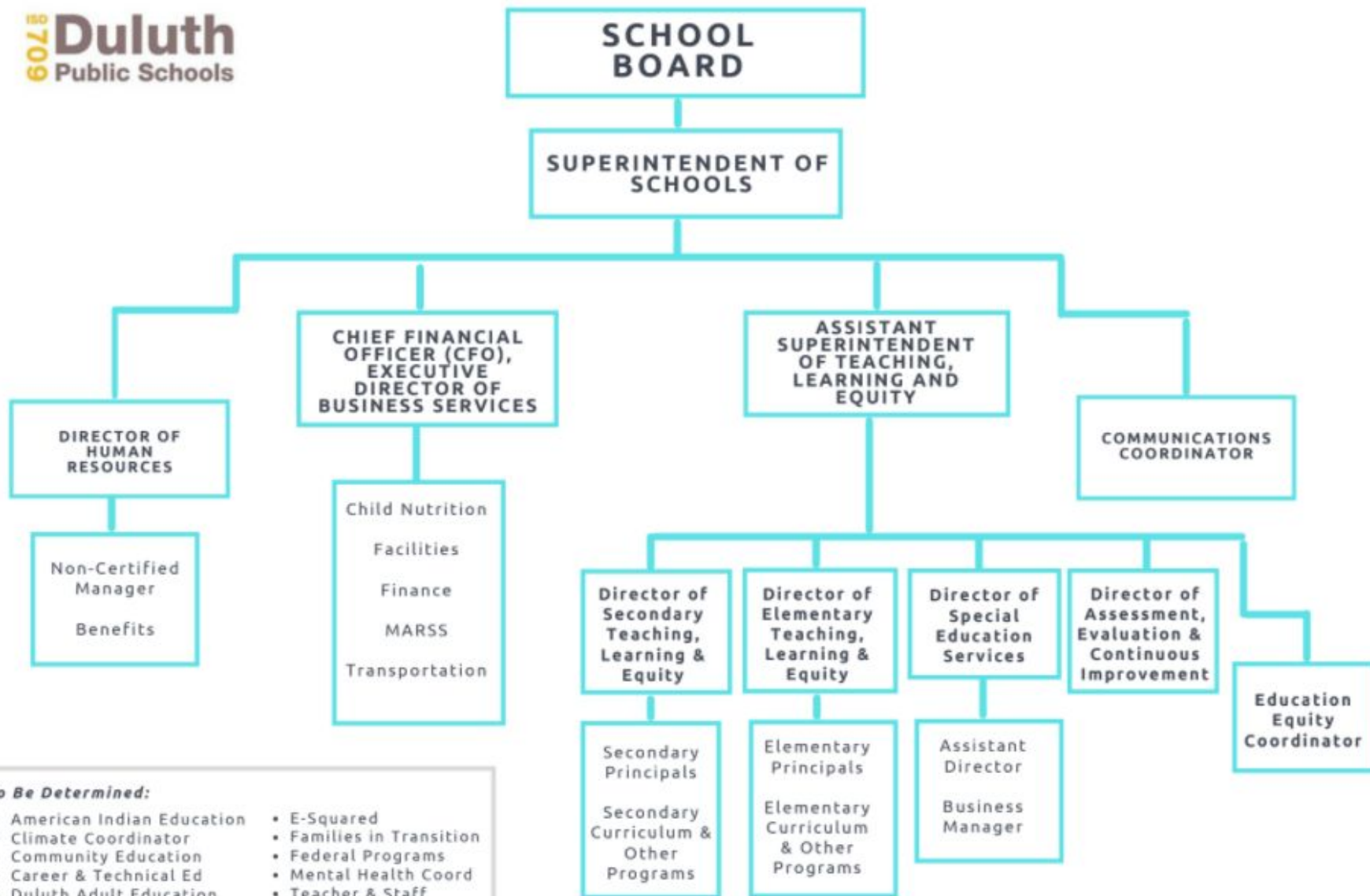


Strategic Realignment of District Structures to Support Teaching, Learning and Equity

April 6, 2021

Goal:

Student academic and social-emotional progress realized by fully supporting principals and teachers in the work of leadership, instruction, equity and climate.



- To Be Determined:**
- American Indian Education
 - Climate Coordinator
 - Community Education
 - Career & Technical Ed
 - Duluth Adult Education
 - Early Childhood
 - ESL Programs
 - E-Squared
 - Families in Transition
 - Federal Programs
 - Mental Health Coord
 - Teacher & Staff Development
 - Technology

Guiding Change Document:

[Why, How, and What](#)

Alignment with Strategic Planning

Initial strategic planning efforts indicate that we:

- Have many individuals working very hard to meet the needs of our students, but are not seeing upward trends in our achievement data and we continue to see opportunity gaps
- Have too many priorities, few of which are universally implemented
- Need additional support and accountability frameworks to ensure progress

Stakeholder Communication and Collaboration

- Meetings with individuals in the areas “to be determined”
- Meetings with the Duluth Principals Association
- Meeting with the Duluth Federation of Teachers

Next Steps:

- Hiring timeline:
 - Posting for Director of Elementary and Director of Secondary positions will be posted through April 23rd
 - Inclusive interview process will take place the week before Spring Break
 - Positions, training and onboarding will take place this summer
- Strategic Planning Next Steps:
 - Meeting for a half day tomorrow with Teamworks
 - Utilizing principal produced information from our last session to assist in determining key priorities for operational plan
 - Setting proposed district measures for our action score cards