




Strategic Plan Findings & Recommended Direction

Strategic Priority Areas

1. Develop Leadership & Instructional Practices that Integrate Academic Rigor with Equity
2. Foster a Districtwide Culture of High Expectations, Belonging, and Continuous Growth
3. Redesign Communication Systems to Strengthen Trust, Transparency, and Community
4. Strengthen the District's Brand Identity to Reflect Academic Excellence, Equity, and Connection

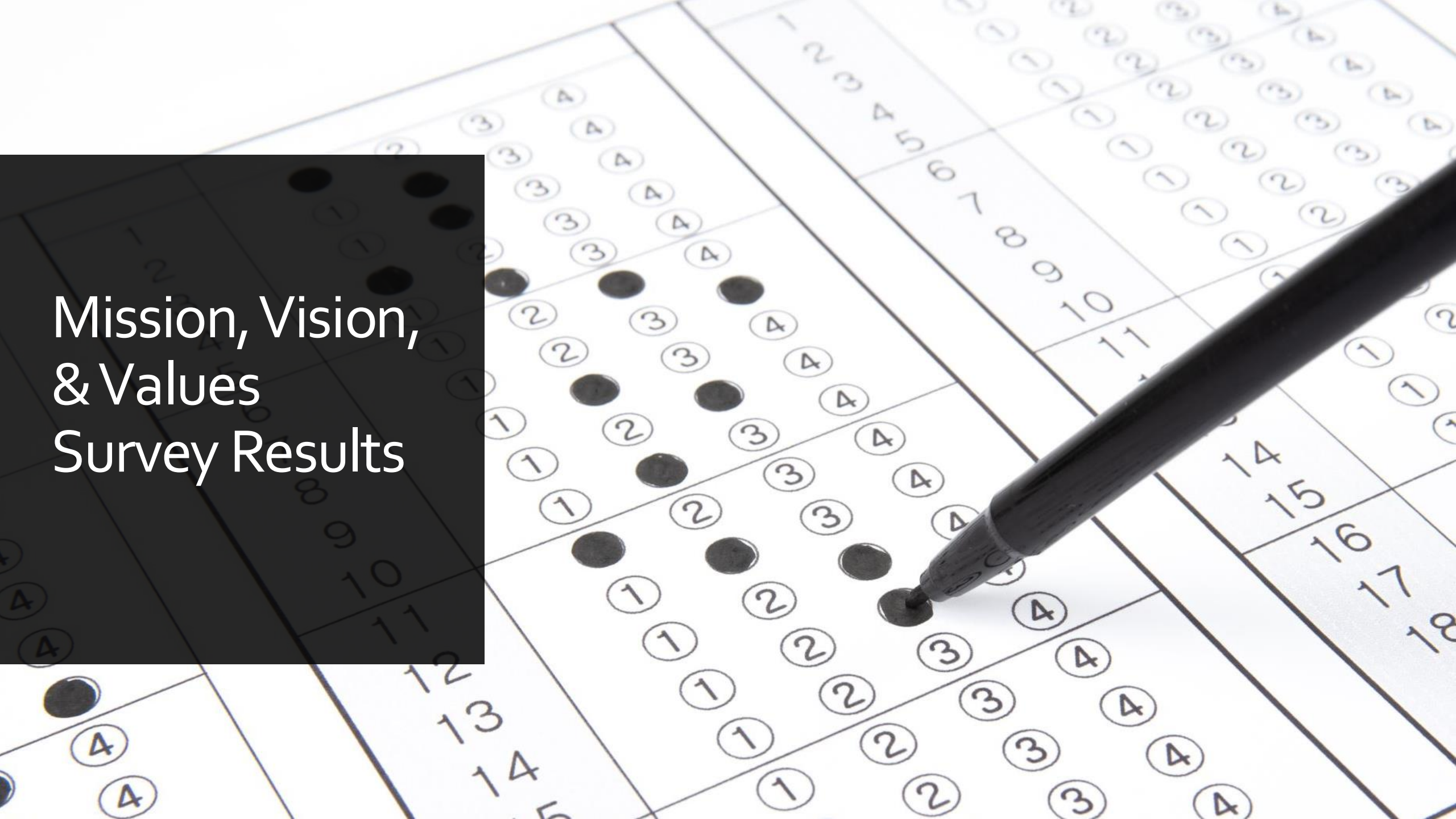
Information Gathering Methodology



PINK's information-gathering process included:

