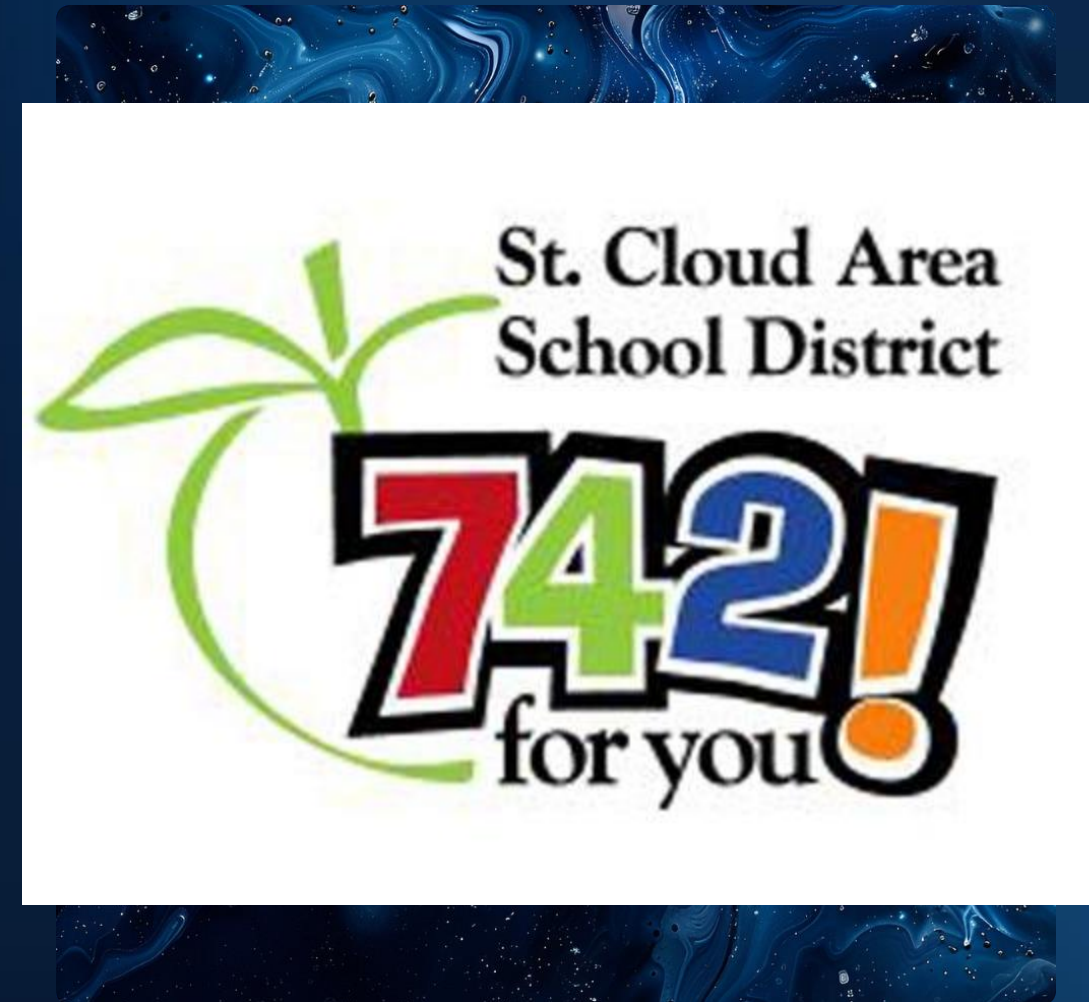
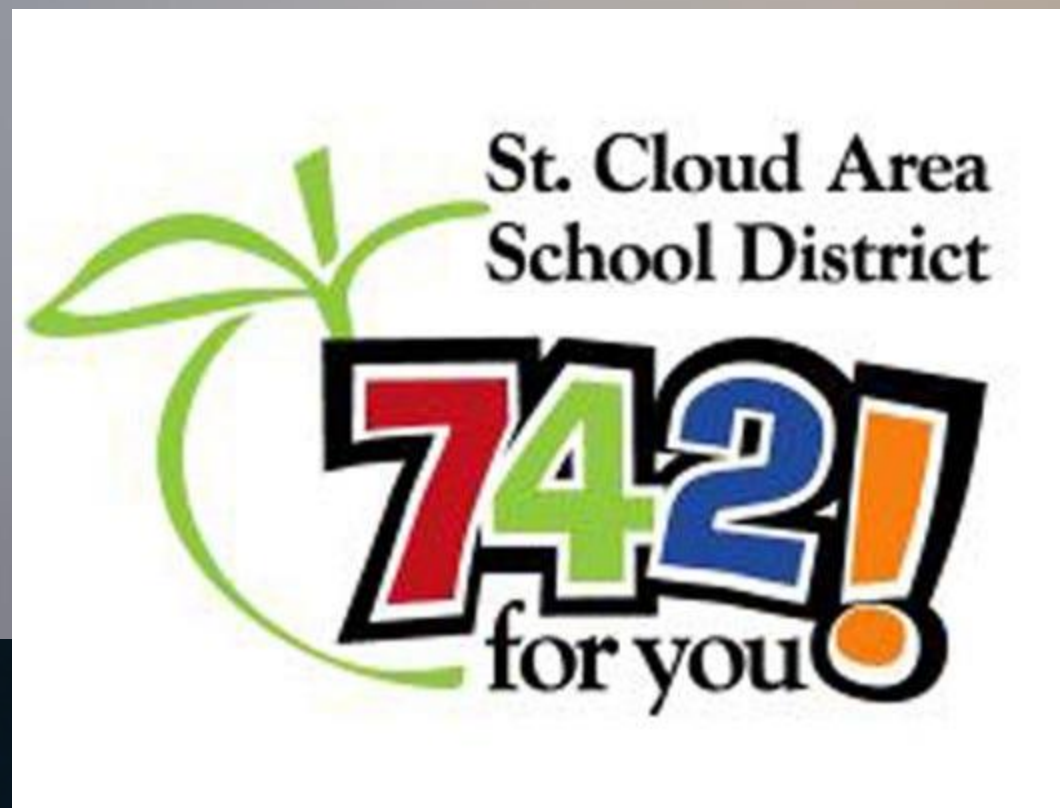


# Strategic Plan Review 2023 - 2026

A Presentation to the School Board  
October 2, 2024





# Our Mission

Our mission is to create a safe and caring climate and culture in which we engage, inspire, educate, prepare and empower all learners in partnership with their surrounding community to be successful in today's and tomorrow's society.

