



District Operational Plan

Goals, strategies and performance indicators of Cabinet 2021-2022

Adopted:

This District Operational Plan is organized around the areas of strategic planning, as illustrated in the schoolhouse model. The area of “High Student Achievement,” which is at the center of the model, is supported in some way by all of these strategic areas and goals.

Shaded goals indicate Board-approved priorities

MEANINGFUL FAMILY/COMMUNITY PARTNERSHIPS

Rationale #1

Leader(s)

<p><i>Traditionally families wishing to enroll in the Mounds View Schools are directed to contact their assigned home school to complete the registration process. This practice can be cumbersome for families that have students at multiple schools in the district. It is even more challenging for families with other barriers such as a reliance on public transportation or where English is not their primary language. Families may arrive at schools to enroll at times when we may not necessarily have staff who can translate for them, especially during the summer months. We believe creating a centralized system to welcome and enroll students would benefit families, streamline our processes and afford the ability to provide direct support during the enrollment process.</i></p>	<p>Chris Lennox, Jen Lodin, Darin Johnson, Bernice Humnick</p>
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Goal	Strategies	Performance indicators/Documentation	Timeframe
<p>Centralize the District’s Welcome and Enrollment Services.</p>	<p>Meet with District and Building staff to collect the following data:</p> <ul style="list-style-type: none"> ● Monthly enrollment volume and trends ● Current staffing needs 	<p>Meetings have taken place and data has been collected.</p>	<p>Fall 2021</p>

	<ul style="list-style-type: none"> • Current translation needs • Family supports (ex: transportation, technology, etc.) 		
	Visit successful Welcome Center models in other school districts to learn about best practice.	Site visits have taken place and data has been collected and reviewed.	Fall - Winter 2021
	Identify potential locations for the centralized program.	Location options have been identified	Fall - Winter 2021
	Select the final location for the centralized program.	Final location has been selected.	Winter 2021-22
	Determine staffing plan and budget for the centralized program.	Staffing plan and budget have been finalized	Spring 2022
	Finalize the plan for opening the new District Welcome and Enrollment Services center.	Final plan for the centralization of our District Welcome and Enrollment Services has been shared with the public.	Spring 2022

Rationale #2	Leader(s)
<p><i>For many students and families, career and college planning has focused on the immediate term and decisions that need to be made about course selection to meet high school graduation requirements. While this is certainly one factor in a student's future planning, we believe our students and families need expanded access and information about career opportunities and what postsecondary educational options might best lead them to their personal goals. We believe our Middle and High Schools must offer each student age appropriate, grade specific activities to assist them in developing their personal educational plans. These activities must mesh with the 3+1 and 4 year planning students engage in with their Deans and involve partnership with their parents/guardians.</i></p>	<p>Mindy Handberg Michael Werner</p>

Goal	Strategies	Performance indicators/Documentation	Timeframe
Align and strengthen our career and college advising services in middle and high school.	Create a master Career and College Activity Calendar by grade level.	Grade Level Priorities have been identified.	Fall 2021 - Winter 2022
	Create a career and college website.	Content has been gathered, created and placed in a Google Site framework.	Fall 2021
	Draft a communications plan for both internal and external stakeholders.	A Career and College Activity Calendar has been introduced via parent/student school-based communications.	Fall 2021
		A monthly Newsletter has been created.	Fall 2021 - Ongoing
		The Social Media Reps at HS are posting content.	Fall 2021 - Ongoing
	Back to School Dean Meeting Presentation	Deans have been introduced to the updated Career and College Resources.	Fall 2021
		Deans have participated in the State of the Workforce 2021 (external speaker/expert).	Fall 2021
	Monthly Dean Meetings	A meeting Schedule has been created. Agendas and minutes from meetings are being collected and archived.	Fall 2021 - Ongoing
Create community-based Career Resources	Resources include: <ul style="list-style-type: none"> ● Ramsey County Means Business <ul style="list-style-type: none"> ○ School District Career Pathways Directory ● Career Force 	Ongoing	

		<ul style="list-style-type: none"> • Trades Hub • High School Internship Course 	
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HEALTHY LEARNING CLIMATE

Rationale #1

Leader(s)

<p><i>As a result of the district construction projects all of our schools now have new and/or renovated classrooms and common spaces that are designed to be flexible and have been equipped with new, flexible furniture and technology that provide multiple options for students to participate in learning activities. These new spaces have proven to be very engaging for our students and we believe it is important to continue to expand access for all students by replacing the furniture and technology in the older classrooms and common spaces. This replacement will effectively create new, renovated environments in all classrooms as a way to keep students interested and actively engaged in their education.</i></p>	<p>Chris Lennox, Darin Johnson, Angie Peschel, Penny Pease, Bernice Humnick</p>
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Goal	Strategies	Performance indicators/Documentation	Timeframe
Continue to enhance and expand student access to new flexible furniture and technology.	Complete an audit of all classrooms and learning spaces for each school building.	District audit has been completed.	Fall 2021
	Develop a design plan for technology equipped hybrid learning classrooms.	Classroom design for hybrid classrooms is complete.	Fall 2021
	Develop a district plan to increase the amount of flexible furniture and technology equipped classrooms.	District plan for purchase of flexible furniture and technology has been created.	Winter 2021 - Spring 2022
	Begin to purchase and add flexible furniture and	Flexible furniture and technology is being purchased and installed in classrooms across	Spring 2022 - Ongoing

	technology to existing classrooms and learning spaces.	the district.	
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HIGH QUALITY INSTRUCTION

