

April 4 and 11, 2024

# 2020-2030 STRATEGIC PLAN CORE PLANNING TEAM

## Edina Public Schools Executive Summary



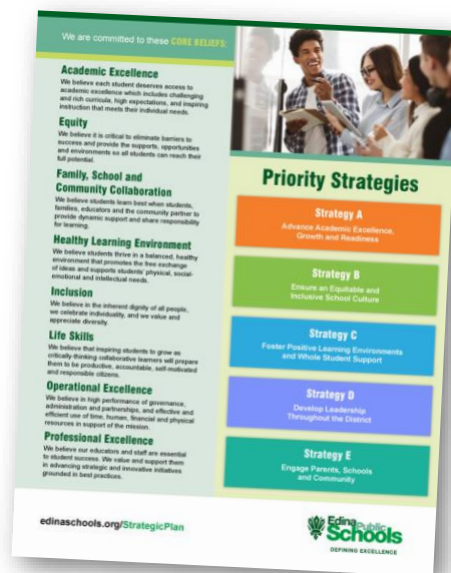


## OVERVIEW

A strategic plan is a roadmap for the future that guides the school board and administration forward to assist in meeting the goals of the district. It is important to note that this strategic plan was approved in June of 2020, and due to the pandemic, it was extended to 2027 in September of 2021. After receiving feedback from the 2023 Core Planning Team, the plan was extended from 2027 to 2030 (the original plan was for 2020 – 2025.) The 2020 – 2030 Edina Public Schools Strategic Plan was developed through the following participative planning process:

**Stakeholder Input:** Meetings and surveys were conducted to seek perspective and advice about the status and future needs of the district from parents, students, teachers, staff, and district community members.

- **Data collection:** Key information from various sources were gathered to inform future directions including a District Overview, Peer District 2020-2025 Comparisons, and National Trends and Issues.
- **Directions Development:** Based on the findings and conclusions of the stakeholder input and data collection, the School Board worked with staff input to draft the 2020 – 2025 Edina Public Schools directions, including the mission, vision, values and beliefs, and priority strategies.
- **Approval of Strategic Directions:** The Edina Public Schools Draft Strategic Directions were approved at the June 2020 School Board meeting including the mission, vision, core values and beliefs, priority strategies and expected outcomes.
- **Implementation Plan Development:** Staff leaders worked with the School Board to develop an action roadmap for achieving the strategic directions including:
  - **Actions:** Specific short and long-term initiatives and action steps
  - **Resources:** Projection of time, human, physical and/or financial resources to support action
  - **Process metrics:** Benchmarks for measuring implementation progress and success.





## STRATEGIC PLAN CORE PLANNING TEAM DESIGN AND PROCESS

For the third consecutive year, Superintendent Dr. Stanley worked in collaboration with PartnerED to design an interactive, immersive experience for a diverse group of community stakeholders who are referred to as the Strategic Plan Core Planning Team.

- On April 21 and 22, 2022, the Strategic Plan Core Planning Team met for their inaugural meeting to receive yearly updates on the progress in the implementation of the district's Strategic Plan.
- This year, the Core Planning Team reconvened on April 4 and 11, 2024 to once again receive and analyze information provided by district leadership to determine the extent to which the school district is on track to meet its timelines and with the intent of the plan.

New this year were site visits throughout the district. This experiential opportunity for the Core Planning Team gave members a chance to see the district's Strategic Priorities in action. Team members were assigned to different groups where they visited Concord Elementary, Countryside Elementary, South View Middle School, Valley View Middle School, the Early Learning Center, and the Career Technical Education (CTE) programming at Edina High School. Team members had the opportunity to observe, ask questions, and to engage directly with staff and students at each site.

Each team member was given a journal in which they recorded their answers to the following questions at each site visit:

- What stood out for you?
- What might you need a better understanding about?
- What might we celebrate?


The Core Planning Team came back together after the site visits to share their initial reactions and proceeded to work in small groups. Groups were intentionally designed to ensure voices and perspectives from all site visits were represented. Through a process facilitated by PartnerED, small groups had the opportunity to discuss, process and make connections to their collective reflections.

The Core Planning Team regrouped as one, and each small group had the opportunity to share Important Takeaways from their site visits.




# SUMMARY OF IMPORTANT TAKEAWAYS FROM APRIL 4, 2024 SITE VISITS

Collectively, the Core Planning Team identified Important Takeaways from the site visits which are summarized below:




**CORE PLANNING TEAM**

IMPORTANT TAKEAWAYS FROM APRIL 4, 2024




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**AGENCY**

- Developing independent learners
- Student Agency
  - Decisions
  - Leadership
  - Choice/flex
- Staff
  - Continuous learning opportunities
  - Collaboration
  - Curriculum resources




**INCLUSIVE PARTNERSHIPS**

- Sense of belonging for students, staff, and families
- Strong partnerships with families at all levels
- Parents and families are welcome, involved and active in our schools
- Multiple voices and perspectives are represented



**CONTINUITY**

- Highly effective, evidence-based curriculum
- Continuity in programming
- Vertical and horizontal alignment
- Literacy integration



**EXCELLENCE IN INSTRUCTION**

- Instructional excellence across all levels
- Personalized and differentiated instruction to meet the needs of all learners
- Application of Professional Development (ASPIRE, LETRS)
- Resources available for our educators

For the 3<sup>rd</sup> year in a row, the Core Planning Team also had the opportunity to hear from district leadership, staff, and students about the ongoing efforts and progress made toward the district’s Priority Strategies. Throughout each presentation, team members used the same reflection questions that they used at their site visits.