# Our Core Values



## STRATEGIC DELIMITERS

*We will not continue nor adopt any program or service unless it aligns with and contributes to our core values and mission; let our differences distract us from our core values and mission; allow “old stories,” perceptions, excuses or rhetoric to limit us or our core values and mission.*

- 1 Equitable Access:** Everyone deserves equitable access to the highest quality of learning to maximize individual potential.
- 2 Multiple and Differing Perspectives:** Multiple and differing perspectives contribute to informed decision-making and learning.
- 3 Common Goals:** We all benefit when communities work together toward common goals.
- 4 Lifelong Learning:** A long life of learning is essential for individuals to take shape, adapt and thrive in our global society.
- 5 Shared Ownership:** The greatest level of individual success is achieved through shared ownership by the individual, families, schools and our communities.

# Foundation of the Strategic Plan: High Achievement for All



## Systems Ready

All systems ready for incoming Kindergarten students.



## Growth

All students demonstrate growth in Math and Reading.



## Close Gaps

All academic and opportunity gaps based on race, culture, gender, identity, and ability are closed.



## Career Ready

All students attain career and college readiness before graduating.



## Graduate

All students graduate high school

*It includes components of the World's Best Workforce and state requirements.*

# Additional Considerations

## Foundational Literacy and Numeracy



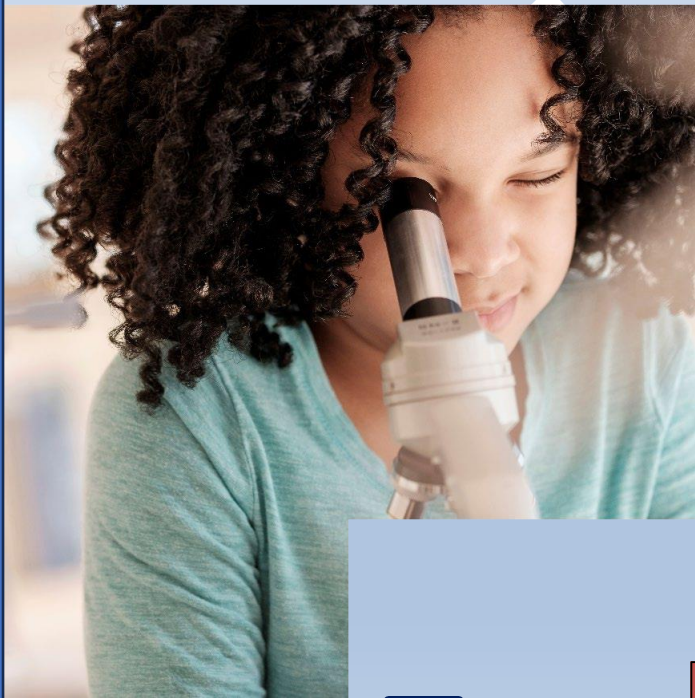
*Skills Needed for a Long Life of Learning*



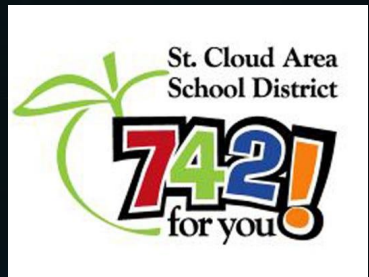
Metalearning: Metacognition/Metaemotion



The Minnesota Content Standards



*Communication, Collaboration, Creativity, Critical Thinking, and Curiosity*



# Focus Area 1: Positive Climate and Culture

## Strengths

Commitment to Restorative Practices

Student Empowerment

Clarification of Protocols

## Opportunities

Systemwide Implementation

Restorative Practices

Increased Collaboration

## Aspirations

Inclusive and Supportive School Culture

Restorative Systemwide Practices

Empowered Student Leadership

## Results

Improved Behavioral Outcomes

Enhanced Student Satisfaction

Stronger Relationships

# 2023-24 Positive Climate Results

## Objectives 1 & 2

## Evidence from Strategies

Foster a safe and welcoming school climate and culture where students are supported to show up as their full selves and thrive as individual learners in a global society.

Foster a mission-driven culture where staff are supported to thrive and deliver exceptional outcomes.

Enhanced student experience  
Stronger Relationships

Positive Climate and Culture	Percent of Respondents who Agree or Strongly Agree		
	Grades 3-5   n=1108	Grades 6-8   n=828	Grades 9-12   n=304
I feel like I belong at my school.	84.4% (38.8% SA + 45.6% A)	86.0% (25.6% SA + 60.3% A)	77.9% (15.4% SA + 62.5% A)
I feel safe at this school.	86.3% (41.2% SA + 45.1% A)	73.5% (14.4% SA + 59.1% A)	79.9% (11.7% SA + 68.2% A)
My teachers care about me	91.9% (55.3% SA + 36.6% A)	80.9% (20.7% SA + 60.2% A)	90.4% (17.5% SA + 72.9% A)
Teachers treat all students respectfully.	85.9% (37.9% SA + 48.0% A)	63.3% (14.8% SA + 48.5% A)	78.6% (15.7% SA + 62.9% A)
There is at least one adult I can talk to if I have a problem.	89.5% (42.7% SA + 46.8% A)	77.0% (36.7% SA + 40.3% A)	94.3% (38.9% SA + 55.4% A)
Students at this school respect each other.	75.3% (13.4% SA + 61.9% A)	32.2% (6.4% SA + 25.8% A)	40.4% (3.6% SA + 36.8% A)

### Improving Behaviors

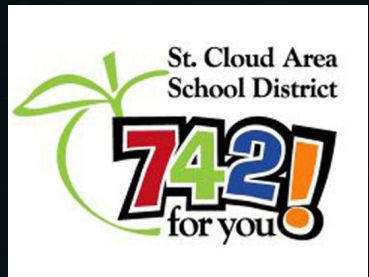
- Student recognition programs
- 9.9% improvement in the total number of incidents in 2023 -24 over 2022-23

**What we've learned about students ...**

When elementary students are supported in classrooms with staff highly trained in SEL/Conscious Discipline, they are better able to access learning within the classroom.

**What we've learned about students ...**

When we engage in systematized, cohesive practices, students are better able to get their needs met through non-exclusionary practices.