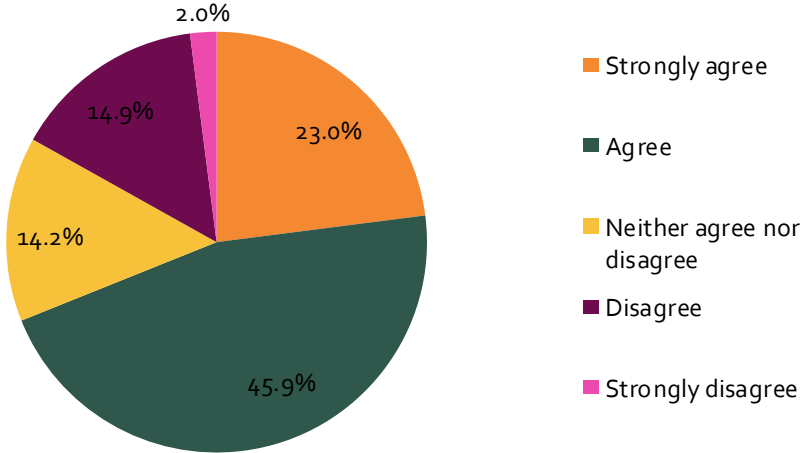
- Employee survey (148 responses)
- Community survey (426 responses)
- Community listening sessions
- Staff listening sessions with multiple teams
- Interviews with members of the Senior Leadership Team
- Individual interviews with staff by request and invitation (15+ interviews)
- Interviews offered to the board
- Public Office Hours (11 sessions)

Mission, Vision, & Values Survey Results

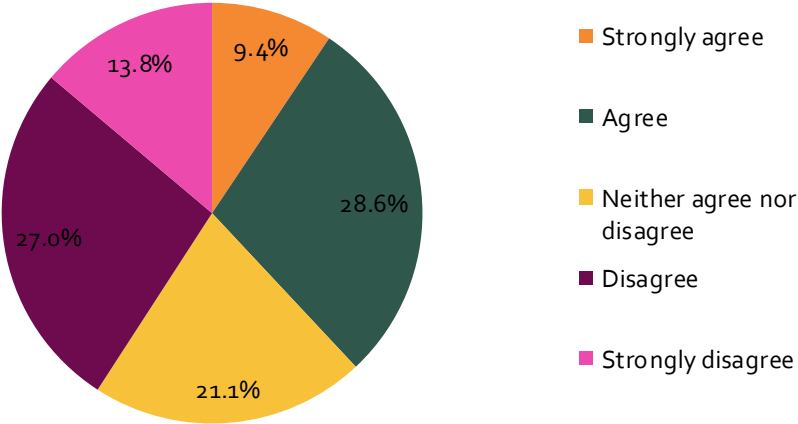


Our mission statement inspires and promotes engagement among students, families, staff, faculty, and the community.

Staff Response

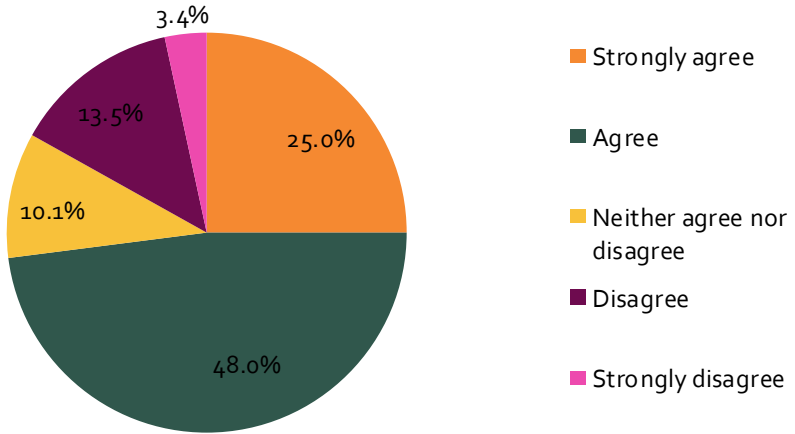


Community Response

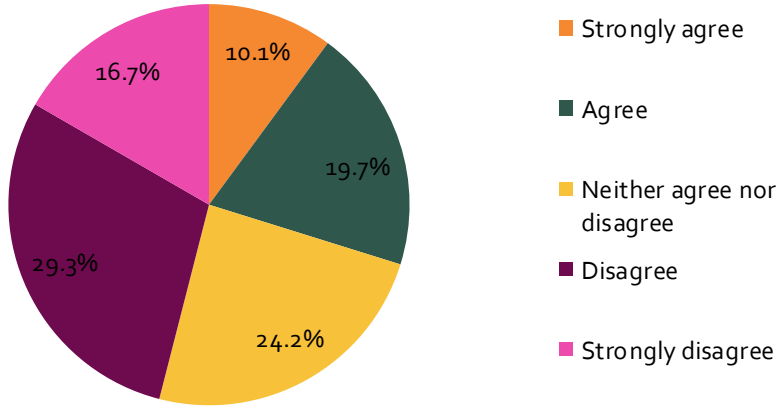


The mission effectively supports student success and positively impacts the district.

