



District Operational Plan

Goals, strategies and performance indicators of Cabinet 2022-2023

Adopted: DRAFT

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>A spring 2022 survey showed that 85% of residents and 91% of parents think the District does a good job of communicating issues and decisions. By a wide margin, residents and parents both attributed “good communication” as the main reason they felt the Board’s and the administration’s job performance deserved a rating of “excellent” or “good.” Clearly, good communication is valued by the community, and it plays an important role in how the District is perceived. Expanding and enhancing these efforts are a worthwhile endeavor to maintain meaningful family and community partnerships.</i></p>	<p>Colin Sokolowski</p>
--	-------------------------

Goal	Strategies	Performance indicators/Documentation	Timeframe
<p>Expand and enhance communications that highlight important issues, decisions and positive attributes about Mounds View Public Schools.</p>	<p>Create self-guided, interactive 360-degree photo tours of the high schools, and consider expanding these to the other schools if valuable. These features will be available online and accessible in-person at the District’s new Welcome Center.</p>	<p>Creation of the interactive photo tours for the high schools.</p>	<p>Summer - Fall 2022</p>

	<p>Using drones, update aerial photographs and video files of all school buildings, to capture the completed construction work and to provide current views of new entrances and school footprints.</p>	<p>New photo and video files for each school are shared in print media, electronic media and on social media.</p>	<p>Summer - Fall 2022</p>
	<p>Continue the District’s “Did You Know?” campaign on social media and in enewsletters, to celebrate timely and strategic District-wide facts and brief news items.</p>	<p>Continuation of the campaign will include:</p> <ul style="list-style-type: none"> ● Social Media Posts ● Website pop ups ● Targeted emails ● Staff Net messages ● Print materials 	<p>Fall 2022 - Spring 2023</p>
	<p>Solicit examples and promote everyday acts of kindness, caring and compassion expressed by students and staff towards students and staff.</p>	<p>Launch a campaign that regularly showcases brief stories that illustrate our school communities’ kind acts through social media, electronic news and print news.</p>	<p>Fall 2022 - Spring 2023</p>

Rationale #2

Leader(s)

<p><i>With the opening of the Career and College Centers at both high schools, our focus continues to shift to the identification of students' personal and professional goals and interests that they wish to pursue following graduation. This shift gives students/families opportunities to utilize career and college planning tools (currently Naviance) and grade-specific exploration and exposure opportunities to answer the question, “What’s Next?” This work will mesh with the 3+1 (middle school) and 4 year planning (high school) planning opportunities students engage in with their Deans and involve partnership with their parents/guardians. In addition, continued outreach with industry partners and colleges and universities of all types (local, regional, national, two-year, four-year, technical, community, HBCUs) will assist students in connecting current interests and opportunities to their future plans.</i></p>	<p>Jen Lodin, Mindy Handberg, Michael Werner</p>
---	--

Goal	Strategies	Performance indicators/Documentation	Timeframe
<p>Expand Career & College programming with the addition of Career & College Centers at Mounds View and Irondale High Schools.</p>	<p>Increase utilization of career and college planning tools.</p>	<p>Renew Naviance contract and update/add relevant features (potential partnership with MVSEF).</p>	<p>Summer - Fall 2022</p>
		<p>Increased use by students, families, deans and building administrators.</p>	<p>Fall 2022 - Spring 2023</p>
	<p>Creation of grade level calendar for exploration and exposure opportunities to answer the question, “What’s Next?”</p>	<p>Increase use of career and college planning tools that identify exploration and exposure opportunities.</p>	<p>Summer - Fall 2022</p>
	<p>Dean and student 3 +1 (Middle School) and 4 year planning (High School) meetings should be guided by career and college planning tools, including Naviance.</p>	<p>Attendance at in person events</p>	<p>Fall 2022 - Spring 2023</p>
	<p>Increased partnerships with cities, county, industry, and trades.</p>	<p>Examples of four year plans for a variety of career fields (create backward maps identifying what coursework students can take now to prepare them for the future).</p>	<p>Summer - Fall 2022</p>
		<p>Utilization of Career Interest Profiler (High School) and Career Keys (Middle School) in Naviance.</p>	<p>Fall 2022 - Spring 2023</p>
		<p>Utilize Knight Time and Reflect times, as well as targeted classes, to schedule industry presentations.</p>	<p>Fall 2022 - Spring 2023</p>
		<p>Targeted representations at onsite job fairs (those organizations representing student interest areas).</p>	<p>Fall 2022 - Spring 2023</p>