# Focus Area 2: Instruction that Produces Positive Outcomes

## Strengths

Research based and data-informed approach

Structure for more Personalized supports for success

Research-Aligned Reading Strategies

## Opportunities

Classroom Assessment

Personalized Learning Paths

Expanding SEL Support

Continue Science of Reading Literacy Instruction

## Aspirations

High-Impact Learning

Data-Informed and contextualized for authentic response

Equity in Student Outcomes

Assessment for and as Learning

## Results

Improved Academic Performance

Strong Student Support Systems

Enhanced Teacher Capacity



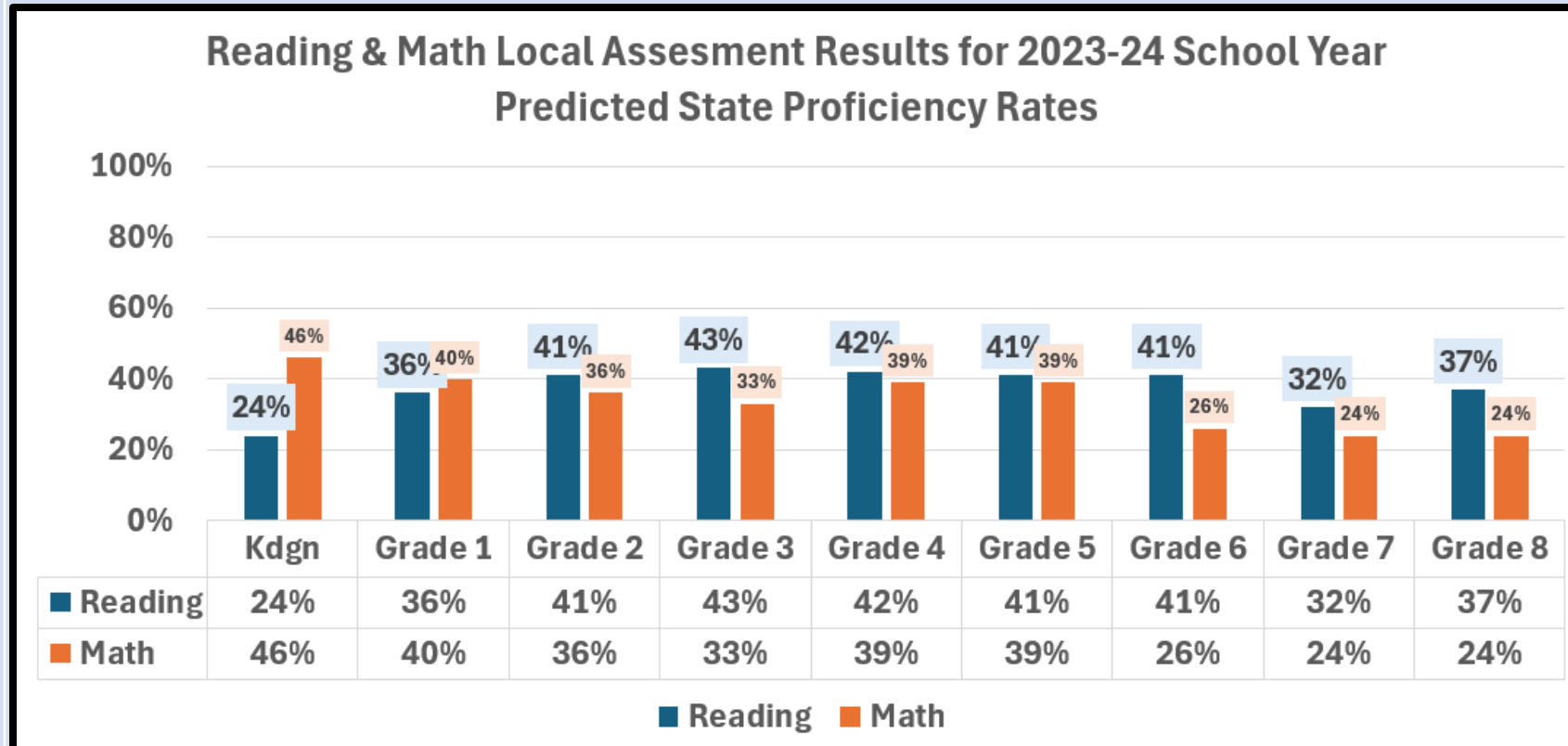
# 2023-24 Academic Results

## Objectives 1 & 2

Eliminate barriers to learning among a racially, culturally, and linguistically diverse population.

Train and support staff members to meet the instructional needs of each student.

## Reading and Math Results in 2023-24



In the 2023-24 school year, the district implemented new tools to measure reading and math. At K-5, Fastbridge is used to measure discrete reading skills and meet universal screening requirements in reading. iReady is used for foundational math skills in K-5 and STAR Reading and Math measures are used in grades 6-8.

Baseline Data Collected in 2023-24.

We will be looking to understand growth over time.

Goals:  
Master discrete foundational literacy and numeracy skills.

All students read at their assigned grade level.

# 2023-24 Academic Results

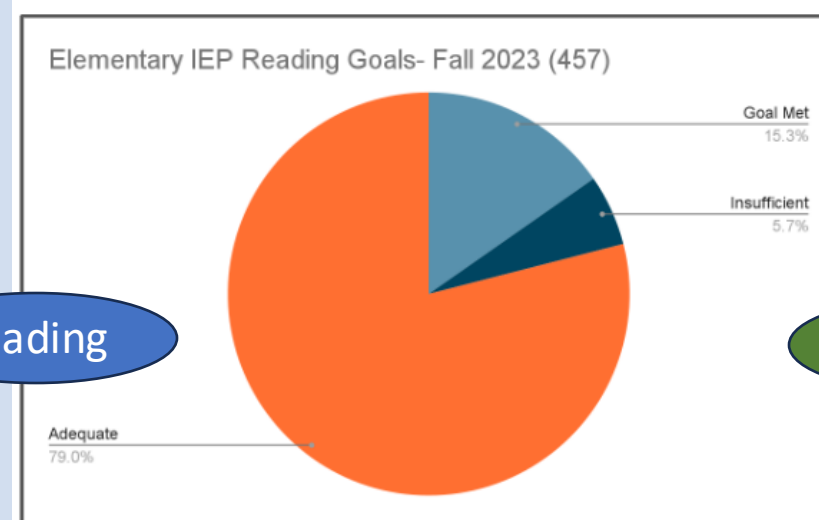
## Objectives 1 & 2

Eliminate barriers to learning among a racially, culturally, and linguistically diverse population.

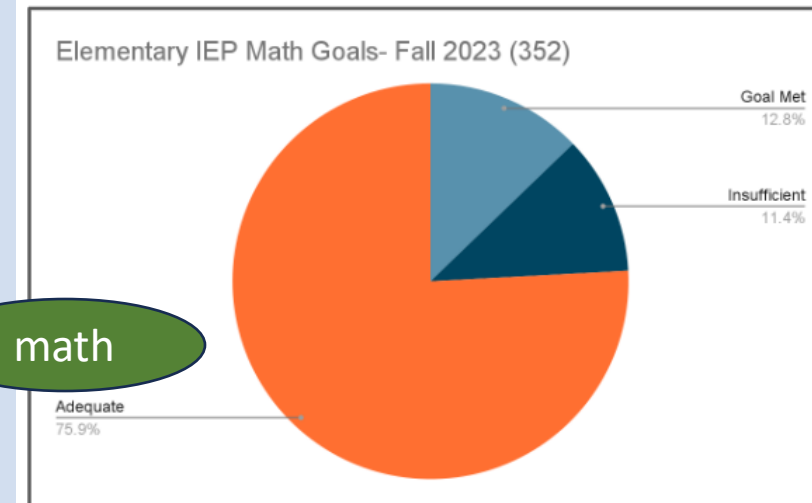
Train and support staff members to meet the instructional needs of each student.