Staff Response

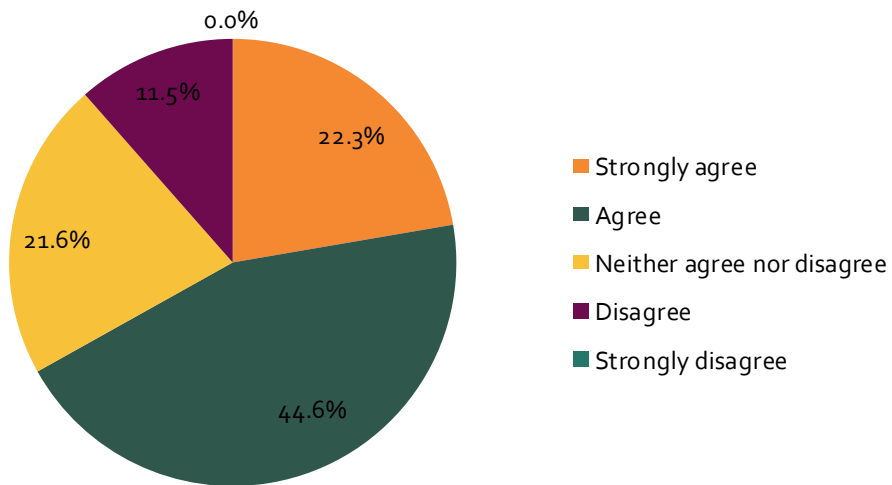


Community Response

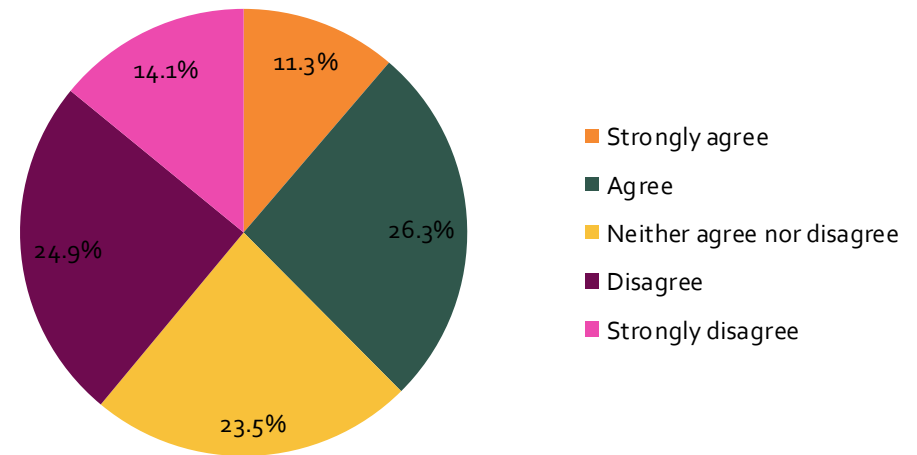


The vision is adaptable to the evolving needs of students, families, and the wider community.

