

1. Elevate Student Achievement

Action Steps:

- Implement evidence-based literacy and math initiatives aligned with the Science of Reading and MN State Standards.
 - Expand early learning opportunities through increased Pre-K capacity and community partnerships.
 - Strengthen middle and high school transitions, career pathways, and post-secondary readiness programs.
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2. Strengthen Student Well-being and Engagement

Action Steps:

- Prioritize student mental health by examining current approaches and adding supportive programs and partnerships.
 - Foster a positive, inclusive school climate to increase attendance and engagement.
 - Develop and implement interventions for students at risk of falling behind academically or socially.
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3. Maintain and Grow Financial Health

Action Steps:

- Develop and maintain 3–5 year financial and enrollment projections with transparent reporting to the Board and community.
- Actively pursue grants, sponsorships, and alternative revenue streams to support district innovation and priorities.

- Strengthen community partnerships and legislative advocacy to ensure sustainable funding.
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4. Enhance High-Quality Facilities

Action Steps:

- Update and execute a comprehensive 5–10 year facilities plan that aligns with enrollment and programming needs.
 - Prioritize modern, safe, secure, and inclusive learning environments through intentional design and regular upgrades.
 - Improve energy efficiency and sustainability of district buildings to reduce costs and model environmental responsibility.
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5. Advance Technology Integration

Action Steps:

- Develop and implement policies for ethical and effective use of AI and emerging technologies in classrooms.
 - Ensure equitable student access to devices, reliable internet, and digital resources for both in-person and online learning.
 - Provide ongoing professional development for staff to effectively integrate technology into teaching and learning.
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6. Grow Professional Development and Human Resources

Action Steps:

- Expand mentorship and leadership development programs to attract and retain top talent across the district.
 - Strengthen recruitment and hiring strategies to build a workforce that reflects the diversity of the student body.
 - Support staff well-being and professional growth through robust evaluation systems and targeted training aligned with district goals.
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7. Strengthen Communication and Community Partnerships

Action Steps:

- Enhance two-way communication with families and the community, ensuring transparency and multilingual access.
- Expand the district's social media and digital presence to celebrate successes and share timely updates.
- Empower students and families to advocate and engage in district decision-making through advisory networks and feedback opportunities.