## Students Receiving Sped Services - Evidence

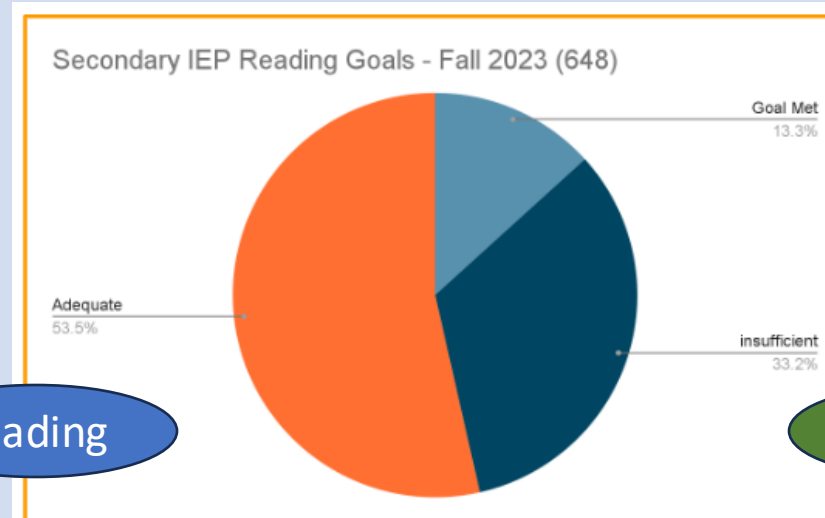
- Strong Student Support Systems



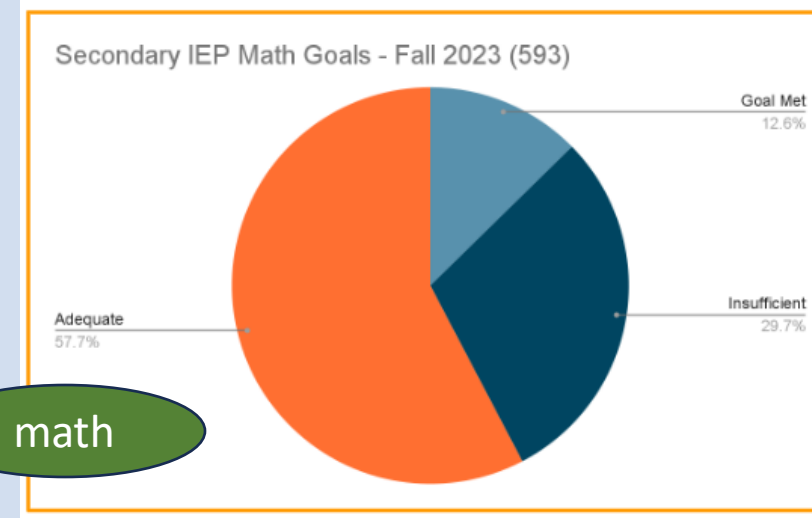
reading



math



reading



math

Student supports provided one on one and with students on IEPs includes annual goal setting and monitoring progress.

84.7 to 87.4 percent of students on IEPs meet their math or reading IEP goals.

# 2023-24 Academic Results



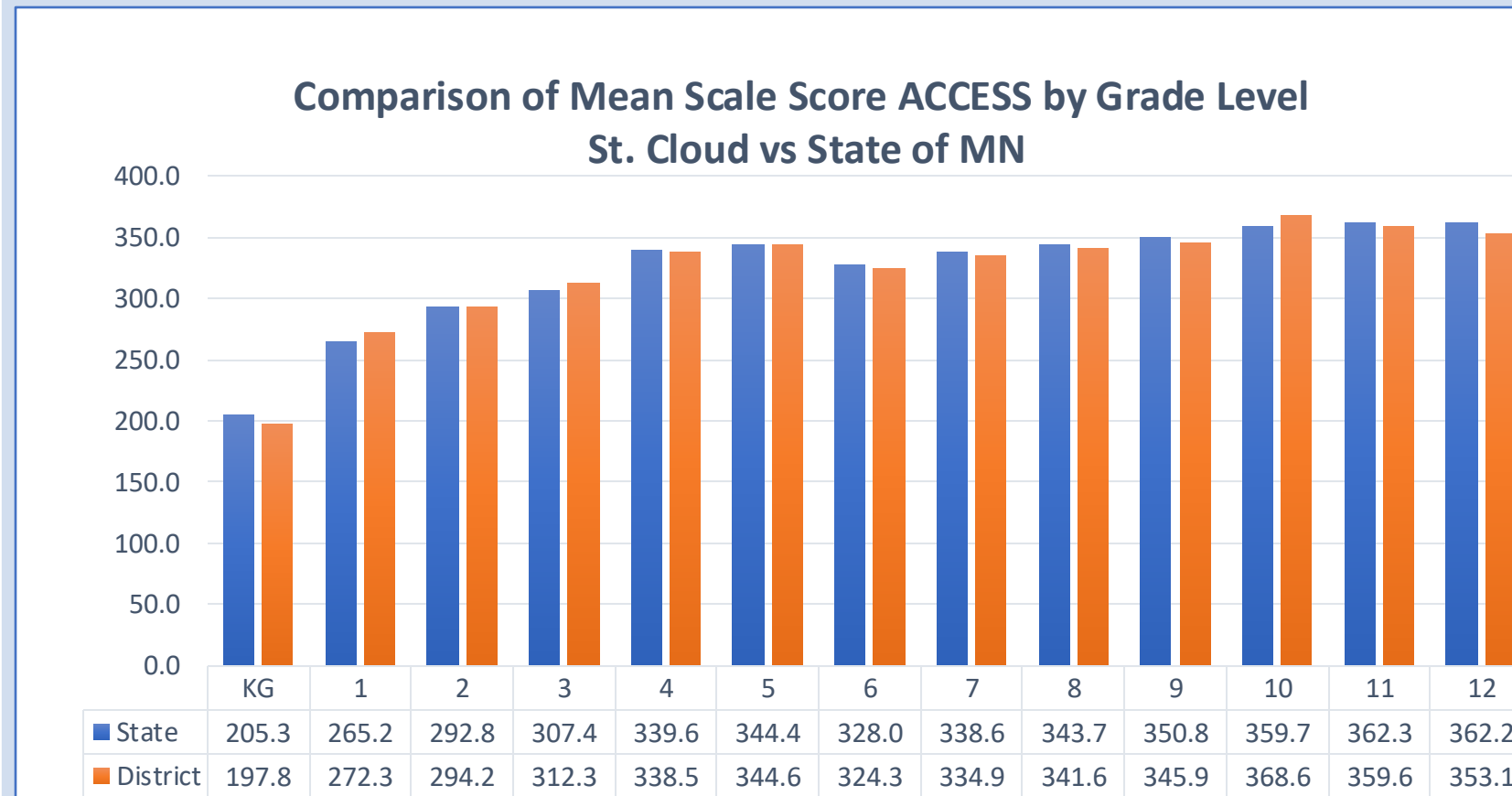
## Objectives 1 & 2

## Multilingual Learners Performance – Mean Scale Score

Eliminate barriers to learning among a racially, culturally, and linguistically diverse population.