Staff

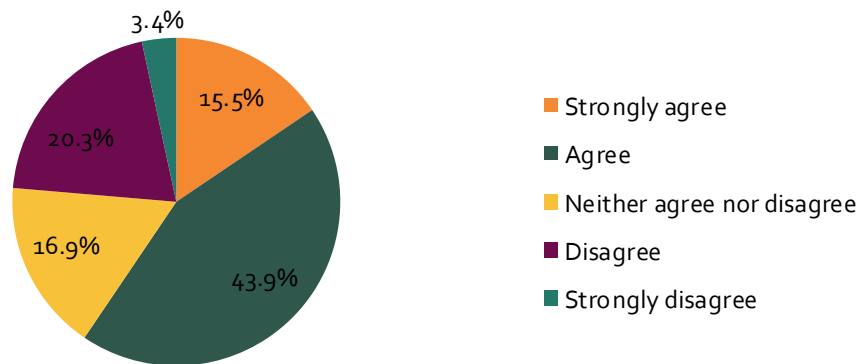


Community Response



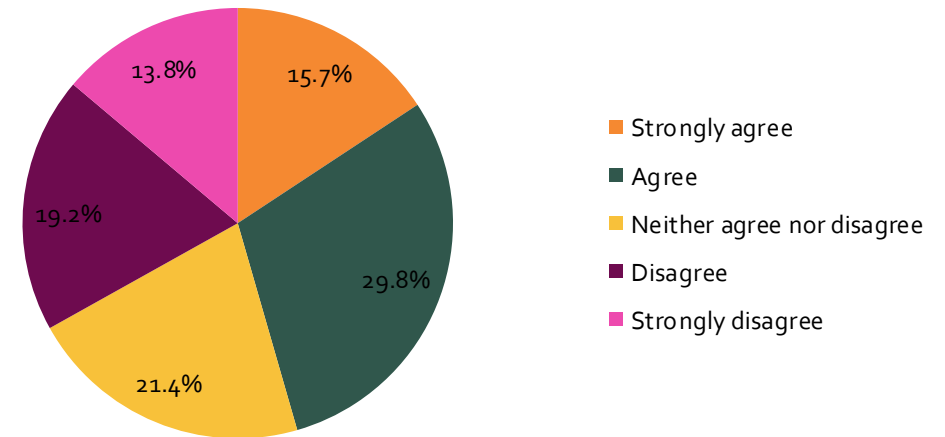
Core Values Integration & Alignment

Our core values are integrated into SLP's policies, practices, procedures, and behaviors, reflecting and supporting the needs of our students and families.



Staff Response

The district's core values align with the community's needs and aspirations.



Community Response

Core Values Staff Ranking

- **High expectations.** Instilling and upholding high expectations empowers students and staff to higher levels of achievement.
- **The brilliance of ourselves and others.** Everyone has the capacity and responsibility to foster the growth and brilliance of others.
- **Collective responsibility.** Embodying the collective and urgent responsibility of anti-racist practices enriches a work and learning environment and community.
- **Authentic community engagement.** Engaging and supporting our employees, families, and communities will enhance the healthy development of each learner.
- **Advocacy for equity.** Everyone has equal intrinsic worth and we will advocate for the historically marginalized.
- **Persistent effort.** Through persistent effort we will create anti-racist schools and academically successful learners.
- **Racial consciousness and cultural competence.** Racial consciousness and cultural competence are essential to each person's ability to be a catalyst for change.



Areas of Greatest Need:

1. Capacity Building
2. Culture
3. Communication

Listening Session Findings

KEY THEMES: Challenges

- Decline in academic rigor
- Rapid changes in the district – lack of transparency & implementation
- Communication challenges (internal & external)
- Overemphasis on race & racial equity
- Perceived de-prioritization of teachers and classroom support
- Enrollment decline and family exodus
- Desire for measurable outcomes & accountability
- District talks the talk but doesn't walk the walk

KEY THEMES: Strengths

- Supports the values of Equity & Inclusion
- Appreciation for student-centered language
- The strength and history of the community
- Engaged parents & families
- Centered – equity and the needs of all learners
- Dedicated teachers

What's Next?

Recommend Paths Forward...

Develop Leadership & Instructional Practices that Integrate Academic Rigor with Equity

- Enhance professional development opportunities that foster connection, collaboration, and growth, aligning academic achievement with racial equity
- Align curriculum resources to create a cohesive learning experience that maximizes student success rooted in racial equity
- Invest in professional development by dedicating time, funding, and resources to ensure continuous learning and growth
- Foster district-wide cohesion in professional development, creating consistency and collaboration across all schools
- Strategically identify and develop skills that align with core values and drive strong educational outcomes
- Uphold the district's core values by ensuring professional development remains focused on educational excellence aligned with racial equity, free from external political influence.
- Cultivate a growth mindset culture that empowers staff to continuously invest in their own development.
- Strengthen staff morale by leveraging the Staff Rally as a unifying and energizing experience
- Champion equity by embedding cultural competency/proficiency into professional development and district initiatives to align academic achievement with racial equity
- Expand funding opportunities and allocate resources strategically to align with district priorities, fostering continuous improvement
- Increase awareness and engagement by effectively communicating professional development opportunities to staff, families, and the community