The Core Planning Team then began to synthesize all the information from the following data points: school district site visits, Strategic Priority presentations as well as the 2023-24 Executive Summary – Strategic Plan Priority Efforts, provided by Dr. Stanley and her leadership team. The Core Planning Team once again engaged in the SOAR process to identify the strengths, opportunities, aspirations, and results that were important to them as related to the strategic priorities.



# SOAR ANALYSIS

A **strengths, opportunities, aspirations, results (SOAR)** analysis is a strategic planning tool that focuses an organization on its current strengths and vision of the future for developing its strategic goals.

## STRENGTHS

What EPS does well; strengths also include key assets, resources, and accomplishments

- What are we most proud of?
- What makes us unique?
- What do we provide that is world class?
- What strengths are most valuable in our marketplace?

## OPPORTUNITIES

Circumstances that EPS can leverage so each and every student can discover their possibilities and thrive

- What partnerships would benefit even more of our students?
- What threats do we see that can be reframed as opportunities?
- What needs and wants are we currently not fulfilling for our internal and external stakeholders?

## ASPIRATIONS

An expression of what we want EPS to be and achieve in the future

- What do we want to achieve in the future?
- What are we passionate about?
- What strategies and actions will support our best future school district?
- How can we continue to make a difference?

## RESULTS

Tangible outcomes and measures that demonstrate we've achieved our goals and aspirations

- What measures will tell us we are on track to achieve at our highest levels?
- How do we translate our vision into tangible outcomes?
- How do we know when we've achieved our goals?