Train and support staff members to meet the instructional needs of each student.

St. Cloud Scholars learning English perform similar to Statewide peers



Comparison Scale Scores for St. Cloud multilingual learners compared to Statewide counterparts.

Year	% Exiting Service
2022	5.9%
2023	7.0%
2024	7.1%

# 2023-24 Academic Results

## Objectives 1 & 2

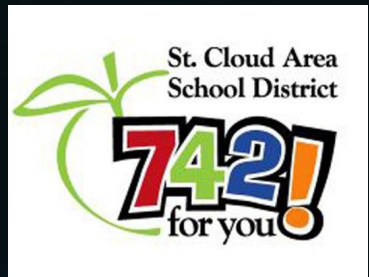
## High Quality Professional Learning

Eliminate barriers to learning among a racially, culturally, and linguistically diverse population.

Train and support staff members to meet the instructional needs of each student.

### Enhancing Teacher's Capacity in 2023-2024

- 31.5 hours in LETRS structured literacy and evidence-based practices training
- 37.5 hours in additional structure literacy and evidence-based practices training
- 40 hours for grade level leads in supporting teachers in making instructional shifts
- 20 hours for grade level leads supporting and coaching in new math curriculum and assessment resources
- 6 hours onboarding and training new teachers on math resources



# Focus Area 3: Innovation

## Strengths

## Opportunities

## Aspirations

## Results

Commitment to Innovation

Collaborative Problem-Solving

Strategic Resource Allocation

Gap analysis for growth

Strengthening Teacher Voice and Student Voice

Enhanced resource allocation and efficiency through better impact evaluations

Culture of Continuous Learning and Innovation

Equitable and Effective Programs

Inclusive, Authentic Solutions

Enhanced Programming for Learning and Instruction Effectiveness

Stronger Relationships with internal and external expertise

# 2023-24 Innovation

## Objectives 1 & 2

Create a culture of innovation where all stakeholders respond to challenges through taking risks, leveraging lessons learned through failure and finding solutions through collaborations.

## Changing Instructional & Assessment Practices

### The Modern Classroom Project

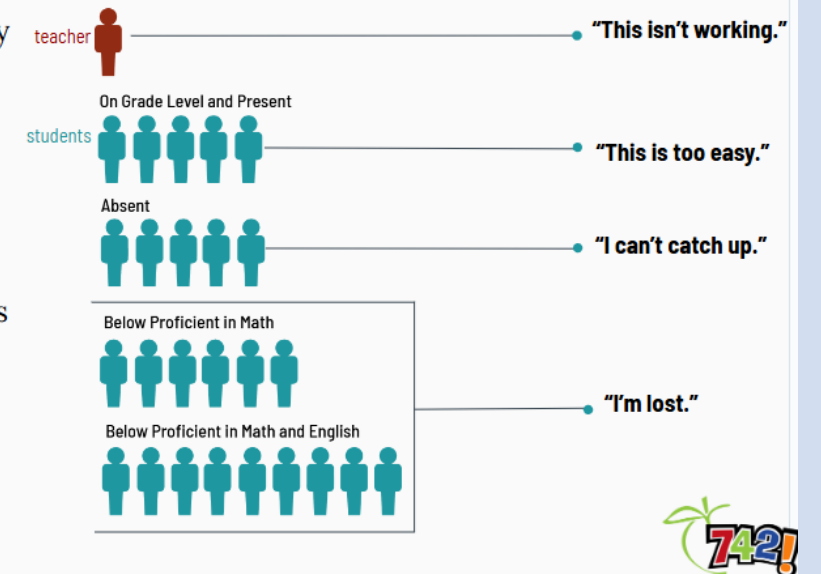


### Traditional Models of Teaching Ignore Students Needs

MCP

Classrooms that exclusively rely on lectures and demand fixed-paced learning **fail our students** and **stress our teachers**.

The Modern Classrooms Project was created by teachers who experienced these problems themselves and **developed a new approach to teaching** that will better meet students' needs.



- Enhanced Programming to support focused work on Learning & Instruction

# 2023-24 Innovation

## Objectives 1 & 2

## Leading Conversations on Generative AI in Education

Create a culture of innovation where all stakeholders respond to challenges through taking risks, leveraging lessons learned through failure and finding solutions through collaborations.

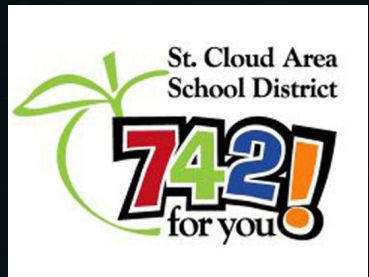
Growing an improvement network of internal and external expertise

More than 75 collaborators working on the “How” of AI in Minnesota with several St. Cloud district staff.



- Presenting at MSBA in January
- Curating resources for K12 toolkit to assist teachers and staff