Rationale #1

Leader(s)

<p><i>As a result of the need to leverage technology for instruction this past school year, we have learned that there are educational opportunities that can be realized by integrating technology into instruction at all educational levels. One opportunity of increased integration is our ability to address equity and student access to technology. Not every family has the same means to provide devices and moving to a more integrated program helps to address these issues. In addition, the ability for students to access digital content outside of the traditional school day allows learners to take advantage of non school time to practice or enhance key learning skills. Technology can also allow students to personalize their learning experience taking advantage of multiple programs, applications and learning content that would otherwise not be available to them in a traditional educational setting. We believe, coupled with strong teacher pedagogy, providing access and opportunity to use technology will increase student engagement and achievement.</i></p>	<p>Angie Peschel Penny Pease</p>
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Goal

Strategies

Performance indicators/Documentation

Timeframe

<p>Design and implement a technology plan that integrates technology for learners at all educational levels.</p>	<p>Create and define the framework and language to be used for high quality instruction through technology.</p>	<p>A framework with terms and definitions for high quality instruction has been created.</p>	<p>Fall 2021</p>
	<p>Identify core instructional technology subscriptions and apps by grade level and/or course.</p>	<p>A digital document listing all the core technology available that will be used to provide high quality instruction has been created.</p>	<p>Spring 2022</p>

	Outline the rationale for the different integration models (take-home and cart model) at each of the educational levels.	A document has been shared with leadership teams and posted on the Curriculum and Instruction website.	Fall 2021
	Define expectations for families, students and teachers regarding care and use of devices.	A Handbook outlining expectations has been completed by each site and shared with teachers, students and families.	Fall 2021
	Select the appropriate tool(s) to be used in grades PK - 2.	Feedback has been collected and appropriate tool(s) have been selected.	Winter 2022
	Determine the process to identify students who may need hotspots in order to access dependable wifi to engage in learning away from school (take home model). Determine when it may be appropriate for hot spots to be provided to elementary students (cart model).	Documents have been created and shared with deans and admin teams.	Winter 2022

Rationale #2

Leader(s)

<i>COVID-19 has had a dramatic impact on our students and community at large. As we welcome students back for the 2021-22 school year, we anticipate an increased need for support and intervention across the district. These support services will have to be available in a variety of areas and we need to strengthen and align our resources, strategies and practices to ensure that we are able to provide academic, physical, and social emotional support to ensure each student's success.</i>	Jen Lodin Angie Peschel Bev Zelinski
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Goal	Strategies	Performance indicators/Documentation	Timeframe
<p>Centralize, align and strengthen the District's system of student support and intervention.</p>	<p>Work with consultants to map student supports throughout the system.</p>	<p>A Shared Google Folder has been created. Mapping Resource Document exists.</p>	<p>Fall 2021</p>
	<p>Facilitate a process to analyze the resources identified in the mapping process to find redundancies and gaps</p>	<p>Resource Analysis Document has been compiled.</p>	<p>Fall 2021</p>
	<p>Identify a process to assess the scope of the needs across the district.</p> <ul style="list-style-type: none"> ● eliminate the redundancies ● address the gaps within the system 	<p>A document has been created that outlines the needs across the system.</p>	<p>Winter 2022</p>
	<p>Attend professional learning for Multi-tiered system of support (MTSS) at the University of Minnesota.</p>	<p>Agenda from the meeting along with a list of participants.</p>	<p>Summer 2021</p>
	<p>Research other districts who have successful MTSS structures</p>	<p>A research document has been created and shared with district leaders.</p>	<p>Fall 2021</p>
	<p>Hold 2-3 meetings with central office and site leaders to create a MTSS-like structure to standardized tier 1, tier 2 and tier 3 supports for students within the system.</p>	<p>Meetings have been scheduled and taken place. Agendas and minutes from the meetings have been collected and archived.</p>	<p>Summer 2021 - Summer 2022</p>

FINANCIAL OVERSIGHT AND STEWARDSHIP OF RESOURCES

Rationale #1	Leader(s)
<i>COVID 19 has had a dramatic impact on many organizations including Mounds View Public Schools. It will be critically important to watch student enrollment and state funding as we move into the next school year. Now more than ever the district must work proactively with all employee groups on the timely completion of employee contracts. This must be done in such a manner that provides for fiscal stability and does not distract from the mission, vision and goals of the District.</i>	Julie Coffey, Bernice Humnick

Goal	Strategies	Performance indicators/Documentation	Timeframe
Complete contract negotiations with all employee groups while aligning expenditures and revenue, keeping class sizes within Board-approved ranges, limiting legacy costs, and balancing the need to attract and retain the best employees.	<p>Maintain structural changes to employee contracts.</p> <p>Remain in the mid-range of the comparison districts we utilize for compensation.</p> <p>Establish a collaborative approach and mutual interest negotiations strategy.</p>	<p>Contract settlements have been completed.</p> <p>Final compensation comparison has been compiled after contract settlements.</p> <p>Strong labor relations have been maintained throughout and following negotiations.</p>	<p>Fall - Winter 2021</p> <p>Winter 2021-22</p> <p>Ongoing</p>