	Continued outreach with colleges and universities	Increased student participation with external field trips (i.e. union training centers, industry tours, etc....). Open Naviance scheduling tool, College Rep Visits, earlier. Doing so gives students/families more time to plan for in-school visits. Increased outreach/communications to college and university, specifically HBCUs. Identify HBCU staff or alumni to visit with students.	Fall 2022 - Spring 2023 Summer - Fall 2022 Fall 2022 - Spring 2023 Fall 2022 - Spring 2023
--	---	--	---

Rationale #3

Leader(s)

<i>Over the last two years, many programs in Community Education were forced to change delivery models and had to limit access to the number and types of programs that were offered to students and families in our district. As we emerge from the pandemic, we feel that it is important to review and expand the programs offered in ECFE, Preschool, enrichment programs and Adult Education programs. Data collected through registration, wait lists, advisory groups and community interest feedback will be used to balance course offerings and align to community needs resulting in a variety of different daytime, evening and weekend programs utilizing multiple delivery methods.</i>	Karl Brown
---	------------

Goal	Strategies	Performance indicators/Documentation	Timeframe
Expand Access to Community Education Programs in the following Areas: Early Childhood Classes	Increase the number of Preschool 3s and 4s classes and ECFE classes	Additional class offerings in catalog and registration	Fall 2022 - Spring 2023

Youth Programs	<p>Convert Early Childhood office at Pike Lake into a classroom</p> <p>Assess parent interest in classes through advisory council meetings, community outreach events, newsletters</p> <p>Expand the number of youth enrichment opportunities at KG,Elementary and middle schools through staff and vendor recruitment</p>	<p>Office conversion completed</p> <p>Advisory Council meeting minutes, record of newsletters, Outreach events. 2023-2024 Registration/Course Offerings</p> <p>Class and activity registrations Record of marketing and outreach efforts, flyers, e-marketing Parent/participant survey results</p>	<p>Summer - Fall 2022</p> <p>Fall 2022 - Spring 2023</p> <p>Fall 2022 - Spring 2023</p>
Adult programming	<p>Increase marketing and outreach for Adult Education classes</p> <p>Expand Career Pathways opportunities in ABE to include in person and hybrid delivery models</p>	<p>Record of marketing and outreach efforts, flyers, e-marketing</p> <p>Application to MDE to provide online Microsoft Office and Para Pro content</p> <p>Additional Class offerings in certification preparation, transportation and certified nursing assistants</p>	<p>Summer - Fall 2022</p> <p>Summer - Fall 2022</p> <p>Fall 2022</p>

HEALTHY LEARNING CLIMATE

Rationale #1

Leader(s)

<p><i>Health and safety plans have been modified and adjusted multiple times over the course of the last two years. This process has reinforced the importance of maintaining up to date information, not only for health and safety, but also for crisis and security at each of our school sites. Our recent construction projects have also resulted in the need to change or modify plans at many of our school sites. As a result, we feel it is important for district personnel to work collaboratively with local law enforcement, emergency services personnel, and other partners to review, revise and update our district and school site health, safety and security plans. We believe that maintaining a safe learning environment is essential for students of all ages and this should be priority work to ensure that the district and our schools have up to date plans and responses that address a full complement of potential health, safety and security issues.</i></p>	<p>Chris Lennox, Darin Johnson, Jen Lodin</p>
---	---

Goal	Strategies	Performance indicators/Documentation	Timeframe
<p>Review, Update and Refresh District Health, Safety and Security Plans focusing on the four phases of Emergency Management: Mitigation, Preparedness, Response, and Recovery.</p>	<p>Collaborate with State and Local Health, Safety and Security Partners to audit and review all current documentation, training, protocols and expectations.</p>	<p>Create and share a summary of review and recommendations from meetings, materials, and conversations that take place with partners regarding current practices and recommendations for next steps.</p>	<p>Fall 2022 - Winter 2023</p>
	<p>Share recommendations of comprehensive audit and review with the district safety committee.</p>	<p>Record of meeting minutes, membership, topics and actions recommended or taken.</p>	<p>Fall 2022 - Spring 2023</p>
	<p>Make recommended adjustments to all health, safety and security training for staff and students.</p>	<p>Record of training to be completed, by whom, when and what topics will be addressed. Establishment of accountability outcomes and documentation of training completion.</p>	<p>Fall 2022 - Spring 2023</p>
	<p>Complete all applicable Policy and Regulation updates.</p>	<p>Necessary changes to policy and regulations related to Health, Safety and Security have been completed.</p>	<p>Spring 2023</p>

