

## **ST. LOUIS PARK 2025-2030 STRATEGIC PLAN**

St. Louis Park Public Schools is committed to building a legacy of academic achievement and community engagement. Our 2025-2030 strategic plan focuses on three interdependent strategic priority areas: We are One St. Louis Park, Investing in our Staff to Transform Student Outcomes, and Building Trust and Community. These priority areas are the foundation for building leadership and the district's capacity to elevate staff morale and nurture a cohesive, united school community rooted in trust and student achievement.

### **We Are One St. Louis Park**

We are committed to building a strong, unified district and understand that our cohesion drives student success. To serve our students, we will create a welcoming, inclusive environment where each student, staff member, and community member feels a deep sense of belonging. We will support and empower our staff and center student voice and needs as we work together to foster an environment that inspires achievement, builds resilience, and strengthens trust within our district and community.

### **Investing in Our Staff to Transform Student Outcomes**

We recognize that our students' success is rooted in our leadership and staff's growth and support. We will dedicate time and resources toward actionable professional development that aligns our values with student outcomes. Building a culture of collaboration, accountability, and well-being as we transform into a thriving district that delivers consistent, supportive, high-quality learning experiences. Our investment will build our legacy where each student benefits from academic achievement and equitable opportunities to reach their full potential.

### **Building Trust and Community**

Effective communication is the foundation for trust, high performance, and engagement. We will establish transparent, strategic, and equitable two-way communication systems that connect and empower our students, staff, families, and community partners. Through consistent messaging and responsive engagement, we aim to strengthen relationships, support informed decision-making, and build a collaborative, student-centered future.

Together, these strategic priorities position St. Louis Park Public Schools to build a legacy and deliver on our mission, vision, and core values.

## Mission

St. Louis Park Public Schools sees, inspires, and empowers each learner to live their brilliance in an environment that centers student voice and experience to create racially equitable learning that energizes and enhances the spirit of our community.

## Vision

St. Louis Park Public Schools – Where each student is seen, valued, and inspired to reach their full academic potential as they become their best selves as racially conscious, globally minded contributors to society.

## Core Values

- **The brilliance of ourselves and others.** We believe everyone has the capacity and responsibility to inspire and nurture the growth and potential of our students and each other.
- **Authentic community engagement.** We are collectively responsible for partnering with our staff, families, and communities to support and enhance each learner's growth and success.
- **High expectations.** We will raise the bar and build a legacy. We believe in setting and reaching achievement goals that help each student and staff achieve their full potential.
- **Collective responsibility.** We collectively share the responsibility to create educational opportunities for each student by removing barriers to create an equitable and welcoming learning environment where everyone feels they belong.
- **Persistent effort.** We are committed to building a cohesive, culturally responsive, data-driven educational system where all students and staff can thrive and adapt to the changing needs of learners and society.
- **Racial consciousness and cultural competence.** Recognizing and valuing our different backgrounds strengthens our ability to inspire and engage each student and staff member to reach their full academic potential and cultivate a sense of belonging.
- **Advocacy for equity.** We stand for the dignity of each student and staff and actively work to remove barriers so everyone can succeed.

## Creating Shared Meaning:

**Academic Achievement:** In St. Louis Park Public Schools, we reduce barriers and provide opportunities for each student to reach their full academic potential through demonstrated growth and the ability to apply knowledge critically, creatively, and collaboratively.

We define achievement not solely by standardized test performance, but by a holistic demonstration of learning that includes intellectual curiosity, persistence, problem-solving, and communication.

**Equity:** In St. Louis Park Public Schools, we are committed to achieving educational equity by ensuring that each student receives the support, opportunities, and resources they need to thrive. We center each student's needs and equip our leaders, educators, and staff to bridge differences, uphold high expectations, and lead with empathy, compassion, and an unwavering commitment to excellence for all.

Academic success is rooted in equity and ensures that each student—regardless of race, socioeconomic status, language, disability, gender, gender identity, LGBTQIA+, and other historically marginalized identities—have equitable opportunities to reach their full academic potential by eliminating predictable disparities in outcomes.

