

APRIL 9 & 17, 2025



DEFINING EXCELLENCE

2020-2030 STRATEGIC PLAN CORE PLANNING TEAM

Executive Summary



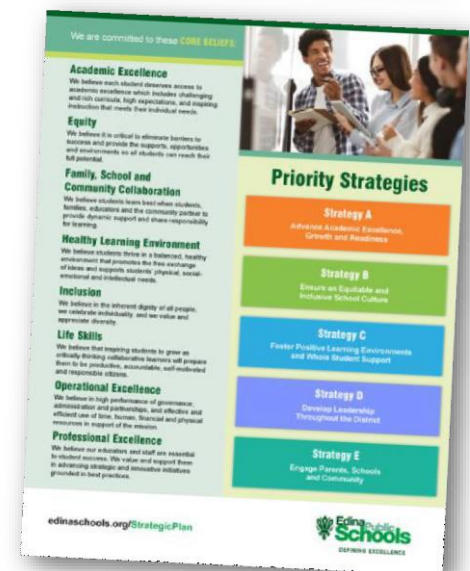


OVERVIEW

A strategic plan is a roadmap for the future that guides the school board and administration forward to assist in meeting the goals of the district. It is important to note that this strategic plan was approved in June of 2020, and due to the pandemic, it was extended to 2027 in September of 2021. After receiving feedback from the 2023 Core Planning Team, the plan was extended from 2027 to 2030 (the original plan was for 2020 – 2025.) The 2020 – 2030 Edina Public Schools Strategic Plan was developed through the following participative planning process:

Stakeholder Input: Meetings and surveys were conducted to seek perspective and advice about the status and future needs of the district from parents, students, teachers, staff, and district community members.

- **Data collection:** Key information from various sources were gathered to inform future directions including a District Overview, Peer District 2020-2025 Comparisons, and National Trends and Issues.
- **Directions Development:** Based on the findings and conclusions of the stakeholder input and data collection, the School Board worked with staff input to draft the 2020 – 2025 Edina Public Schools directions, including the mission, vision, values and beliefs, and priority strategies.
- **Approval of Strategic Directions:** The Edina Public Schools Draft Strategic Directions were approved at the June 2020 School Board meeting including the mission, vision, core values and beliefs, priority strategies and expected outcomes.
- **Implementation Plan Development:** Staff leaders worked with the School Board to develop an action roadmap for achieving the strategic directions including:
 - **Actions:** Specific short and long-term initiatives and action steps
 - **Resources:** Projection of time, human, physical and/or financial resources to support action
 - **Process metrics:** Benchmarks for measuring implementation progress and success.





STRATEGIC PLAN CORE PLANNING TEAM DESIGN AND PROCESS

In April 2022, Superintendent Dr. Stanley convened a diverse group of community stakeholders—known as the Strategic Plan Core Planning Team—to receive annual updates on the implementation of the school district's Strategic Plan. Since that initial meeting, the team has gathered each spring to review data provided by district leadership, assess progress toward meeting strategic goals and timelines, and ensure alignment with the plan's intent.

This year, Dr. Stanley partnered with Homerun Leadership to create an interactive, immersive experience for the Core Planning Team. As part of this initiative, team members conducted site visits across the district, providing them with firsthand insight into how the district's Strategic Priorities are being brought to life in schools and programs. Team members were assigned to different groups where they visited: Cornelia Elementary, Highlands Elementary, Creek Valley Elementary, Normandale Elementary, MHealth Fairview Southdale Hospital, Valley View Middle School, South View Middle School, and Edina High School. Team members had the opportunity to observe, ask questions, and to engage directly with staff and students at each site.

Each team member was given a journal in which they recorded their answers to the following questions at each site visit:

- What part of our implementation of the strategic plan is working well?
- What part of our implementation of the strategic plan is not working as well as it could be?
- What ideas can you brainstorm to make our implementation of the strategic plan even better?

The Core Planning Team came back together after the site visits to share their initial reactions and proceeded to work in small groups. Groups were intentionally designed to ensure voices and perspectives from all site visits were represented. Through a process facilitated by Homerun Leadership, small groups had the opportunity to discuss, process and make connections to their collective reflections.

The Core Planning Team regrouped as one, and each small group had the opportunity to share Important Takeaways from their site visits.