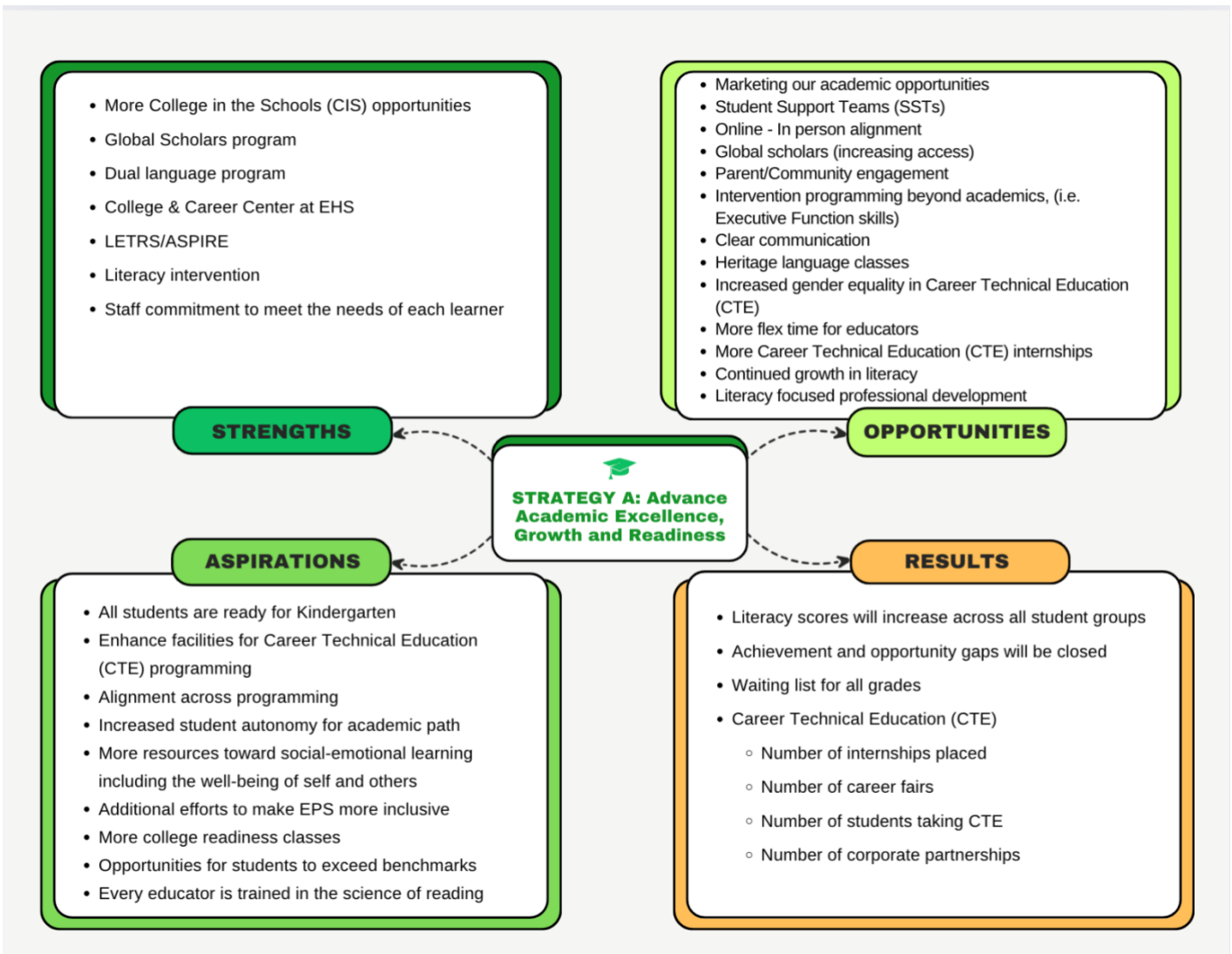


# PRIORITY STRATEGIES

The Mission and Vision will be achieved by taking action on the following priority strategies:

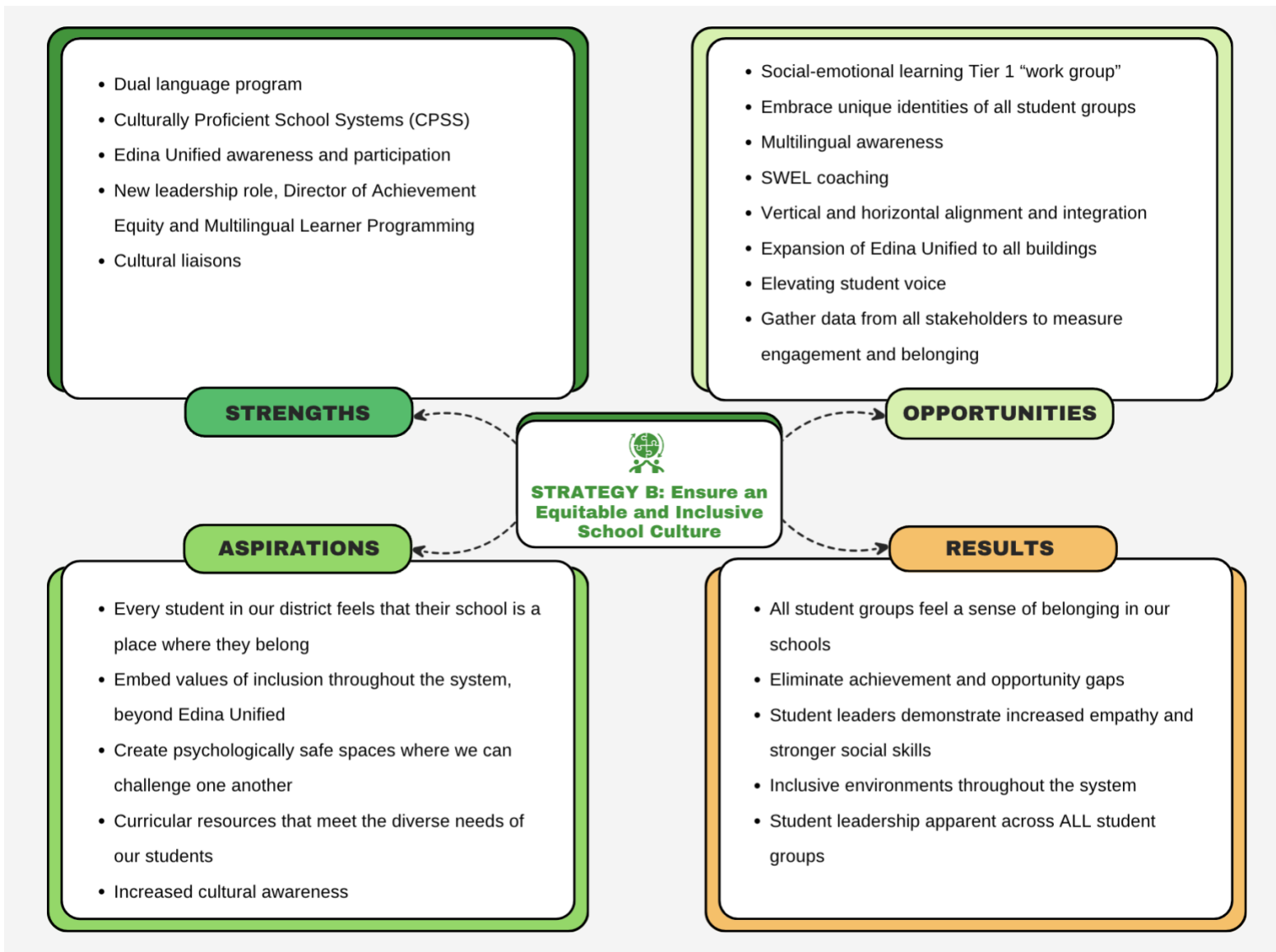
## Strategy A: Advance Academic Excellence, Growth and Readiness

Edina Public Schools provides our students with access to a comprehensive curriculum that develops critical thinking skills and dispositions, and assures students are ready for their next level and the challenges and opportunities in the next phase of life.



