



2022-2023 District Operational Plan: World's Best Workforce

School Board Meeting

Tuesday, September 13, 2022



OUR STRATEGIC PLAN FOR THE FUTURE

Our District Values

These values describe how we will work with our learners and each other:

Accountability

- To fulfill one's roles and responsibilities and be responsive to the results.

Courage

- Doing and saying the right thing at the right time in the right way despite challenge, adversity, or conflicting self interests.

Excellence

- A relentless and intentional effort in continuous improvement.

Innovation

- Purposeful, courageous, continuous improvement through research and action.

Integrity

- Always aligning our actions with our values and beliefs.

Learning

- Continuous, meaningful, and challenging effort that results in student success.

Respect

- Listen to, accept, and value each individual in the school district and community.

Shared Responsibility

- Working together interdependently and collaboratively, learning from one another, entrusting one's self interest to another, and taking ownership for our individual and collective actions and decisions.

The Spring Lake Park Schools' Strategic Plan for the Future is the roadmap that we follow in our continuing - and measurable - focus on success for all students. The strategic plan is developed and approved by the school board and provides overall direction for the district's work.

Our District Purpose

High expectations. High achievement for all. No excuses.

Our Vision for the Future

Spring Lake Park Schools will be a world-class learning community aligned around...

- Fostering personalized experiences so that each student feels valued, inspired, and has a sense of belonging,
- Resulting in college readiness, and the development of academic, life, and career skills so that each student has aspirations for success.



Our Strategic Anchors

We will move towards our vision through a focus on continuous improvement, identifying annual and multi-year projects and initiatives within three Strategic Anchors. Each of these efforts are centered around raising our highest levels of learning while narrowing the achievement gap and ensuring equitable learning for all.

Our over-arching goals for all planning and for providing a focus in moving towards our vision

- We will achieve greater levels of coherence and alignment throughout the system.
- We will proactively position the school district for the future in all planning and decision-making.

Strategic Plan

The Spring Lake Park Schools' Strategic Plan for the Future is the roadmap we follow.

The strategic plan is a governance document developed and approved by the School Board and provides overall direction for the district's work.

District Operational Plan

- We will move towards our vision through a focus on continuous improvement and innovation, identifying annual and multi-year projects within our District Operational Plan.
- This ongoing, annual plan utilizes an adaptive planning process, reviewed and updated regularly to reflect progress and emerging influences.
- Each of the projects included in the District Operational Plan are directly or indirectly connected to the district's primary focus of raising achievement for each student.



The Spring Lake Park Schools' District Operational Plan (DOP) identifies the strategic initiatives and projects under study or being implemented to improve and innovate within our schools. This annual plan is reviewed and updated quarterly to reflect progress and emerging influences. The projects included are directly or indirectly connected to the district's focus of "raising our highest levels of learning while narrowing the achievement gap and ensuring equitable learning for all."

STRATEGIC ANCHOR – Engaged and Enthusiastic Learners

Align work of adults to continuously improve personalized instruction and responsiveness to meet our students' unique and varied needs

Deepen Innovative and Personalized Learning—Continue development and implementation of core elements of personalized learning — competency-based learning, learner profiles, personal learner maps, flexible learning environments

Refine SLP Schools Online K-12—Transition the elementary model further toward our vision of personalized learning and assess creation of secondary online electives

Complete Study of K-12 Science—Study core resources for science and begin multi-year implementation with grade 6 science

Continue to Strengthen Student Supports and Intervention—Align, strengthen and communicate our system of supports for students' academic, social-emotional and mental health

STRATEGIC ANCHOR – Effective Operations

Improve our effective management of human, financial and physical resources

Align Staff Technology Platforms and Practices—Begin implementation of a multi-year effort to streamline staff technology tools and align practices districtwide

Choose Alternative Learning Approach—Determine the future approach to alternative learning programming for SLP students

Study District Demographic Trends—Complete a demographic study of the district to identify potential impacts to enrollment, school boundaries and other plans

Support Teachers as Learners—Refine teacher learning and evaluation practices and tools to support and enhance the experience of new and experienced teachers in their continued growth