# Focus Area 4: Career and Post Secondary Education Options

## Strengths

Comprehensive Career Preparation

Personalized Action Plans

Collaboration with Community Partners

Direct Admissions Collaborations

## Opportunities

Expansion of Career-Related Courses

Increased College Credits and Certifications

Work Experience and Internships

Post Secondary Enrollment

## Aspirations

Career-Ready Graduates

Strong Industry Connections

Early Postsecondary Achievement

Successful matriculation to degree status or full employment

## Results

Increased in CTE or Certifying/ Credentialing Coursework

More Students enroll in post secondary option after graduation

Increased access to Work Experience



# 2023-24 Career | College | Life Ready

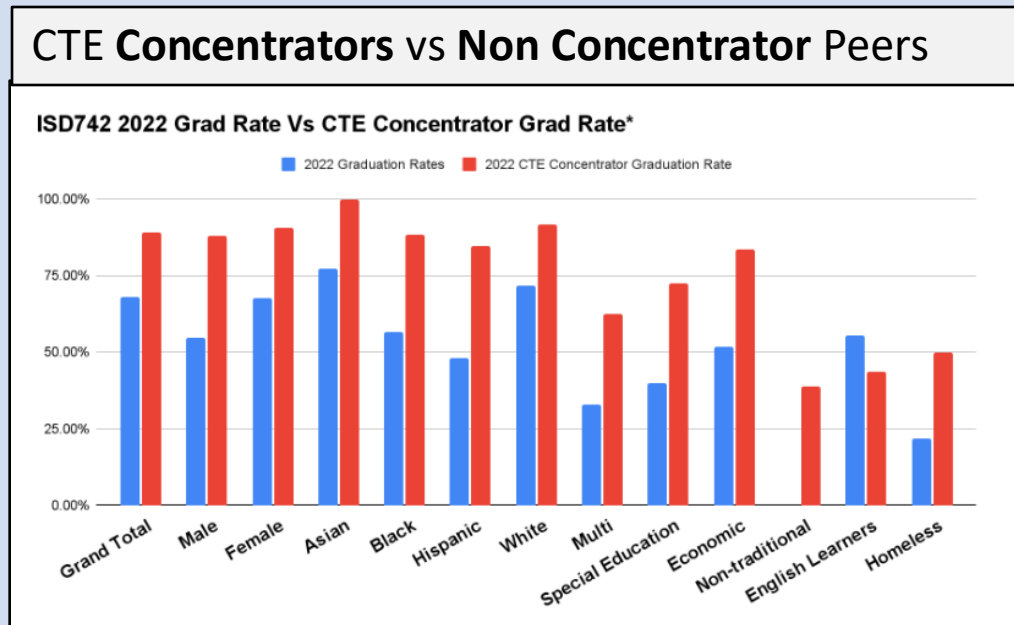
## Objectives 1 & 2

Increase Opportunities for students to envision their futures, explore careers and prepare for college

Provide secondary students with the critical thinking, collaboration and communication skills necessary for successful careers

## Career and Tech Ed Courses and World Languages

CTE Concentration impacts Grad Rates    Bilingual Seals Earned 23-24



**Bilingual Seals**

March 2023	World Language Proficiency Certificate	GOLD SEAL	PLATINUM SEAL	TOTAL AWARDS
MCKINLEY/ALC	5 Spanish 3 Somali	NONE	1 Spanish	9 AWARDS
APOLLO	2 Arabic 3 Chinese (AP) 1 French 1 Somali 10 Spanish	1 Chinese (AP) 1 Russian 3 Somali 5 Spanish	NONE	27 AWARDS
TECH	1 Arabic 1 Chinese 2 French 3 Spanish 16 Somali 7 Spanish (AP)	1 German 2 Somali 3 Spanish 5 Spanish (AP)	1 Spanish 1 Spanish (AP)	43 AWARDS
<b>TOTALS</b>	<b>55 WL CERT</b>	<b>21 GOLD</b>	<b>3 PLATINUM</b>	<b>79 AWARDS</b>

### Students with Work Experiences

- 160 at Apollo
- 130 at Tech
- 110 at McKinley

# 2023-24 Career | College | Life Ready

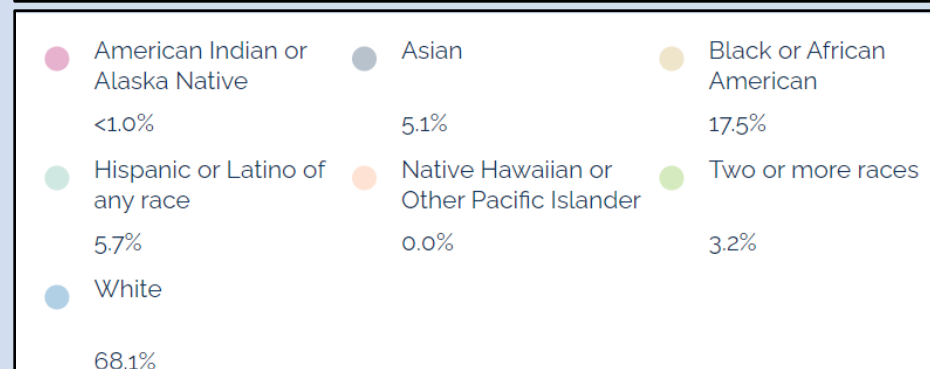
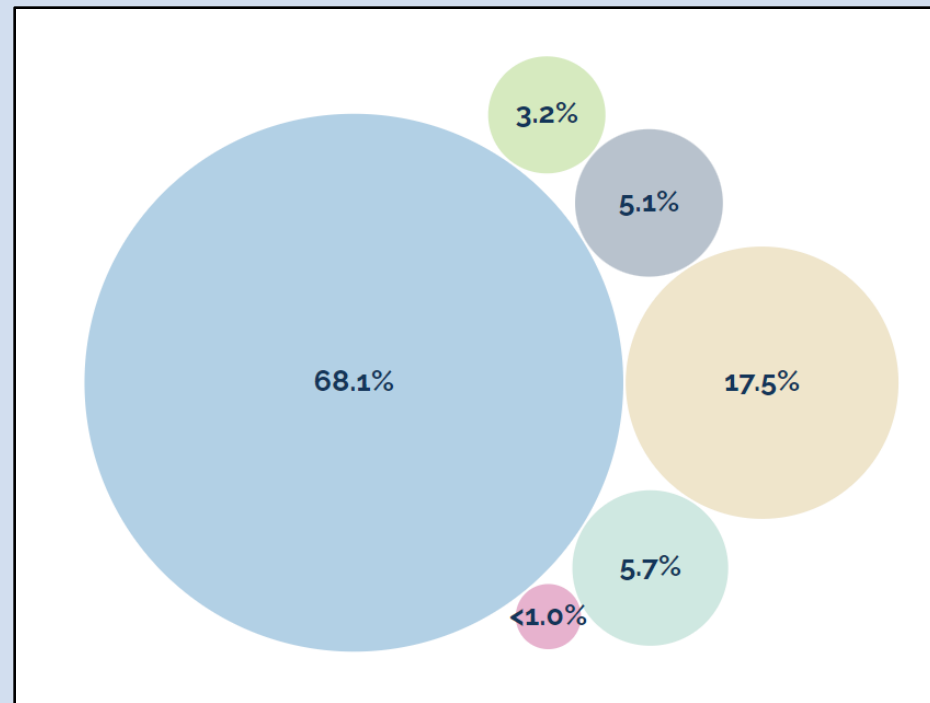
## Objectives 1 & 2

Increase Opportunities for students to envision their futures, explore careers and prepare for college

Provide secondary students with the critical thinking, collaboration and communication skills necessary for successful careers