## **Strategy B: Ensure an Equitable and Inclusive School Culture**

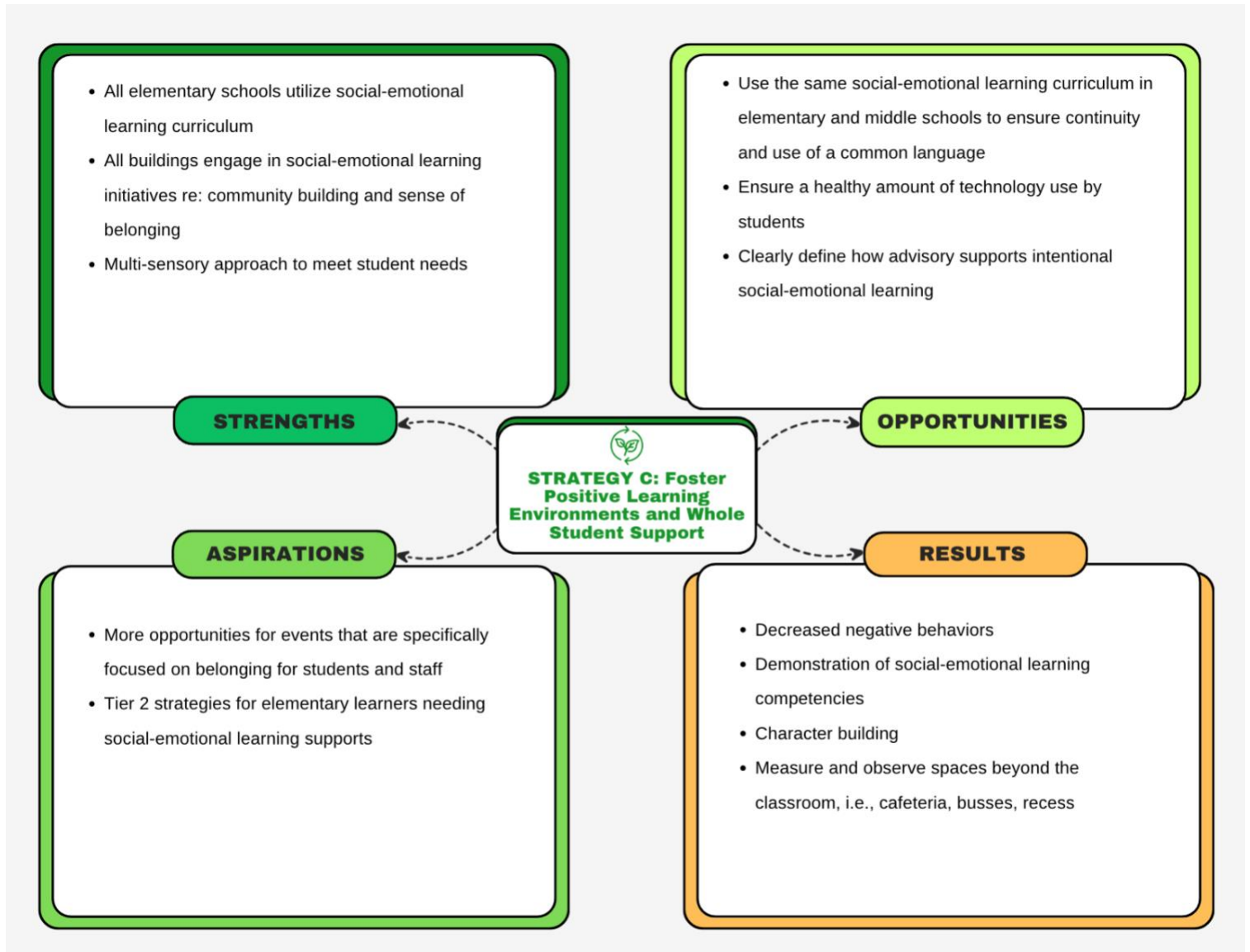
EPS welcomes, respects, supports, and values everyone so students can learn effectively, develop a deeper understanding of complex issues and become empowered to contribute to the school community.





