

# Strategic Plan 2025-2030



**St. Louis Park  
Public Schools**

Superintendent Dr. Carlondrea Hines



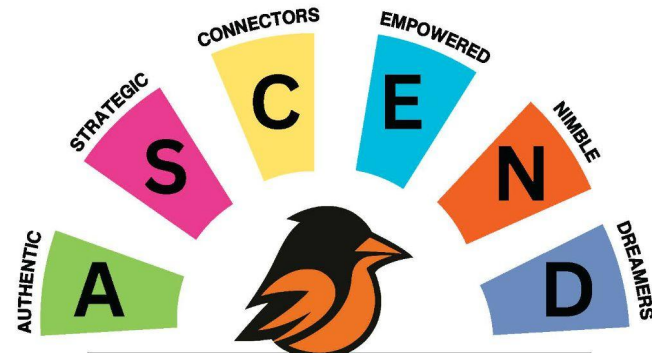


# Purpose

The purpose of this presentation is to provide the School Board with an update on how the district is actively implementing its strategic priorities this year. The presentation highlights key actions being taken across schools, including instructional improvements, staff development, and initiatives.

# Portrait of a Learner

- Vision for student success
- Identifies skills students are developing



## PORTRAIT of a LEARNER

In St. Louis Park Public Schools, our students are active, empowered participants in their education; their success is our success.

### Our learners are:

**AUTHENTIC**, they collaborate with **compassion and purpose**. Students will invest in their community with care and compassion and build inclusive relationships.

**STRATEGIC**, they think critically and **creatively**. Students will lead with innovation as they gain the ability to analyze complex problems, generate creative solutions, and have the knowledge and opportunity to apply their learning to real-world contexts.

**CONNECTORS**, they communicate with **open minds**. Students will bridge differences by listening with empathy. They will honor the unique identities of others, advocating for themselves and others.

**EMPOWERED**, they lead with **equity and integrity**. Students will demonstrate the courage and responsibility to advance equity, honor multiple perspectives, and stand up for what they believe is just.

**NIMBLE**, they **adapt and thrive**. Students will take risks and initiative to embrace change while navigating the world with resilience. They will be engaged, lifelong learners and leaders.

**DREAMERS AND INNOVATORS**, they live their **brilliance**. Students will reach their full academic potential and confidently engage with the world. They will be resilient, curious, and possess the drive to pursue their passions.

# Our 3 Commitments:



**We Are One  
St. Louis Park**



**Build Trust and  
Community**



**Invest in Staff to  
Transform Student  
Outcomes**





# We Are One St. Louis Park

- Foster a welcoming environment where every person feels valued and supported.
- Centering stakeholders voices.
- Building trust and transparency.
- Transform our culture and empower staff and leadership.
- Inspire student success to excel.

# Working Towards One St. Louis Park

- Enhancing climate reporting systems (exit surveys, professional development surveys, etc.) to assess the culture and climate.
- Deploying annual (employee engagement/climate) surveys for students, staff, and families with disaggregated data.
- Developing a comprehensive staff training strategy.
- Evaluating and redesigning district-wide professional development.

# Human Resources and Student Services

## Goals for 2025-2026

- **Review of Annual Retention Data:** Annual review of the data and comparison of annual trends.
- **Exit Surveys:** Launch an enhanced exit surveys using ThoughtExchange.
- **Employee Engagement/Climate:** Create an annual survey that will be used over the next five years, using ThoughtExchange.
- **Staff Training:** comprehensive staff training strategy.
- **Accountability:** develop accountability practices that are clear transparent and communicated.

# Progress

- ARE, Student Services, HR and Communications are creating and reviewing surveys.
- Establishing new communication tools (staff intranet, ParentSquare, ThoughtExchange) for feedback loops.
- Providing opportunities for staff and community feedback in listening sessions and advisory groups.







# Invest in Staff to Transform Student Outcomes

- Invest time and resources to develop staff
- Promote continuous growth among staff and students
- Focus on academic excellence and equity to decrease racially predictable outcomes

# **Working Towards Investing in Staff to Transform Student Outcomes**

- Gain a shared understanding of the Portrait of a Learner.
- Strengthen staff capacity through continuous professional development
- Expand access, engagement, and morale

# Assistant Superintendent Office

- Standards based report cards have been introduced to staff with professional development
- Park Pride Podcast was started in September to highlight the portrait of a learner and highlight the excellence of St. Louis Park through Alumni
- Site Implementation Meetings will provide a feedback loop to our Instruction and Learning Team and Pedagogical Leadership Team
- Professional development with our instructional coaches
- Professional development that is aligned to our strategic plan

# Assessment, Research and Evaluation Department

## Example of ARE Goals for 2025-2026

- Build data collection tools to measure ASCEND for the next 4 years
- Develop a common PD feedback form to measure the impact of PD over time for the next 4 years
- Create tighter testing windows to allow for data to be collected and used in a timely manner at sites
- Develop a common Equity Learning Walk form to be used beginning fall 2026
- Develop a data cycle form for CARE team process to be used beginning fall 2026
- Identify a curriculum audit tool to be used as part of future curricular review processes



# Build Trust and Community

- Strengthen culturally responsive instructional practices
- Evaluate current interventions for efficacy
- Embed wellness, recognition, and belonging practices into professional development experiences



# Working Towards Building Trust and Community

- Evaluating and redesigning communication processes to ensure clear, timely, and accessible updates.
- Building trust and promoting transparency with our students, families, staff, and community.
- Creating a supportive community by strengthening reciprocal communication channels and shared understanding.

# Progress

- Conducting a communication analysis.
- Launched new brand guidelines.
- Started the “Shine Squad” for staff to encourage improve communication practices.
- Establishing communication tools to improve two-way communication.



# Communication Department

## Example of Communication Goals for 2025-2026

- Implementing communication tools that provide opportunities for more community engagement and two-way channels (ParentSquare, ThoughtExchange)
- Updating the website to enhance the user experience, accessibility, and trust
- Creating a Communications Advisory Committee
- Evaluating communication channels and flow of information

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