Apply COVID-Relief Funding to Greatest Student Needs—Evaluate the impact of efforts to accelerate student learning and support social, emotional and mental health

STRATEGIC ANCHOR – Communications and Connections

Increase the connection, engagement and support of our families and communities

Enhance Partnerships with Families—Strengthen school and home partnerships to support student learning and engagement

Enhance Community and Industry Partnerships—Bring community members, students and educators together in our schools to strengthen connections and create partnerships

Address Frequent Student Absenteeism—Review, redesign and implement school processes that engage families and community partners in addressing frequent student absences



2022-2023 District Operational Plan

- In August, we provided a broad overview of the District Operational Plan and focused on the board priority of Innovative and Personalized Learning.
- This evening, we will:
 - Provide a brief overview of 2021-2022 district results
 - Provide an overview of three key projects: Innovative and Personalized Learning, Continue to Strengthen Student Supports and Interventions and Enhance Partnerships with Families

Data quality: Current reality

- Administration of, and participation in, standardized tests has fluctuated throughout the pandemic.
- Given the 3-year gap in data, we can't make comparisons to past years, or to student cohorts.
- The pandemic has impacted student attendance, staff attendance, data quality in areas such as free and reduced lunch, and student achievement.
- The number of students within some student groups is too small, or varied year over year, to make conclusions about trends.
- As a result, our Spring 2022 data will serve as a new baseline for our standardized test measures moving forward.

Vision goals to drive design & planning

We want to be on a positive trajectory each year toward our goal of each student graduating, and:

- prepared for their next step beyond SLP
- having discovered a spark in their interest area
- having earned 12 college credits by the end of 12th grade

We are monitoring key indicators along the preK-12 journey on our path to achieve these vision goals.



Portrait of a Graduate

Desired results:

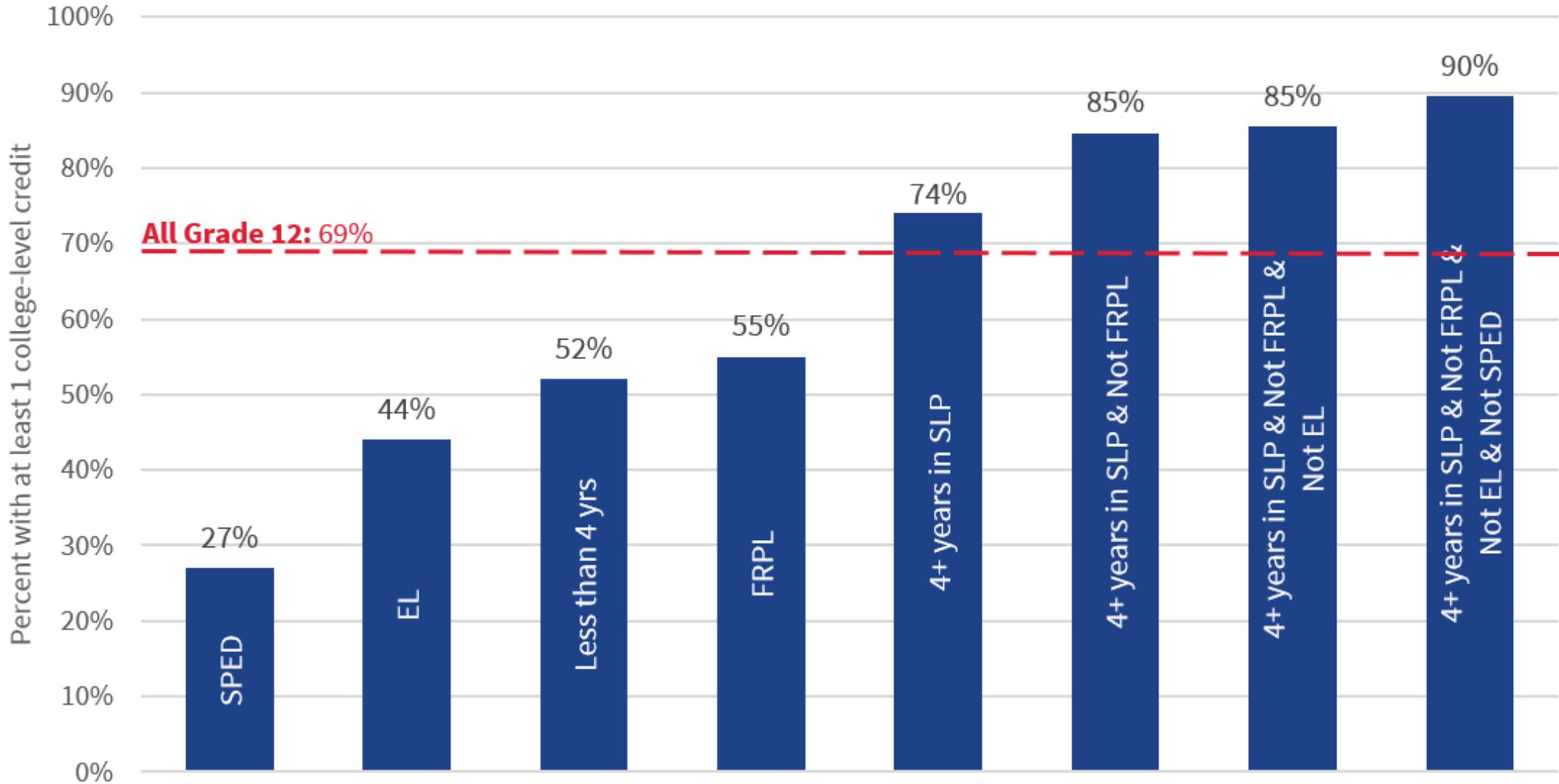
All 12th grade students...