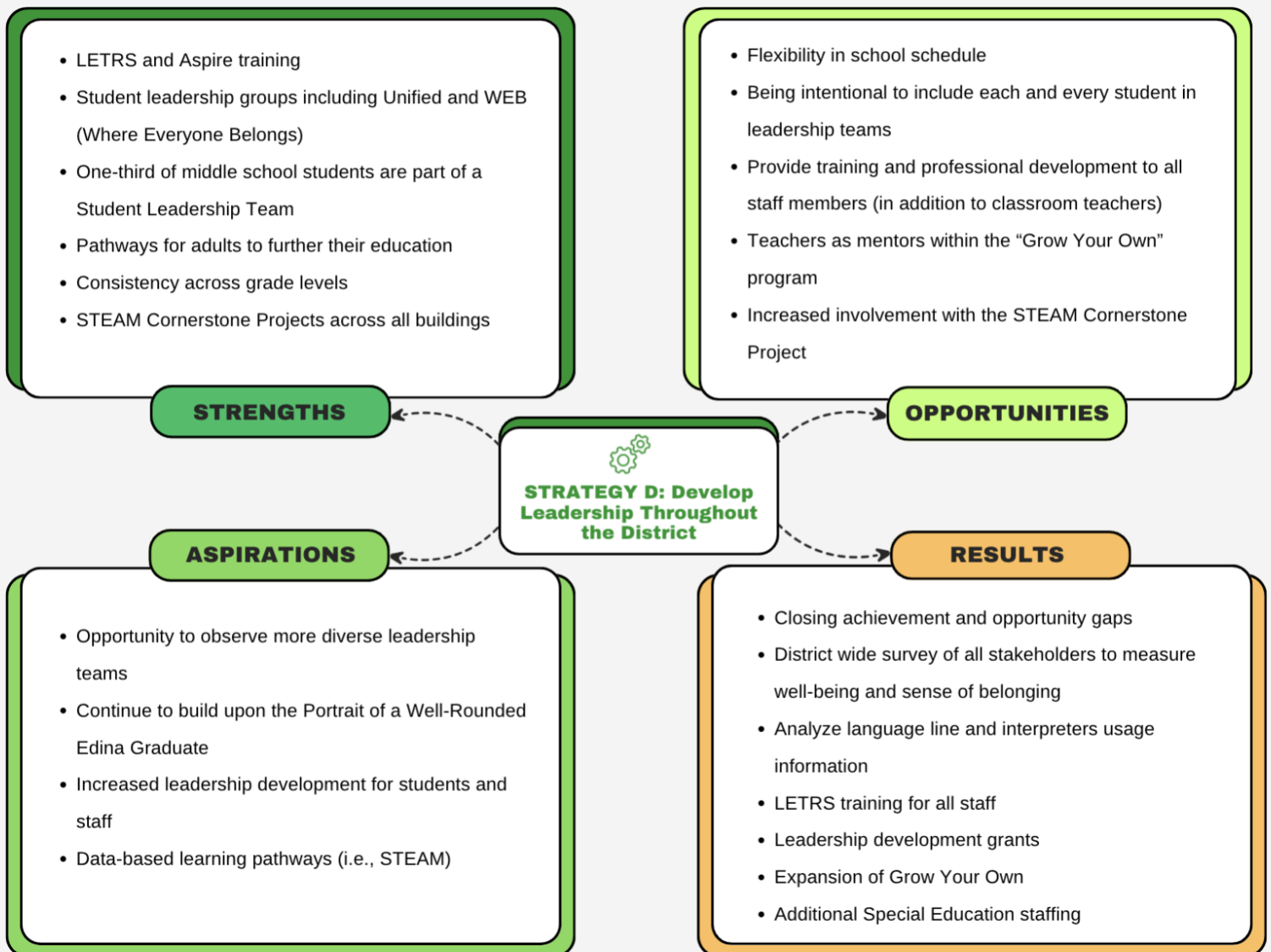
## Strategy C: Foster Positive Learning Environments and Whole Student and Staff Wellness Support

EPS fosters a caring school environment where students and staff feel safe physically and emotionally, in order to be fully engaged in their academic/professional, personal, and social growth.