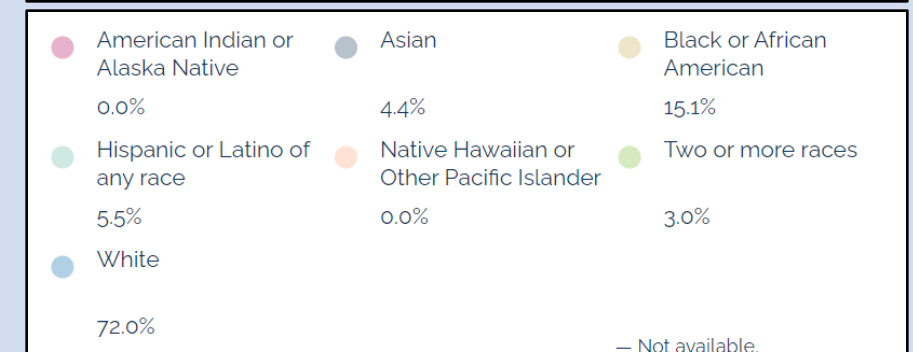
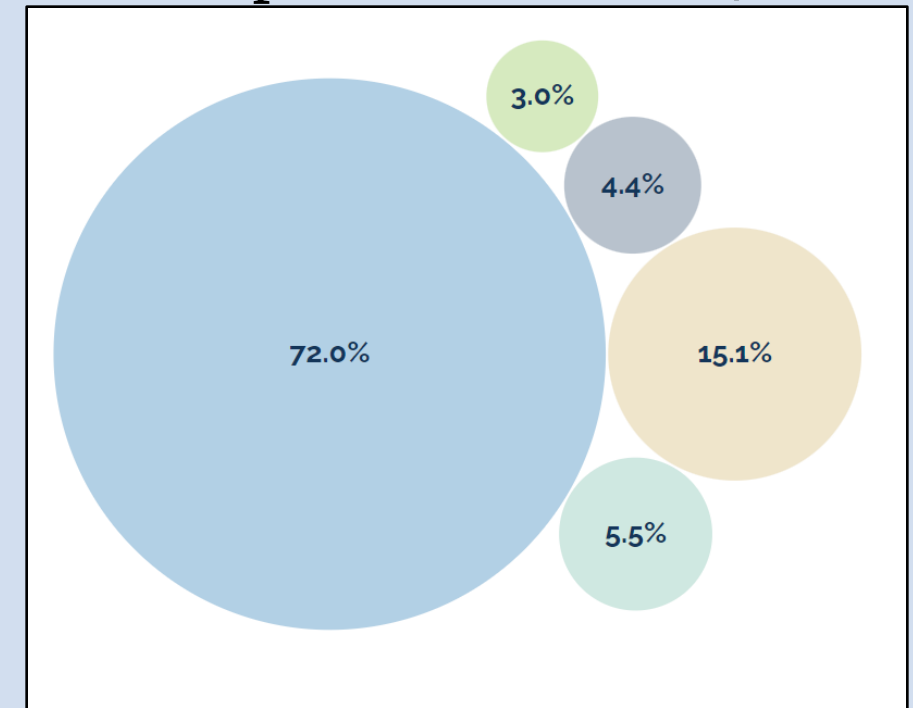
## Preparatory College Course Taking in 2023

### Advanced Placement Course Taking



N=329

### Participation in the ACT/SAT



- Not available

N=195

# 2023-24 Career | College | Life Ready

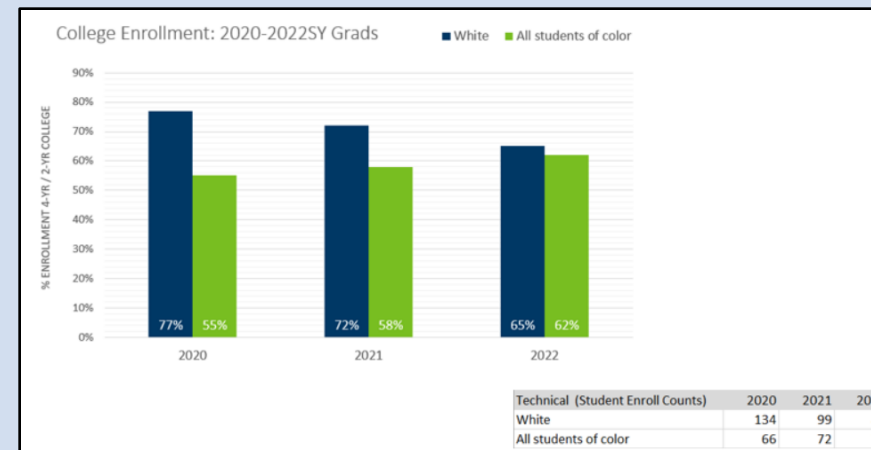
## Objectives 1 & 2

Increase Opportunities for students to envision their futures, explore careers and prepare for college

Provide secondary students with the critical thinking, collaboration and communication skills necessary for successful careers

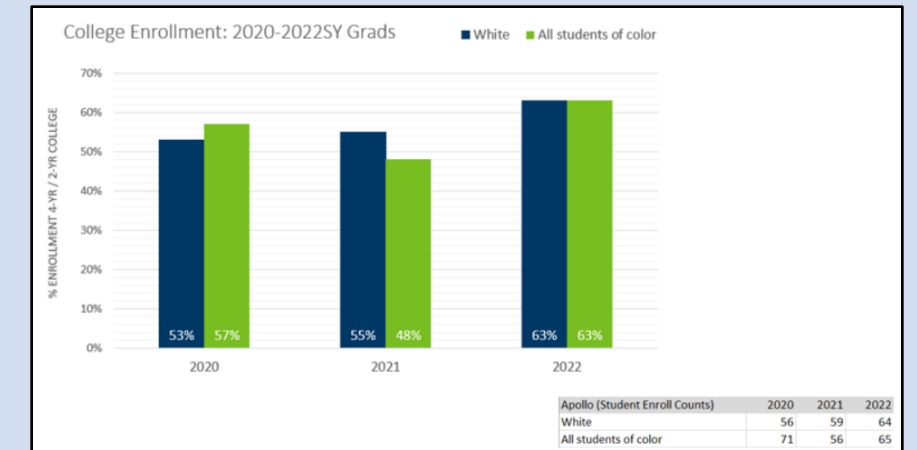
## Preparatory College Course Taking in 2023

### Apollo's College Enrollment Trends

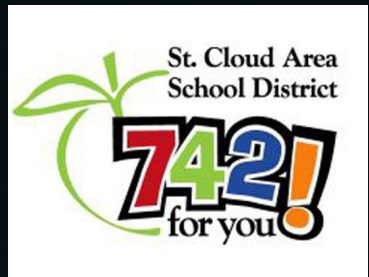


In the 2023 Cohort at Apollo  
57% Completed FAFSA

### Tech's College Enrollment Trends



In the 2023 Cohort at Tech  
60% Completed FAFSA



# Focus Area 5: Family and Community Engagement

## Strengths

School based connections provide local community a welcoming space.

