhance education.

Action steps:

Task	Accountability	Person(s) Responsible
Communicate to the public the state of the District.	Report at annual meeting and on website.	Administrative Team
Highlight Shell Lake School District accomplishments and events to the community via social media, email, newsletters and newspaper.	Report on-going, engagement to different platforms. Utilize student journalism class to extend reach.	Social Media Coordinator
Invite community members to participate in our classrooms by volunteering or attending events at a classroom level, and connect students to community businesses and organizations to explore future opportunities.	Report initiatives and impact at March board meeting.	Career Technical Education Team and School Counselors All staff
Offer adult learning opportunities within our schools that are accessible to community members.	Report data annually at the June board meeting highlighting most successful programs and impact.	Community Education Coordinator
Seek service projects and experiential learning opportunities that contribute to and engage the community. (Laker Manufacturing, media club)	Report initiatives and projects annually in July.	Community service committee, FFA, Co-curriculars, Student Council, Laker Manufacturing
"Strengthen partnerships with community organizations" like the chamber, SLAC, WCECD, Washburn Co and Mental Health Services.	Memberships, collaborative events and relationships.	Administration, Board

Human Resources

Provide a supportive environment to empower, retain and develop educators and staff.

Action steps:

Task	Accountability	Person(s) Responsible
Utilize professional development and data driven decisions to inform instructional and curricular decisions to stretch student learning outcomes.	Staff surveys following professional development. Planned for Fall of 2026.	Administrative team All staff
Utilize a mentoring system for new staff to provide them adequate onboarding, support and resources to develop their capacity to perform their duties effectively.	Maintenance of updated UDL unit plans. Use teacher insight / survey results to ensure effectiveness. Administered by November each year.	Administrative team Instructional staff
Create a supportive environment where educators and staff feel empowered and have opportunities for leadership.	Annually conduct climate survey - Jan/Feb survey, results March Board Meeting	Administrative team, all staff.
Providing a competitive salary and benefits package and to inform potential hires / new hires of local resources.	on-going	Administrative team.
Employee Recognition Program annually.	April	Admin/school board

Co-curricular

Provide excellent co-curricular activities that are competitive and play an important role in student engagement and character development.

Action steps:

Task	Accountability	Person(s) Responsible
Conduct a study on student demographics participating in co-curricular programs. Goal of 80% of student participation in co-curricular offerings.	Report July Board Meeting	Athletic Director, administration, faculty advisors

Support professional learning development for co-curricular staff with clear expectations that promote excellence and strong character development.	Ongoing as seasons begin	Athletic Director High School Principal
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SWOT Analysis

A critical part of the work in developing the strategic plan was an analysis of our Strengths, Weaknesses, Opportunities and factors that could threaten the School District of Shell Lake. The SWOT analysis survey, conducted in the spring of 2024, was disseminated through following channels: email, website, the printed Spring Newsletter and The Laker.

Below is a table of the items identified in the process:

Strengths: Shell Lake emphasizes strong community involvement and support, which is evident in various aspects such as after-school programs, family enrichment activities, and community outreach. This support contributes significantly to the overall positive environment and student success. Arts and Music Programming: The school excels in arts and music programming, highlighted by its excellent music program, art clubs, and strong traditions in these areas. This commitment to arts education not only enriches student experience but also enhances cultural and creative learning opportunities. Academic Opportunities and Small Class Sizes: Shell Lake offers diverse academic opportunities, including a strong science department, varied tech education classes, and quality civics and social sciences instruction. Coupled with smaller class sizes and a personalized approach to teaching, these factors contribute to student success and a supportive learning environment.	Weaknesses: Enhance staff culture with a focus on professionalism and fostering a growth mindset. Strengthen academic standards, particularly in math education and offering more diverse course options. Improve family support and communication, including better handling of bullying and special education needs. Disadvantages Compared to Other Districts: Facing challenges such as small and declining enrollment, impacting resources and program offerings. Budget limitations affecting the music program, compensation, and access to critical resources like healthcare. Issues with location and rural setting impacting recruitment of qualified staff and diversity. Factors Affecting Recruitment and Retention of Staff: Salary competitiveness compared to neighboring districts. Staffing shortages leading to increased workload, burnout, and difficulty maintaining high morale. Challenges in staff feeling supported and valued, along with concerns over administrative support and communication.
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SWOT Analysis Continued

Opportunities:

Expand diversity in course offerings and enhance special education training and staffing.

Utilize online resources for academic and career planning, and secure grants for mental health support.

Strengthen partnerships with Northwood Tech and local businesses for real-world learning experiences. Enhance integration with local tech schools and cultural programs.

Embrace outdoor learning opportunities, utilize the school forest for education, and involve students in nature-based projects.

Foster intergenerational learning approaches to benefit from the wisdom of older community members.

Improve communication with parents regarding student opportunities and ensure offerings cater to all learning abilities.

Address declines in meal quality and expand options to enhance student satisfaction.

Enhance core subject education by ensuring teachers have strong content knowledge and providing tutoring across all subjects.

Threats:

Budget Constraints and Financial Viability: Potential loss of staff due to budget constraints.

Social and Cultural Challenges: Issues arising from excessive screen time impacting relationships, declining population and enrollment due to limited local employment opportunities and housing.

Policy Changes: Risks associated with changes in government policy affecting funding and enrollment, and potential divisions over controversial social issues within the community.

Strategic Plan Reports for Monthly Agenda Items

January	Facility Analysis Report to inform Fund 46 priorities
February	Mid-year AGR report - PK-6 Principal Post-grad survey result (Review at Retreat) Food Service Report
March	Report results of Climate Survey (when conducted) Report community outreach initiatives and impact
May	Preliminary Budget Report
June	Review of Tier 2 Strategies and Progress - PK12 Principal Community Engagement Report - Community Ed Final Student Services Report - Pupil Services Director AGR Report - PK6 Principal
July	Report on Co-Curriculars- Athletic Director/7-12 Principal Service Projects report
August	Facility Tour
October	State Assessment Data - 3-11 Principals
November	AGR K-2 report Student Services Report - Pupil Services Mentoring Report from New Staff - Building Principals
Annual Meeting	Annual State of the District Annually review/preview financial commitments to provide educational programs and resources.