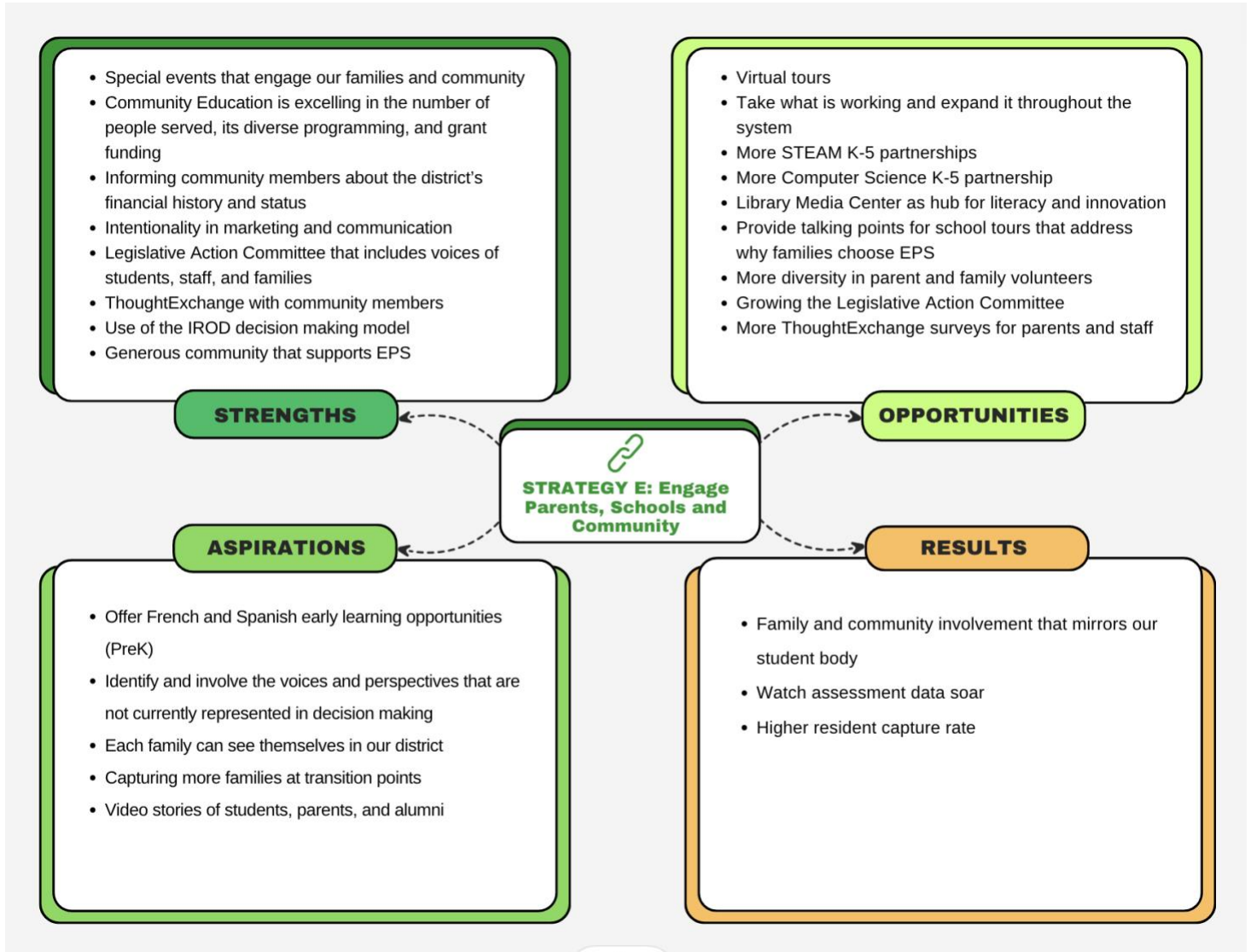
## Strategy D: Develop Leadership Throughout the District

Edina Public School Schools continuously develops innovative, committed, and exemplary leadership at all levels and from all constituencies, students, and adults.



## **Strategy E: Engage Parents, Schools, and Community**

Edina Public Schools works in partnership with parents, students, staff, alumni, and community to serve as a reflection of Edina’s strong commitment to education.





## SOAR ANALYSIS

After completing the SOAR analysis for each strategy, participants reviewed the collective strengths, opportunities, aspirations, and results across all five strategies. Team members were then asked to identify key themes of each component of the SOAR analysis (key themes from all the strengths, opportunities, aspirations, and results) and respond to the following prompts:

- What celebrations do we highlight?
- What might we recommend?

The results shown below are suggestions for district administration to consider as they continue to plan the next steps of implementation for the Strategic Plan.



## CELEBRATIONS

- Our students
- Embracing diversity and inclusion
- Expansion of Edina Unified
- LETRS: Curriculum, training, and the dedication of teachers
- Communication and marketing
- The intentionality of our collective work, both in depth and breadth
- New role of Director of Achievement Equity and Multilingual Learner Programming
- Elevating student voice
- The systems that have been put into place throughout the district
- Dual language program
- Our staff



## **RECOMMENDATIONS**

- Increased awareness and access for more students to be able to benefit from the many opportunities that Edina Public Schools
- Increased support for students at all levels to navigate the options and choices that are offered and available
- Increased awareness and responsiveness to cultural differences that may prevent students and families from knowing about the opportunities that exist in Edina Public Schools
- Identify opportunities to be more intentional in our efforts for Strategy B: Ensure an Equitable and Inclusive Culture
- How do we elevate and replicate the great work that is currently happening?