Schools continue working on Family access to information about programming and supports

## Opportunities

Expanding Family Engagement

Strengthening Partnerships through effective communication channels

## Aspirations

Inclusive, Connected School Community

Equity and Access for All Families

Mutual Trust and Collaboration

## Results

Actively participate in school activities

Strong sense of connection to their child's school

Increased sense of belonging in the school community

# 2023-24 Family & Community

## Objectives 1 & 2

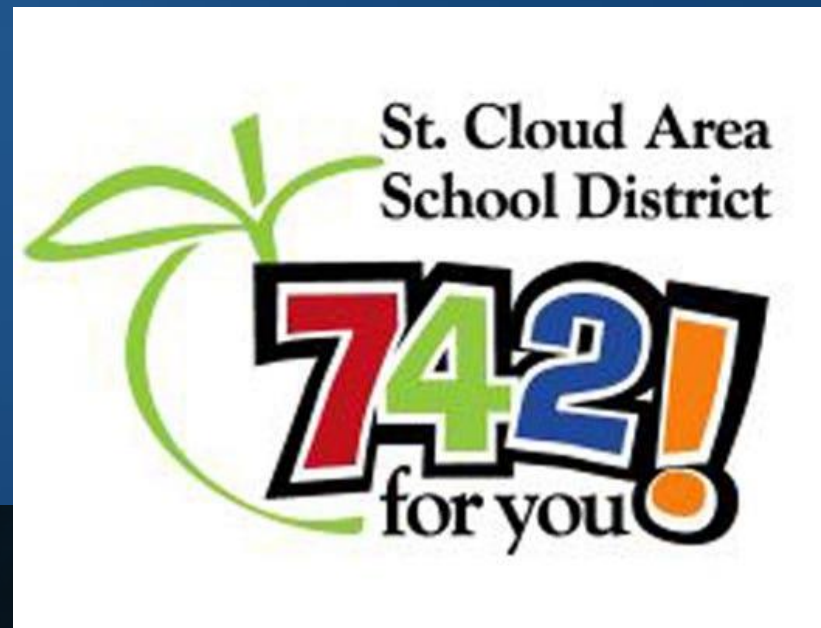
## Safety and Belonging – Welcoming All

Strengthen and expand family engagement and partnerships to support student success.

Ensure equitable access to programs, initiatives, and information for all families to successfully navigate our school system.

- Actively participate in school activities
  - Connection Conferences
- Strong sense of connection to their child’s school
- Increased sense of belonging in the school community

Family Perceptions on Safety and Belonging	
My child is safe at this school.	79.7%
At this school, my child feels they belong	81.9%
The school promotes respect for all cultures.	85.0%
Staff at this school are supportive.	87.5%
I feel welcome at my child's school	86.2%



# 2024-27 Strategic Plan Development

Legislative Changes

Incorporating READ Act and Civic Readiness updates

Reframing Support

Shifting to Minnesota's Multi-Tiered Systems of Success

1

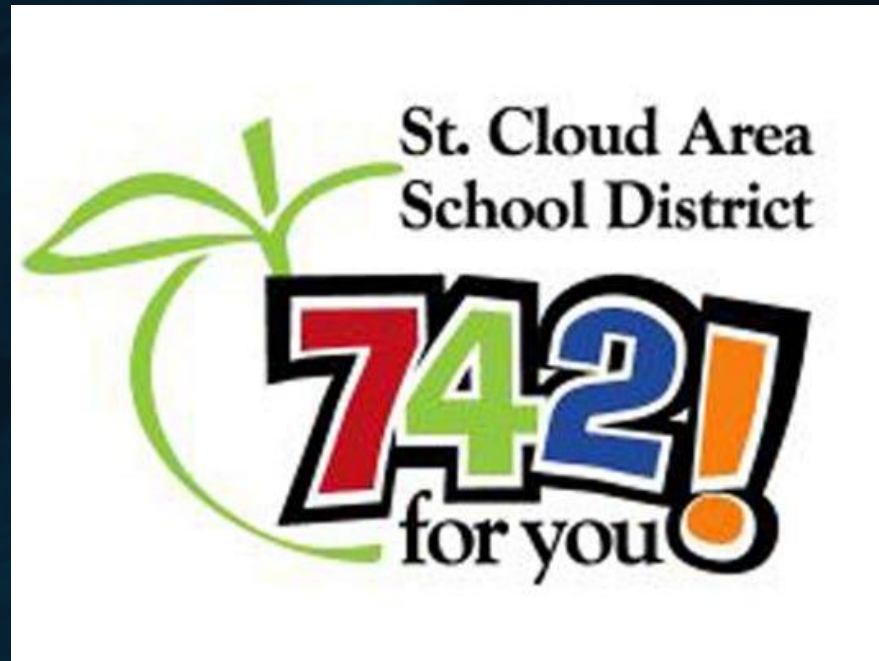
2

3

Continuous Improvement

Commitment to reciprocal responsibility systems

# 2024-25 District Priorities



## Safety

Enhance physical and emotional safety



## Belonging

Foster an inclusive environment where  
Every student feels connected and valued



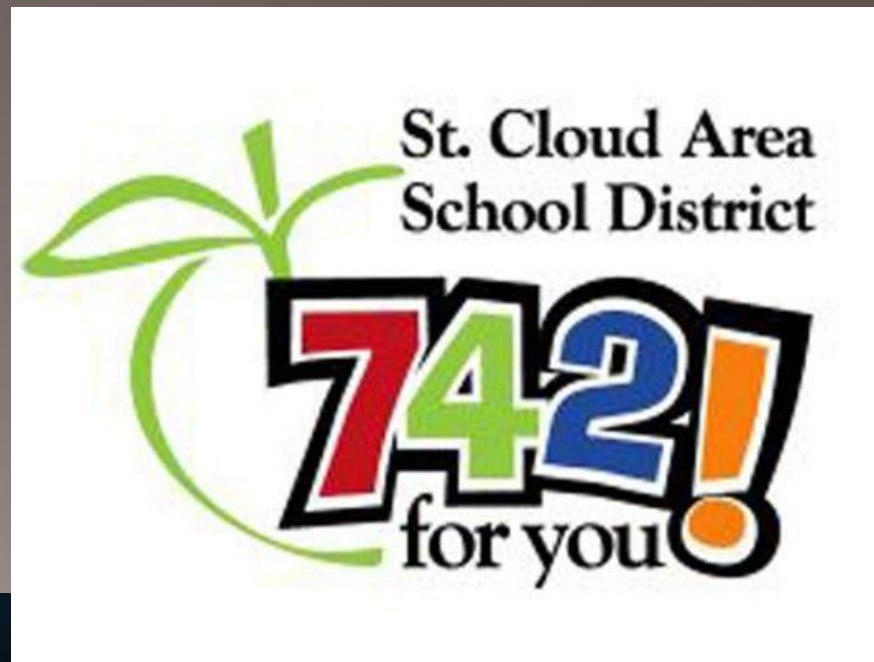
## Collaboration

Strengthen partnerships between students,  
staff and the community



## Excellence

Pursue academic and personal excellence through  
High quality, innovative instruction



# Next Steps

- 1** Input gathering  
Analyze feedback from all shareholders
- 2** Data Analysis  
Examine and contextualize gathered information
- 3** Review Goals and Objectives  
Align established strategies
- 4** Implementation Timeline  
Create schedule meeting district needs



Thank You!