EDINA PUBLIC SCHOOL

Core Team members were asked to identify key celebrations of each strategic priority from the SOAR analysis.



CELEBRATIONS

- **Strong Financial Stewardship:** The Finance team has ensured strong financial management and increased opportunities for community engagement in budget discussions.
- **Commitment to Student Belonging:** Offering more unified opportunities to help all kids learn about working together and accepting people who are different.
- **Edina Unified and Project Success:** Programs that build inclusion and leadership.
- **Student Leadership Opportunities K-12:** A wide range of leadership opportunities available for students across all grade levels.
- **Student Engagement and Belonging:** Numerous opportunities for students to engage, find their passion, and feel a sense of belonging within Edina schools.
- **Pride in Edina Staff:** Staff members are proud to be part of the Edina team and demonstrate ongoing commitment to students.
- **Staff Dedication:** Edina staff continue to go above and beyond to meet the needs of students.
- **LETRS Training Commitment:** Ongoing investment in LETRS training is benefiting students.
- **Inclusive Practices:** Commitment to inclusive practices through initiatives like LETRS, Project Search, CPSS, enhanced security measures, and promoting belonging for every student.
- **Safety and Security Advancements:** Significant prioritization of safety and security measures, including physical and socio-emotional safety through a strengthened emergency management system.
- **Elevated Commitment to Safety:** A new level of dedication to ensuring safe environments for all students and staff.
- **Partnerships Supporting Students:** Strong partnerships, including Give and Go and Cultural Liaisons, to help reach every child.
- **Stakeholder Collaboration:** Successful collaboration among administrators, staff, and community members to move the strategic plan forward.
- **Partnerships for Wellness:** Active partnerships with stakeholders to support the overall wellness of both students and staff, recognizing the importance of well-being for the entire student community.
- **Commitment to All Students:** A shared belief that all students are at the center of decision-making and strategic planning.
- **Culture of Continuous Improvement:** A celebration of how the Edina community comes together to reflect, share, and strive for continuous improvement.

For the 4th year in a row, the Core Planning Team also had the opportunity to hear from district leadership, staff, and students about the ongoing efforts and progress made toward the district's Priority Strategies. Throughout each presentation, team members used the same reflection questions that they used at their site visits.



The Core Planning Team then began to synthesize all the information from the following data points: school district site visits, Strategic Priority presentations as well as the 2024-25 Executive Summary – Strategic Plan Priority Efforts, provided by Dr. Stanley and her leadership team. The Core Planning Team once again engaged in the SOAR (strengths, opportunities, aspirations and recommendations) process to identify the strengths, opportunities, aspirations, and recommendations that were important to them as related to the strategic priorities.





SOAR ANALYSIS

A **strengths, opportunities, aspirations, recommendations (SOAR)** analysis is a strategic planning tool that focuses an organization on its current strengths and vision of the future for developing its strategic goals.

STRENGTHS

What part of our implementation of the strategic plan is working well?

- What are we most proud of?
- What makes us unique?
- What do we provide that is world class?

OPPORTUNITIES

What part of our implementation of the strategic plan is not working as well as it could be?

- What partnerships would benefit even more of our students?
- What challenges do we see that can be reframed as opportunities?
- What needs and wants are we currently not fulfilling for our internal and external stakeholders?



ASPIRATIONS

What ideas can you brainstorm to make our implementation of the strategic plan even better?

- What strategies and actions will support our best future school district?
- What do we want to achieve in the future?
- What are we passionate about?
- How can we continue to make a difference?

RECOMMENDATION

What does our Core Planning Team recommend as feedback to Edina Public Schools?

- What measures will tell us we are on track to achieve at our highest levels?
- How do we translate our vision into tangible outcomes?
- How do we know when we've achieved our goals?



PRIORITY STRATEGIES

The Mission and Vision will be achieved by taking action on the following priority strategies:

Strategy A: Advance Academic Excellence, Growth and Readiness

Edina Public Schools provides our students with access to a comprehensive curriculum that develops critical thinking skills and dispositions, and assures students are ready for their next level and the challenges and opportunities in the next phase of life.

Strategy B: Ensure an Equitable and Inclusive School Culture

Edina Public Schools welcomes, respects, supports, and values everyone so students can learn effectively, develop a deeper understanding of complex issues and become empowered to contribute to the school community.