## KEY MESSAGES FOR COMMUNITY

- Our Strategic Plan extends beyond just a vision and includes very specific action steps that are being taken to accomplish the district’s goals
- The Edina Public School district is committed to staying accountable and recognizes the need for continuous improvement
- By continuing to center the voices of students, families, and staff, we can work together to maximize the impact of the work that is being done





**2024 Committee Members**

**Abduraham Mohamed**

Edina High School  
Student

**Allison Knoph**

Concord  
Grade 5

**Anne Marie Leland**

District Office  
Cabinet

**Anushka Narielwala**

Edina High School  
Student

**Bethany Van Osdel**

District Office  
AD, T&L

**Blanca Diaz de Leon**

DW  
Cultural Liaison

**Cara Rieckenberg**

Highlands  
Principal

**Carlene Bray**

Creek Valley  
Kindergarten

**Carmela Cadja**

Edina High School  
Student

**Catalina Carrasco**

Countryside & South View  
Parent

**Chris Holden**

Normandale  
Principal

**Daphne Edwards**

District Office  
Cabinet

**Erica Allenburg**

DW  
Board member

**Farhiya Omar-Samatar**

DW  
Cultural Liaison

**Frannie Becquer**

District Office  
Cabinet

**Jacob Leiker**

South View  
Student

**Jan Lubar**

Edina High School  
Parent