HIGH QUALITY INSTRUCTION

Rationale #1

Leader(s)

<p><i>The Instructional Strategies Facilitator (ISF) positions in our district are one way we have created job embedded instructional support for our teachers. The ISF role has been a part of our system to support teachers for a number of years and we have found it to be very valuable to the system at all instructional levels. Having just come through the last two years of being required to make rapid transitions to various teaching models, our staff are asking for expanded support to assist them in strengthening their instructional practice. As educational standards continue to change and new instructional methods evolve and emerge, we believe it will be important to work with our staff, teachers and administration to clearly articulate an updated coaching model within Mounds View Public Schools that includes support, training and professional development across our system.</i></p>	<p>Angie Peschel</p>
---	----------------------

Goal	Strategies	Performance indicators/Documentation	Timeframe
<p>Review Instructional Model and Expand Coaching Support</p>	<p>Form a working group to update the district framework outlining the purpose and goals for instructional support</p> <p>Investigate instructional coaching models and training options and determine the model to be used for training/Professional Development (PD) for teacher leaders</p> <p>Create a schedule for training during the 2022-23 school year.</p> <p>Create expectations for coaching practice and support for the teacher leaders and principals/admin</p>	<p>Agendas and meeting notes from the working group will be collected and archived.</p> <p>Notes including pros and cons for various coaching models and training options along with recommendations for any potential vendors or consultants</p> <p>Calendar of training and topics has been established</p> <p>Document clarifying expectations and support has been created</p>	<p>Summer - Fall 2022</p> <p>Summer - Fall 2022</p> <p>Fall 2022</p> <p>Winter 2022 - Spring 2023</p>

	Create a plan for continued support and training beyond the 2022-23 school year	Document outlining the plan for continued support and training has been created	Spring 2023
	Develop the train the trainer model for new teacher leaders who enter beginning in the 2024-25 school year.	Timeline and document describing the model has been created	Spring 2023
	Investigate and determine a means to measure the success of the coaching model.	Research on methodology to measure success has been completed and metrics have been determined	Winter 2022 - Spring 2023
	Develop a plan for a full coaching model with implementation beginning in the 2023-24 school year.	Instructional Support handbook includes the plan for the coaching model.	Spring 2023

FINANCIAL OVERSIGHT AND STEWARDSHIP OF RESOURCES

Rationale #1

Leader(s)

<i>As a result of the COVID-19 pandemic, school districts across the state and nation have seen changes to their traditional enrollment patterns. In an effort to collect better data regarding the patterns taking place in our school district, we want to take a closer look at our current enrollment and projections for the future. The last district wide comprehensive study was conducted in the fall of 2015 and we feel it is important to update the current data for our school district in order to best prepare and plan for the future.</i>	Chris Lennox, Bernice Humnick
---	----------------------------------

Goal

Strategies

Performance indicators/Documentation

Timeframe

Complete a Comprehensive Housing and Enrollment Study	Complete and document district-wide K-12 enrollment projections by grade by year for 10 years into the future (cohort survival method).	Enrollment projections have been documented forecasting the next 10 year period.	Fall 2022 - Winter 2023
---	---	--	-------------------------

	<p>Create assumptions, provide analysis, and report on enrollment projections.</p> <p>Review resident birth rates and provide statistical analysis for kindergarten students five to six years later.</p> <p>Housing unit study will be completed projecting the number of residential units by unit type and an estimate and analysis of the number of students from those units will be included in the report.</p> <p>Enrollment decisions within the Valentine Hills attendance area will be studied as a subset of the overall enrollment within our secondary school feeder system and used to determine if a shift in the decision point from High School to Middle School is possible.</p> <p>A public presentation of all data related to the Housing and Enrollment Study will be provided at a public meeting of the School Board.</p>	<p>Enrollment assumptions have been created and analyzed relative to their impact on enrollment projections.</p> <p>Birth rates have been reviewed and analyzed based on kindergarten cohort enrollment.</p> <p>A complete housing study has been completed and projections established regarding the enrollment projections for various housing types.</p> <p>Data regarding enrollment decisions will have been collected and used to determine if the secondary school decision point for this attendance area can be moved to middle school.</p> <p>A public presentation to the district about demographics, migration patterns, mobility, housing analysis and population trends has been presented.</p>	<p>Fall 2022 - Winter 2023</p> <p>Fall 2022 - Winter 2023</p> <p>Fall 2022 - Winter 2023</p> <p>Fall 2022 - Winter 2023</p> <p>Winter - Spring 2023</p>
--	---	--	---