Strategy C: Foster Positive Learning Environments and Whole Student and Staff Wellness Support

Edina Public Schools fosters a caring school environment where students and staff feel safe physically and emotionally, in order to be fully engaged in their academic/professional, personal, and social growth.

Strategy D: Develop Leadership Throughout the District

Edina Public School Schools continuously develops innovative, committed, and exemplary leadership at all levels and from all constituencies, students, and adults.

Strategy E: Engage Parents, Schools, and Community

Edina Public Schools works in partnership with parents, students, staff, alumni, and community to serve as a reflection of Edina's strong commitment to education.

STRATEGY A: Advance Academic Excellence, Growth and Readiness

STRENGTHS

- LETRS and Science of Reading are transforming literacy
- Students have more choices and academic pathways
- Teachers are leading instructional improvement
- Student leadership is embedded across grade levels
- Programs like Project SEARCH prepare students for real life
- Data and vision drive a culture of academic excellence

OPPORTUNITIES

- Academic pathways and course options to serve diverse interests
- Targeted support and intervention
- Transitions between grade levels lacks consistency and clarity
- Clear, inclusive transition programming
- Teachers need more time and support
- STEAM and real-world learning opportunities need revitalization

ASPIRATIONS

- Student-to-Student Academic Support & Mentorship
- Professional Learning and Collaboration for Educators
- Equity and Student-Centered Instructional Practices
- Strengthen Community & Family Engagement
- Strategic Focus and System-Wide Alignment

RECOMMENDATIONS

- Expand peer tutoring to SV
- Continue to look for, foster, and grow opportunities for students to mentor/ tutor/support younger students.
- Continue to maintain the support and initiative around LETRS. It will not be a one and done.
- Continue to move forward in creating safe and healthy environments for students to learn.
- Having South View students visit Concord to tutor 3rd and 4th graders



STRATEGY B: Ensure an Equitable and Inclusive School Culture

STRENGTHS

- Unified programming is thriving across K-12
- CPSS training is shifting mindsets and breaking barriers
- Project SEARCH offers authentic, inclusive life and job skills
- Advisory systems and CLCs are building strong student connections
- Leadership and curriculum are becoming more diverse
- Family engagement is more inclusive and multilingual

OPPORTUNITIES

- Representation and belonging
- Leadership and enrichment opportunities
- Communication methods
- Family engagement
- Academic access
- Supportive environments vary across schools

ASPIRATIONS

- Diversify and Sustain an Inclusive Workforce
- Remove Barriers to Family Engagement
- Improve Access and Equity in Student Programs and Activities
- Build Cultural Competency Across the District
- Monitor and Align Equity Practices Systemwide

RECOMMENDATIONS

- Provide CPSS training for athletic coaches
- Include Cultural Liaisons in trainings
- Continued CPSS training for the School Board. This is a powerful statement for the rest of our community.
- Having more transportation for after school activities
- More therapists and support for students experiencing trauma and have behaviors and concerns that interfere with school.

STRATEGY C: Foster Positive Learning Environments and Whole Student and Staff Wellness Support

STRENGTHS

- Multi-age advisory builds connection and student voice
- Unified programming creates inclusive, supportive environments
- Social-emotional learning is embedded across schools
- Project SEARCH provides real-world readiness and confidence
- Staff and student wellness are supported with intention
- Continuous Learning Cycles foster collaboration and positive culture.

OPPORTUNITIES

- Staff wellness and focus and personalization
- Mental health support for students
- Fewer initiatives
- Student discipline and behavior support
- Equity in student experience
- Communication and visibility of programs like Unified

ASPIRATIONS

- Deepen Commitment to Mental Health and Wellness for Students and Staff
- Respect and Respond to Students' Cultural and Religious Needs
- Implement and Sustain Strong, Consistent SEL and Restorative Practices
- Strengthen Relationships and Trust Across School Communities
- Align Systems, Data, and Equity-Focused Discipline Practices

RECOMMENDATIONS

- Replicate restorative practices in places they are working across the system - openly learn from each other and level up restorative practices
- More training for teachers and staff to meet mental health needs of students
- Revision of district discipline policy to ensure environments are conducive to learning without removing students from school.
- Ask staff (other than Panorama) what they need from staff wellness efforts.
- Time and space for quiet for students and staff.