## Our Commitment

### We are One St. Louis Park

We foster a welcoming and inclusive environment where every person belongs, feels valued, supported, and connected. Our culture empowers staff to thrive, equipping them to inspire student success and instill the confidence, skills, and opportunities students need to excel academically and personally. We center our students and their voices by investing in our dedicated staff and building trust with our community, ensuring each person feels appreciated and well-equipped to contribute to the success of our students.

#### We Commit To:

**Cultivate a Thriving, Inclusive, and Empowered Learning Environment** – Nurture a welcoming, inclusive culture where every student and staff member feels valued, supported, and empowered to thrive academically, personally, and professionally, with strong connections to their school, district community, and the St. Louis Park community.

**Encourage Unified Leadership and Cross-Department Collaboration** – Build a cohesive and empowered leadership culture across all schools and departments by promoting cross-functional teamwork, aligning efforts around shared goals, and fostering collective ownership of student success and organizational excellence.

**Strengthen Transparency, Community Pride, and Stakeholder Engagement**—Enhance communication, celebrate achievements, and engage all stakeholders in driving continuous improvement and effective change to cultivate a culture of transparency, shared understanding of resources, and deep community pride.

## Investing in our Staff to Transform Student Outcomes

We will invest time, resources, and allocated funding to develop our staff to encourage and support a healthy work environment that promotes continuous growth and meaningful collaboration. This will deepen our ability to meet the needs of our students so they can live up to their full academic potential. Our dedicated effort to our staff will allow us to provide each student with a consistent, supportive learning experience focused on academic excellence and equity, working to decrease racially predictable outcomes.

### We Commit To:

**Build a Legacy of Academic Success by Becoming a Destination District**—Cultivate inquisitive, knowledgeable learners by setting academic achievement goals that serve each student. We commit to academic excellence through equitable access to opportunities and innovative practices to support all learners in reaching their full potential and thrive.

**Advance Equity and Excellence Through Professional Development**—Dedicate time, funding, and resources to continuous learning and professional development that fosters a growth mindset, promotes the skills and behaviors needed to work across individual identities, aligns with our core values, and strengthens district-wide cohesion—ensuring all staff are equipped to serve each student and reduce barriers for traditionally underserved communities.

**Expand Access, Engagement, and Morale Around Professional Learning** – Strategically align funding, resources, and communication to broaden professional development opportunities for all staff, nurture community engagement, and increase staff morale by promoting a culture of empathy and belonging and unifying district-wide initiatives.

## Build Trust and Community

We will evaluate and redesign our communication processes to ensure clear, timely, and accessible updates, building trust and promoting transparency with our students, families, staff, and community. We will create a connected and supportive community by strengthening two-way communication channels, ensuring shared understanding of initiatives and resulting outcomes, and celebrating the achievements of students and staff. Our district-wide communication strategy will provide equitable access for all, and enhance outreach to broaden engagement and build stronger relationships.

### We Commit To:

**Establish Clear, Consistent, and Transparent Communication Practices—**Strengthen and build a culturally responsive and strategic communication plan that evaluates and leverages the communication channels and processes across all district sites and school communities. Ensure clarity and alignment, working together to build trust among the community, district office, the schools, and district programs and departments.

**Strengthen Communication to Build Community and Shared Understanding—**Foster a sense of community, shared meaning, and organizational coherence. We will create greater understanding around district initiatives, changes, successes, and challenges through intentional messaging. We will optimize the content, frequency, and delivery methods of communication and ensure internal tools and resources are easily understood and accessible by all staff.

**Rebuild Trust and Strengthen Relationships—**We will elevate students, families, and staff by centering their voices and celebrating their achievements. By actively seeking input and building feedback loops, we will better understand the communication needs of all groups, including students. Through active listening we will strengthen relationships, build morale, cultivate pride, and enhance trust, communication, and community engagement—reinforcing our commitment to equity and innovation.