**Jason Dockter**

EME  
Union President

**Jodi Ramirez**

Edina High School  
PLTW

**Jody De St. Hubert**

District Office  
Cabinet

**Jody Remsing**

District Office  
Cabinet

**Karen Bergman**

Countryside  
Principal

**Karen Gabler**

DW  
Board member

**Katie Higgins**

Valley View  
Grade 6

**Lynnea West**

Normandale  
Media

**Mert Woodard**

District Office  
Cabinet

**Morgan Johnson**

Countryside  
Grade 1

**Natalia Wegner**

Edina High School  
English language

**Olive Ni**

South View  
Student

**Paul Paetzel**

Edina High School  
Principal

**Randy Smasal**

District Office  
Cabinet

**Sayali Amarapurkar**

DW  
Cultural Liaison

**Sharmarke Yusuf**

Valley View and EHS  
Parent

**Sonya Sailer**

District Office  
Cabinet

**Stacie Stanley**

District Office  
Superintendent

**Stephanie Pierce**

Valley View  
Parent

**Thuy Anh Fox**

Concord & South View  
Parent

**Traci Mercado**

Edina High School  
Parent

**Tricia Pettis**

South View  
Principal

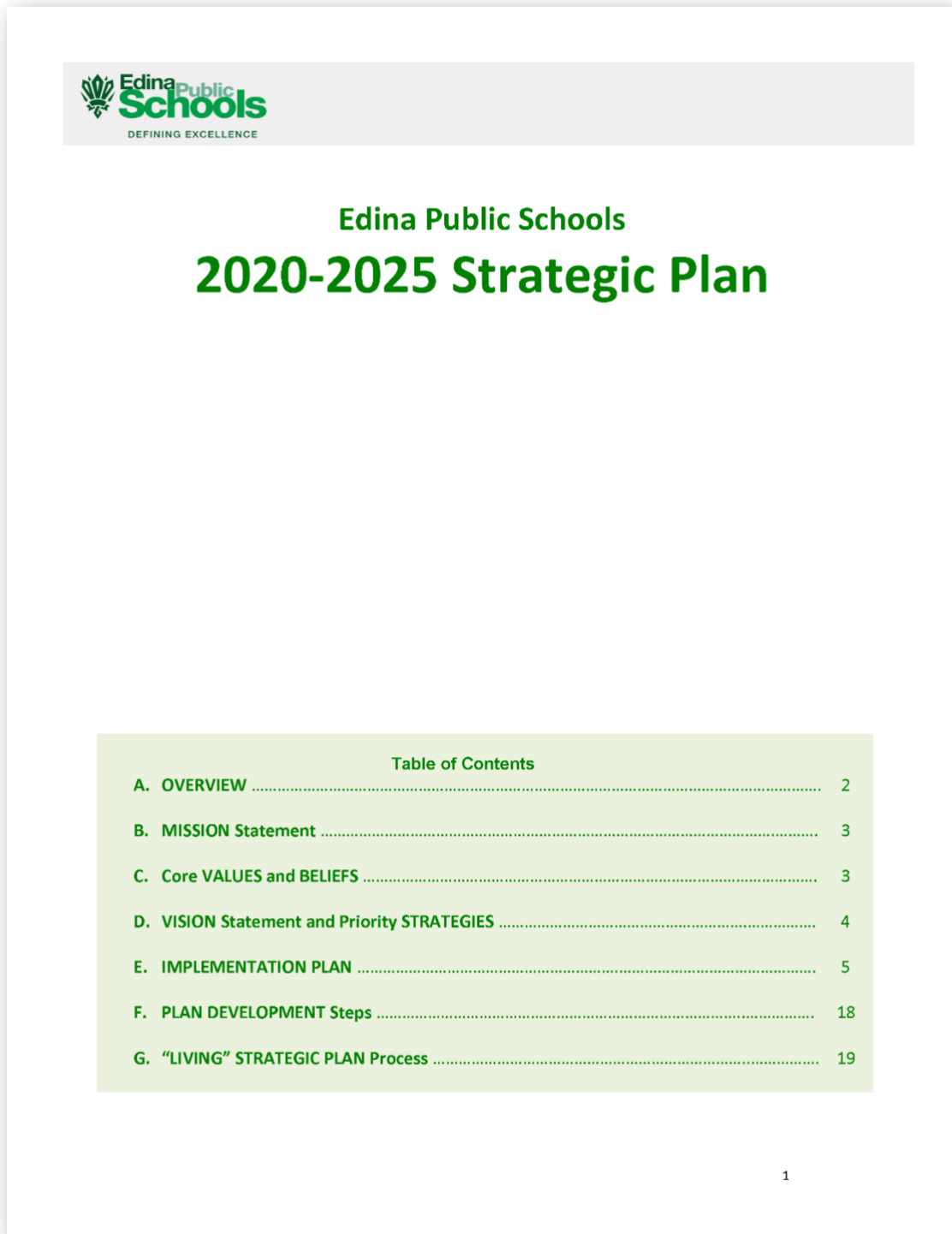
**Zoya Hasan**

Edina High School  
Student

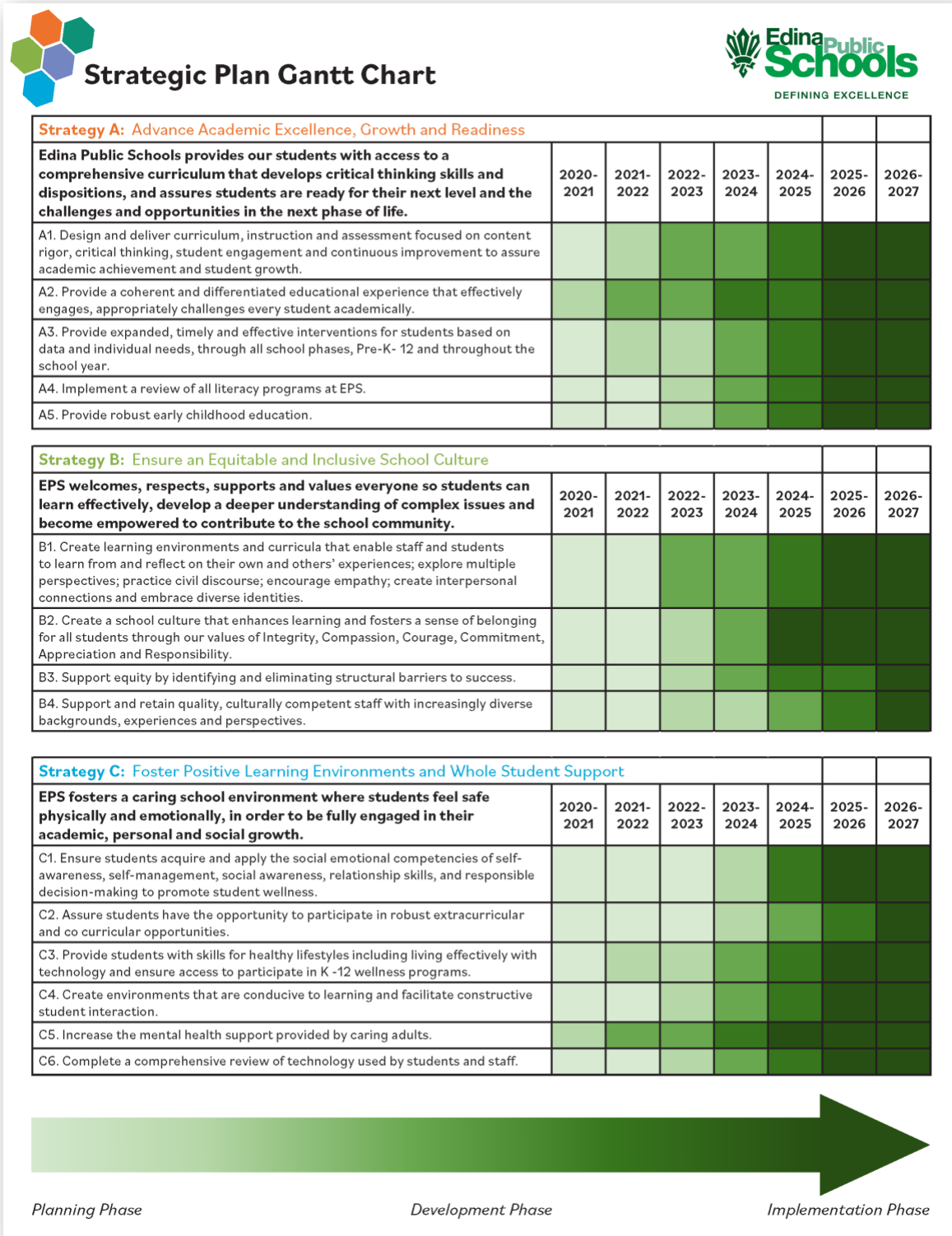
# **SUPPLEMENTAL DOCUMENTS**



**2020-2025 Strategic Plan (click graphic to expand view)**



## Strategic Plan Gantt Chart



Strategic Plan Gantt Chart (continued)