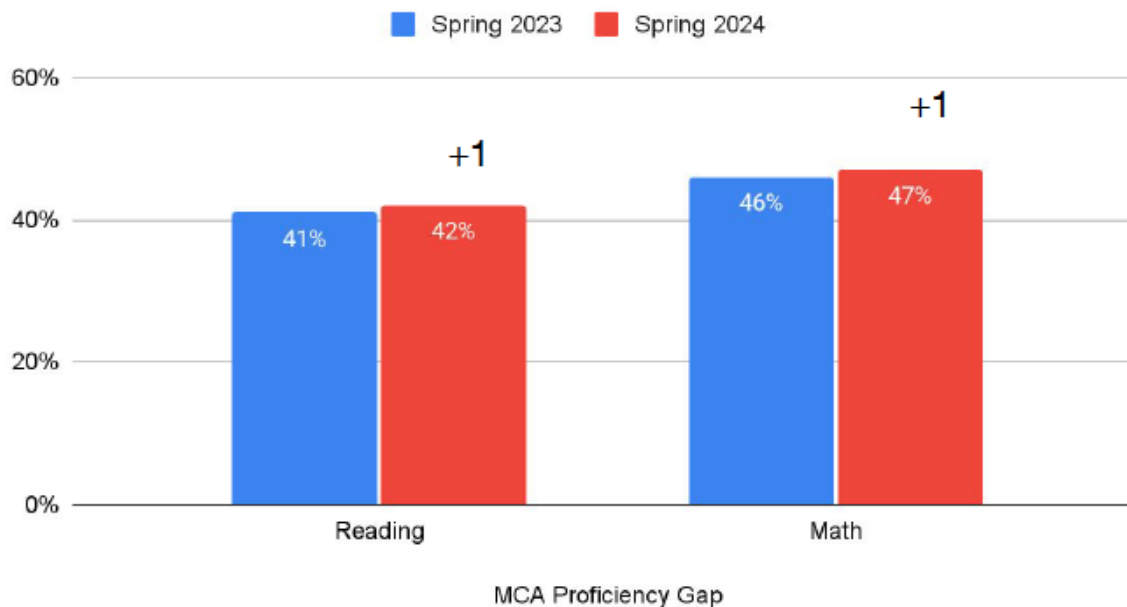
WBWF Report 2024 (Goal 2): Close the Achievement Gap

The reading gap between Black and White students will **decrease by 2%** from Spring 2023 to Spring 2024 as measured by MCA/MTAS reading proficiency (grades 3-11).

The math gap will decrease by 2% as measured by MCA/MTAS math proficiency.

Outcome: Goal Not Met

Opportunity Gap Between Black and White Students



Source: MN Report Card

Foster a Districtwide Culture of High Expectations, Belonging, and Continuous Growth

- A welcoming and inclusive environment where every student feels valued and supported
- A culture of empowerment where all staff can thrive and empower their students to develop the confidence, skills, and opportunities to thrive academically and personally
- An environment where every student feels a deep sense of belonging and connection to their school community and the district
- A culture that supports and invests in dedicated staff, ensuring they feel valued and equipped to inspire student success
- A culture that embraces and promotes a strong sense of community pride to foster deeper engagement and collaboration
- A culture that continuously addresses and supports equitable access to advanced learning opportunities so each student can reach their full potential
- A culture of academic excellence where we are a premier educational destination recognized for excellence and innovation
- A unified and collaborative culture across all schools, celebrating the strengths of diverse school communities
- A transparent culture that possesses a shared understanding of funding structures to support equitable resource distribution
- A culture that is adaptable and embraces change to ensure smooth and effective implementation of new initiatives

Redesign Communication Systems to Strengthen Trust, Transparency, and Community

(External)

- Maintain an up-to-date, user-friendly website with relevant and easily accessible information for students, parents, and staff
- Enhance transparency by providing clear, timely, and accessible updates on district decisions and initiatives
- Increase storytelling and celebration efforts by highlighting staff and student achievements through newsletters, social media, and district updates
- Increase language accessibility by offering multilingual email communications and ensuring all content is easily translatable.
- Strengthen school marketing efforts by showcasing achievements, programs, and success stories to the broader community
- Develop student-focused communication channels to ensure students are informed about school events, resources, and opportunities
- Expand access to student resources by providing comprehensive guides, digital tools, and dedicated support systems
- Celebrate student progress and achievements through regular updates, recognition programs, and public showcases
- Launch a Parent Academy to equip families with essential resources, training, and support for student success
- Leverage local media and community partnerships to enhance outreach and engagement through trusted sources.

Strengthen the District's Brand Identity to Reflect Academic Excellence, Equity, and Connection

- Ensure consistent alignment between the Mission, Vision, Core Values, and Strategic Plan through actionable goals, visible implementation, and continuous communication that reinforces the district's brand of equity, academic excellence, and connection.
- Foster a culture of belonging, academic excellence, and employee engagement that positions the district as a top choice for families and staff by living out its brand promise in every interaction.
- Model and elevate behaviors, decisions, and leadership practices that embody the district's commitment to equity, academic excellence, and authentic connection across all levels of the organization.
- Celebrate student and staff achievements and contributions