

**2016-2022 Strategic Plan**

**We will ensure safe, inclusive environments, and encourage diverse perspectives through engagement innovation and creativity.**

**YEAR 2 (2017-2018)**

**2017-18 Priority Statement 1 – Understand student preference for learning opportunities at the secondary level that empowers shared ownership.**

#	Action Steps for Priority Statement	Success Measure	Responsibility	Due Date	Total Cost
1	Launch the MS Program of Study	Program of Study on District website	TLS, Middle School Administration	September 2017	\$0
2	Partnering with the Curriculum Advisory Council (CAC), engage in communication, feedback, and learning opportunities regarding student preference for parents.	District administration consultation with TLS and attendance at CAC; <i>students join parents at specific CAC meetings to strengthen message and align support</i>	District Administration, TLS, and School Administration	Spring 2018	\$0
3	Share learning opportunities, learner preference, and shared ownership findings from secondary students and CAC with principals and TLS to then implement ideas for the 2018-19 school year.	Updates from student and parent meetings at Secondary Principals’ meetings; address items at May 2018 Program of Study Meeting	District Administration, TLS/REA, Secondary Principals	Spring 2018	

**2017-18 Priority Statement 2 – Continue to execute professional development around culturally responsive teaching.**

#	Action Steps for Priority Statement	Success Measure	Responsibility	Due Date	Total Cost
1	Continue the book study on Dr. Sharokky Hollie’s <i>Culturally</i>	100% of teaching staff will access these	Principals, District Administration, OEI	June 2018	\$1,500 text

	<i>and Linguistically Responsive Teaching/Learning (CLRTL)</i> , as well as implement the strategies in the supplemental <i>CLRTL</i> binder.	resources and engage via book studies, team planning, or other method.			\$1,000 supplement
2	Collect classroom data to allow principals to measure the frequency, depth, and impact of CRT strategies.	Develop and implement an informal walk through form by September 2017	Assistant Superintendents; Principals; REA; OEI; ATPPS Committee	Spring 2018	
3	Implement the CRT/Equity teams, led by the Equity Teacher Leaders, and focus on staff development in each school for the <i>CLRTL</i> strategies.	Each school will have a functioning Equity Team.	District Administration, School Administration, Equity Teacher Leader, ATPPS Coordinator	Spring 2018	\$36,000

**2017-18 Priority Statement 3 – District employees will focus on skills, techniques and frameworks that will enhance relationships with their students, as well as supporting positive student to student relationships.**

#	Action Steps for Priority Statement	Success Measure	Responsibility	Due Date	Total Cost
1	Assess current building practices that are designed to enhance staff/student and student/student relationships.	Shared data after the assessment of the Minnesota Student Survey and SIP results	School/District Administration, OEI and TLS/REA support	August 2017	\$0
2	Devise and implement the steps to improve and enhance schools' SIP climate and culture goals	SIP progress and Spring 2018 survey data; <i>measure school climate through student/staff/parent assessment</i>	School/District Administration, OEI and TLS/REA support	Spring 2018	\$0
3	Align current building relationship/advisory frameworks at all schools to ensure a routine, focused connection with all students.	Exercises and agenda items at Fall and Winter Principals' Learning Leaders' Meetings; HS field research and off-campus visits on advisory completed	District/School Administration, TLS	Spring 2018	\$2,500

**Functional Support Required (explanation of needs in other areas to achieve the priority statements, ie., real costs for completion):**

Finance	\$136,000 – listed in Staff CC group
Communications	Communication with families, students, teachers, and community about each area above. Survey and research support.
Human Resources	Addition of CRT Equity Leaders via ATPPS Committee and Funding; Contract Language discussion/agreement regarding advisory
Professional Development/TLS	CAC invitation and participation; SIP access, implementation support, and data; participation in Advisory/Student Connection meetings