- Have a positive trajectory toward each student graduating in 4 years
 - Have a plan beyond SLP
 - Have taken at least one college credit and/or have had a work or internship experience
 - Earn 12 college credits by 12th grade
 - Earn a bilingual seal or certificate

Monitoring progress:

- Students leave 9th grade on track to graduation (no course fails in core courses)
- Each student has an annual and 4+ year personal learner map identifying path to graduation requirements and beyond
- Student progress is monitored weekly:
 - Students who need it will have a short-term learner map to get them back on track to achieve outcomes in specific courses
 - Students who are on a path of chronic absenteeism have targeted support

Class of 2021 : At least 1 College-Level Credit



Portrait of an 8th Grader

Desired results:

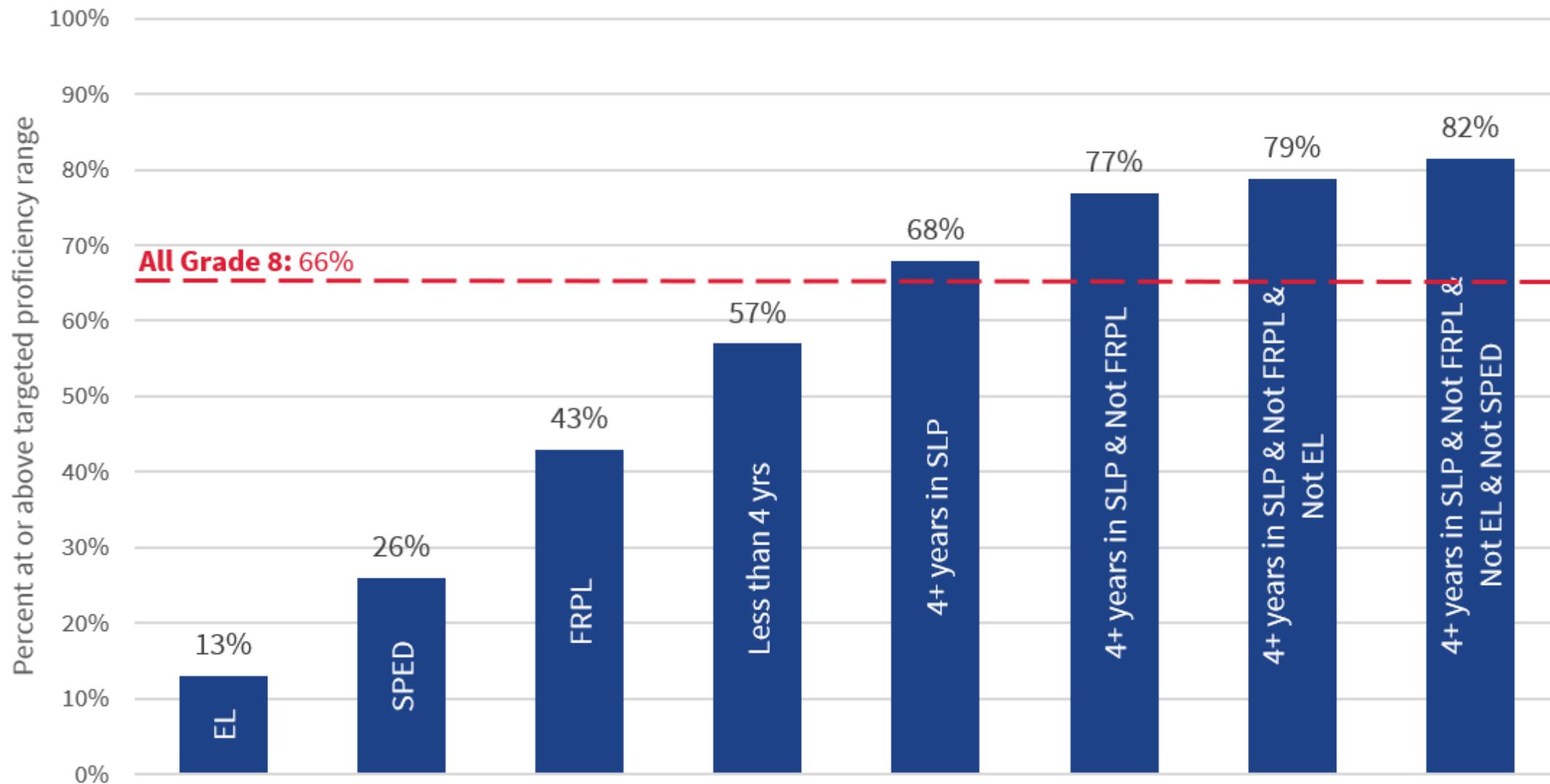
All 8th grade students...

- Pass core courses
- Have reading and math achievement at or above targeted proficiency range on the MAP assessments
- Have an annual learner map and an initial 4+ year personal learner map

Monitoring progress:

- Student academic progress is monitored weekly:
 - Students who need it will have a short-term learner map to get them back on track to achieve outcomes
 - Students who are on a path of chronic absenteeism have targeted support
- Students exhibiting behaviors conducive to an environment of learning

Grade 8 MAP Reading Spring 2022



Portrait of a 4th Grader

Desired results:

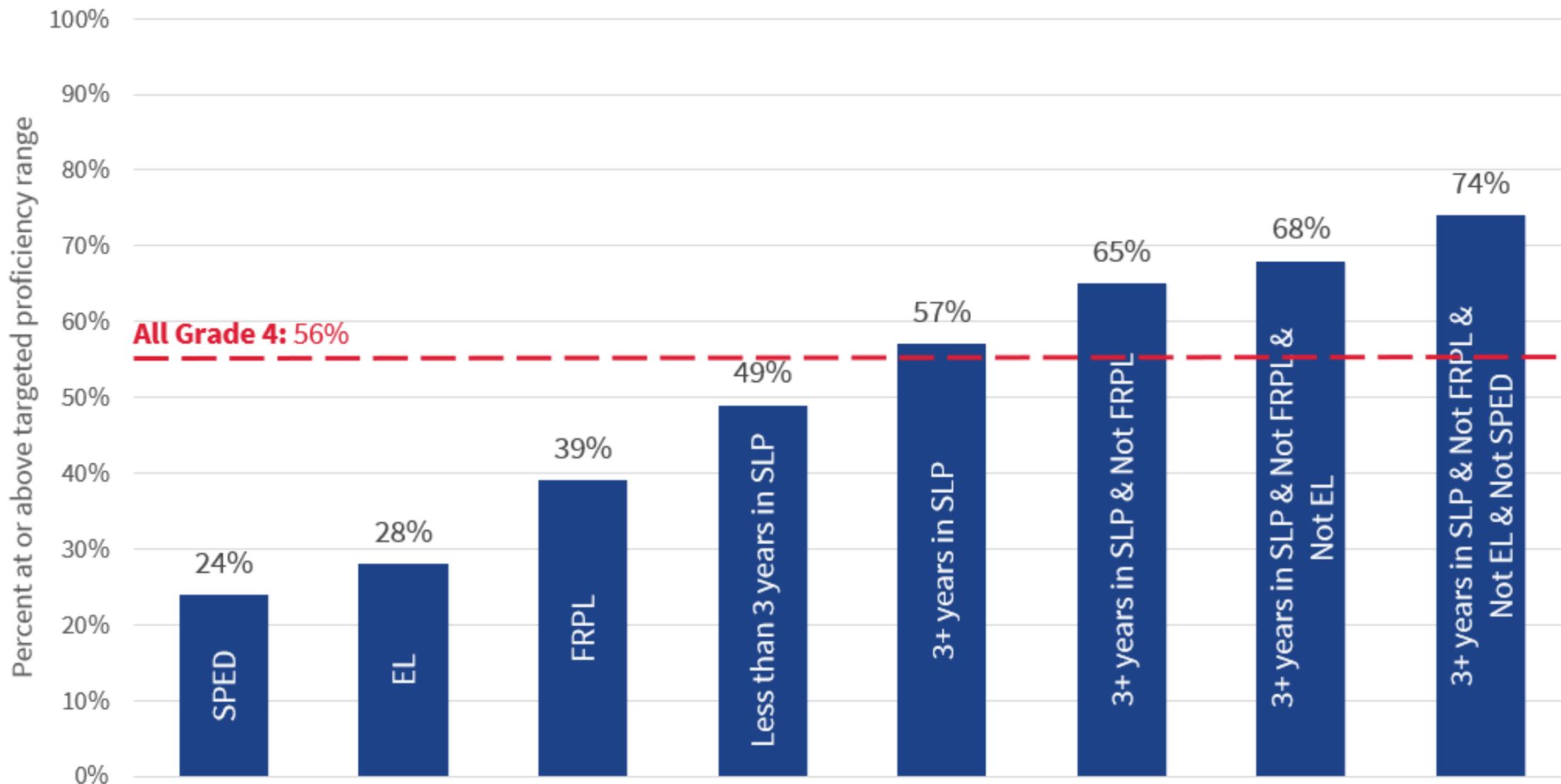
All 4th grade students...

- Are at or above standard on high leverage report card outcomes in Language Arts and Math
- Have reading and math achievement at or above targeted proficiency range on the MAP assessments
- Know selves as learners and can communicate this to others

Monitoring progress:

- All students demonstrate strong foundational reading and math skills by the end of Grade 2
- Student progress is monitored weekly:
 - Students who need it will have a short-term learner map to get them back on track to achieve outcomes
 - Students who are on a path of chronic absenteeism have targeted support
- Students have learner profiles and are actively contributing to them

