

## RSD 13 Purpose, Vision, and Planning

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### Overview

RSD 13 is proud to put forward drafts of the following:

- Vision of a Graduate
- Vision of Instruction
- 5-Year Strategic Plan

These documents are the result of input from a wide variety of school community constituents and represent both the great work already being done in RSD 13 in addition to where we need to go next.

### Coherence

All documents live in coherence with each other and serve a specific purpose. Think of the relationship as follows:

- **Mission:** Our North Star
- **Visions:** Our compass
- **Strategic Plan:** Our road map



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## Mission

*The RSD 13 Mission: Through engagement in authentic learning experiences, all Regional School District 13 students are empowered to thrive and contribute as global citizens.*

Our mission defines why we exist and drives us forward as our “north star.”

## Vision

There are two Visions that will guide us, as our compass, towards achieving our mission:

- **Vision of a Graduate**  
*Our promise to students, families, and the community about the knowledge, skills, and attributes each student will develop.*
- **Vision of Instruction**  
*Our commitment as educators to provide the learning experiences that make that promise possible.*

### Vision of a Graduate:

#### Alignment of Values

At the “root” of our vision are our Core Ethical Values: Honesty, Respect, Responsibility, Kindness, and Courage. As a community we uphold these values every day to create respectful, inclusive and welcoming school environments where every student feels a sense of belonging. They provide our base.

#### Teaching and Learning

The core of our vision (the “trunk”) is the combination of essential attributes and durable skills that places students at the center with greater independence, agency and responsibility.

#### Core Competencies:

The branches represent five core competencies defining the intended outcome for each student in every grade level, PK-T (Transition), and in every content area.

#### Bridge to the Future

The RSD 13 Vision of a Graduate illustrates a bridge to the future for all students in our schools. We want to ensure that our students are “future-ready” for a world that does not yet exist.

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## Core Competencies

**RSD13 Core Competencies. Each RSD13 student will be a(n):**

- **Growth-Oriented Learner**  
*Embraces productive struggle and increasing complexity with curiosity and resilience, mastering the art of "learning how to learn" to sustain lifelong growth.*
- **Innovative Solution Seeker**  
*Navigates complex challenges by applying creativity, critical thinking, and a discerning eye to develop effective, original solutions.*
- **Responsive and Self-Directed Navigator**  
*Acts as an agile, future-ready agent of their own life, dynamically adapting to change and taking purposeful ownership of their personal and professional path.*
- **Conscientious Community Champion**  
*Fosters a sense of belonging and equity within local, state, national and global communities through respectful advocacy for themselves and others.*
- **Purposeful Communicator and Collaborator**  
*Engages in meaningful exchange by seeking to understand diverse perspectives, advocating for ideas with clarity, and building bridges through respectful cooperation.*

<b>Core Competency</b>	<b>Elementary</b>	<b>Secondary</b>
<b>Growth-Oriented Learner</b>	<i>I keep trying and learning new things, even when it's hard.</i>	<i>I am a lifelong learner who embraces growth and challenge.</i>
<b>Innovative Solution Seeker</b>	<i>I think of new ideas and ways to solve problems.</i>	<i>I think creatively and solve problems with purpose.</i>
<b>Responsive and Self-Directed Navigator</b>	<i>I can make good choices and do things on my own.</i>	<i>I take initiative, make informed decisions, and advocate for myself.</i>
<b>Conscientious Community Champion</b>	<i>I help take care of my classroom, school, and friends.</i>	<i>I am a responsible and engaged community member.</i>
<b>Purposeful Communicator and Collaborator</b>	<i>I share my ideas, listen to others, and work together.</i>	<i>I communicate clearly, listen actively, and collaborate effectively.</i>

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## Vision of Instruction

Throughout this development process, it became clear that a Vision of Instruction should accompany the Vision of a Graduate. The following five critical pillars of instruction are essential for ensuring the promise intended for all students:

**Vision Statement:** *We will cultivate an equitable and inclusive learning community where rigorous, authentic instruction empowers every student to achieve real-world mastery.*