STRATEGY D: Develop Leadership Throughout the District

STRENGTHS

- Student leadership is thriving across K–12
- Leadership development begins early and builds over time
- Teacher leaders are shaping curriculum and instruction
- Students are empowered to lead and influence change
- Principals and staff collaborate to grow leadership culture
- Grow Your Own and similar initiatives build future leaders

OPPORTUNITIES

- Leadership opportunities for students of color and multilingual learners
- Staff leadership support
- Equity in student leadership access
- Communication about leadership roles.
- Leadership structures should be more collaborative and inclusive

ASPIRATIONS

- Expand Student Leadership Opportunities for All Learners
- Strengthen Teacher and Staff Leadership Pathways
- Make Leadership Development More Visible and Inclusive
- Innovate with Internships, Mentorships, and Community Partnerships
- Foster a Culture of Action and Accountability

RECOMMENDATIONS

- Leadership training for students during advisory
- Encourage students of color to join Leadership teams.
- Intentionally offering leadership opportunities to students of color and multilingual learners
- EHS students facilitating leadership opportunities at the elementary schools
- More leadership opportunities for staff

STRATEGY E: Engage Parents, Schools and Community

STRENGTHS

- Family and community engagement is strong and visible
- Partnerships with local businesses and organizations are thriving.
- Learner-led conferences and student voice efforts are deepening engagement
- Cultural liaisons and inclusive outreach foster belonging
- Communication is transparent and inclusive
- School and community events build pride and connection

OPPORTUNITIES

- Communication methods accessibility
- Parent engagement lacks flexibility and equity
- Culturally diverse families are underrepresented in decision-making and leadership
- Teacher training and support to partner with families and the community
- School events and engagement efforts and accessibility
- Strategic communication and storytelling

ASPIRATIONS

- Make Engagement Processes More Inclusive and Accessible
- Intentionally Involve Underrepresented Voices
- Build Empathy and Cultural Responsiveness Across the System
- Support Family Navigation of School Systems
- Strengthen Community Partnerships and Trust

RECOMMENDATIONS

- CPSS with coaches
- Activities outreach to communities of color
- Redesign student registration process for teams and clubs.
- Encourage students of color to join outside-of-school activities
- Invite more staff/students to hear their perspectives of these strategies.



CORE TEAM RECOMMENDATIONS

Core Team members voted on their recommendations for each of the 5 strategic priorities. The results shown below are suggestions for district administration to consider as they continue to plan the next steps of implementation for the Strategic Plan.



RECOMMENDATIONS

- Expand peer tutoring and mentoring opportunities, including South View students tutoring younger students.
- Sustain and grow support for LETRS training to strengthen literacy long-term.
- Continue advancing safe, healthy, and supportive learning environments.
- Provide CPSS training for athletic coaches and school board members.
- Include Cultural Liaisons in professional development and training initiatives.
- Increase transportation options to support access to after-school activities.
- Add more therapists and mental health supports for students experiencing trauma or behavioral challenges.
- Replicate and expand successful restorative practices across the district.
- Provide more training for staff to meet student mental health needs and revise discipline practices to keep students in school.
- Strengthen staff wellness efforts based on direct staff feedback and offer more quiet spaces for students and staff.
- Expand leadership training and intentionally offer leadership opportunities to students of color, multilingual learners, and staff.
- Improve outreach to communities of color and redesign the registration process to make extracurricular activities more accessible.



KEY MESSAGES FOR COMMUNITY

- Our Strategic Plan extends beyond just a vision and includes very specific action steps that are being taken to accomplish the district's goals
- The Edina Public School district is committed to staying accountable and recognizes the need for continuous improvement
- By continuing to center the voices of students, families, and staff, we can work together to maximize the impact of the work that is being done





WITH GRATITUDE

2025 Committee Members

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Edina High School Student

Adriana Mendoza Hernandez
SVMS Student

Affey Sigat
ELC Parent

Allison Knoph
Concord Grade 5

Amy Reed
Creek Valley Principal

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Bethany Van Osdel
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Cara Rieckenberg
Highlands Principal

Carlene Bray
Creek Valley Kindergarten

Carrie Carroll
Edina High School Parent

Catalina Carrasco
Countryside and South View Parent

Chris Holden
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