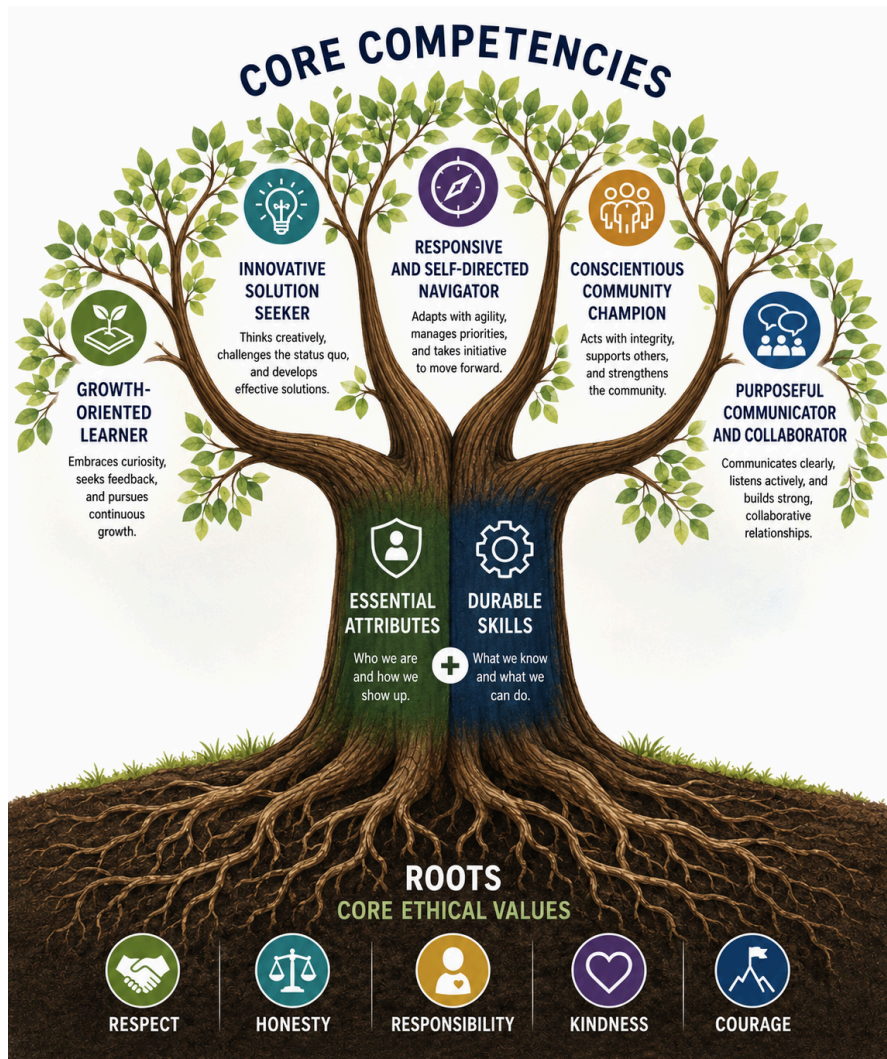
### *Pillars*

- **Pillar 1: Rigorous**  
We maintain high expectations for every student, embedding productive struggle and scaffolding resilience to ensure equitable access to grade-level mastery.
- **Pillar 2: Authentic**  
We engage students through hands-on, inquiry-driven, and real-world applications that connect classroom learning to the broader world.
- **Pillar 3: Responsive**  
We utilize real-time data, continuous feedback, and reflective practices to adapt instruction and foster ongoing growth for every learner.
- **Pillar 4: Inclusive**  
We cultivate a culture of deep belonging and safety, uniting families, students, and staff in a shared commitment to inclusive community and mutual respect.
- **Pillar 5: Coherent**  
We establish institutional predictability and structural alignment, anchoring our practices in collaborative teamwork and systemic consistency across classrooms, grades, and buildings.

## Visions – Putting It All Together

The following illustrates the Visions – the sun (instructional pillars) nourishes the tree (promise to kids).

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## 5-Year Strategic Plan

This plan was created by reviewing current data, getting input from multiple constituents, looking at future needs at the local, state, national, and global levels, and putting it into a manageable plan. We followed the philosophy of:

**Think BIG. Act SMALL. Learn FAST.**

When reviewing the plan in its full form, you'll be looking at a spreadsheet. Click on each tab for details to see the master overview, or click to see steps by year or category.

A few notes on the tabs and their purpose:

1. "Annual" implies one action per year over the next five years – this honors the practice of small steps making large, lasting changes.
2. The "Year" is the year of focused action – something may not be fully started or finished in that year, but it is a critical focus for the year identified.
3. In this version, we captured "Potential Action Steps" that were suggested during the process. Once approved, SMART goals will be written at the end of each year for the successive year; complete with measures of success.
4. Each year, once approved, will include a list of preparation steps for the next successive year; the plan is structured to sequence work where necessary, so each year includes steps that help build the foundation for something in a future year.
5. We will report out on our progress every six months, with the first report scheduled for January 2027.

### Categories:

There are six categories in the plan – 4 staples and 2 rotating. The 4 staple categories will be part of every strategic plan in the future; the rotating categories only exist for this five-year period and will be replaced by other rotating goals in 2031.

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## Overarching Goals

These are the main goals identified in each category through the process – the spreadsheet includes objectives and potential action steps.

### Goals

#### Community Connection

Build and sustain trust among staff, district leadership, the Board of Education, and the community through transparent communication and meaningful engagement.

Establish and uphold clear, ethical, and proactive leadership and governance structures that guide decision-making and promote integrity.

Develop and foster community partnerships that support student learning and contribute to a strong, connected community.

#### Student Achievement

Ensure academic consistency and alignment across all grade levels, PK–12, to provide a cohesive and rigorous learning experience for every student.

Define and implement a clear, shared Vision of a Graduate and Vision of Instruction to guide teaching and learning across the district.

Elevate student voice and agency by creating authentic opportunities for input, leadership, and engagement in the learning environment.

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Close the achievement gap for students receiving special education services through targeted supports, inclusive practices, and high expectations.

Systematically address the four essential learning questions

## Climate/Culture

Foster a positive, inclusive, and supportive district climate and culture that promotes respect, safety, and engagement.

Prioritize belonging and well-being as foundational elements of the student and staff experience.

Strengthen accountability across all levels of the organization by ensuring shared responsibility among staff, leadership, students, families, and the Board of Education.

## Resources

Recognize, leverage, and support district staff as a primary resource by elevating staff voice, providing meaningful professional growth opportunities, and ensuring access to the resources needed for success.

Develop and implement a comprehensive short- and long-term capital planning framework to support sustainable and strategic facility and infrastructure decisions.

## Pathways

Expand and strengthen pathways for all students by ensuring access to both college-bound and career-focused opportunities while maximizing the advantages of a small district.

Develop and strengthen regional partnerships with neighboring districts to enhance student opportunities through efficient and strategic resource sharing.

Explore regional collaboration with local districts to maximize opportunities for students without duplicating programs and services in-house.

## Consolidation Transition

Ensure a successful, smooth, and student-centered transition through the consolidation of schools by prioritizing continuity of learning, strong communication, community engagement, and the well-being of all students, staff, and families.

## Complete 5-Year Strategic Plan

Click here to review the [full spreadsheet](#) draft of the strategic plan goals, objectives, potential action steps, critical staff needed, and focus years.