Grade 4 MAP Reading Spring 2022



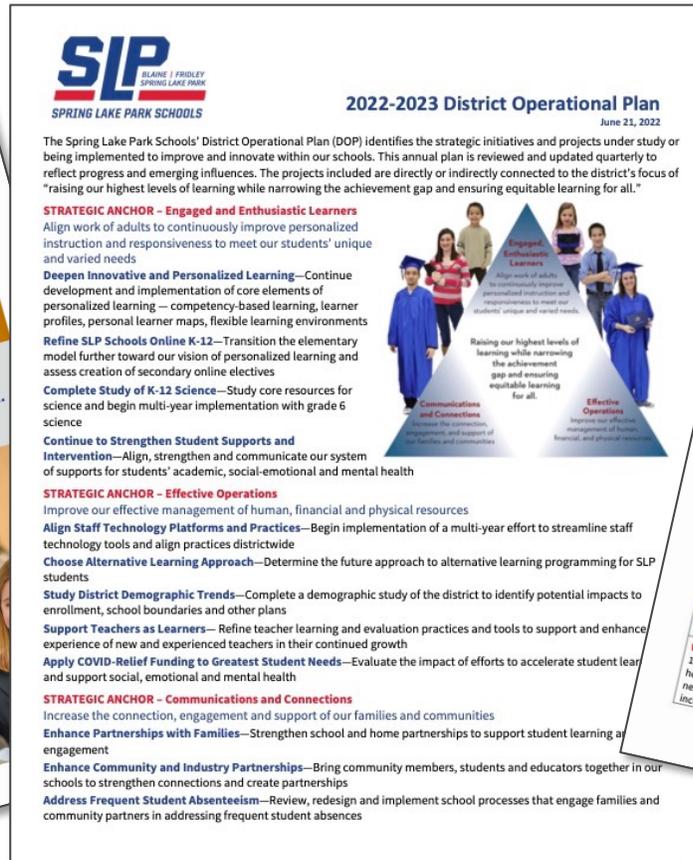
Desired results and current results drive improvement efforts



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DISTRICT OPERATIONAL PLAN 2022-2023

HIGH EXPECTATIONS. HIGH ACHIEVEMENT FOR ALL. NO EXCUSES.



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2022-2023 District Operational Plan
June 21, 2022

The Spring Lake Park Schools' District Operational Plan (DOP) identifies the strategic initiatives and projects under study or being implemented to improve and innovate within our schools. This annual plan is reviewed and updated quarterly to reflect progress and emerging influences. The projects included are directly or indirectly connected to the district's focus of "raising our highest levels of learning while narrowing the achievement gap and ensuring equitable learning for all."

STRATEGIC ANCHOR – Engaged and Enthusiastic Learners
Align work of adults to continuously improve personalized instruction and responsiveness to meet our students' unique and varied needs.

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2022-2023 District Operational Plan (updated draft as of June 21, 2022)

The Spring Lake Park Schools' District Operational Plan identifies the strategic initiatives and improvement projects being implemented or under study to facilitate improvement and innovation in our schools. The projects included in the plan are directly or indirectly connected to the district's focus on "raising our highest levels of learning while narrowing the achievement gap and ensuring equitable learning for all."

Strategic Anchor: Engaged Enthusiastic Learners
Align work of adults to continuously improve personalized instruction and responsiveness to meet our students' unique and varied needs

Deepen Innovative and Personalized Learning – competency-based learning, learner profiles, personal learner maps, flexible learning environments

Overight: Rahn/Olson

Why: We continue with our commitment to ensure each student is known by name, strength, interest and need leading to personalized work and learning experiences leading to each student's success in learning. Our job at Spring Lake Park Schools is to help students discover and prepare for their unique life, education and career path - from early childhood to high school. We will continue to create the conditions to engage students in more flexible and interdisciplinary learning opportunities that prepare them for their next steps in Spring Lake Park Schools and beyond. When students leave Spring Lake Park Schools, they will have mastery over essential competencies and skills required for life, education and career success; exposure to college-level rigor; and, a sense of career paths that may bring them joy and success.

Guided by each learner's needs and interests, we will continue to implement the following interdependent components to create pathways for students to become powerful, self-directed learners: Competency-Based Learning; Learner Profiles; Personal Learner Maps; Flexible Learning Environments; Systemic Innovation by Design.

Key Achievement Points	Deliverables	Timeline
Continue work with teachers to design engaging learning experiences aligned to academic and life competencies	Professional learning plans, PLC unit designs and evaluation	Through June 2023
Align elementary grading and reporting systems from past platform to use	Revised grade K-6 reporting and report cards	October 2022-October 2023
Complete competency-based learning framework, including competencies, competency criteria and rubrics	Executive summary with recommendation to the superintendent	February 2023
Design optional proof of concept senior capstone project aligned to Portrait of a 12th grade student	Competency-based learning framework	March 2023
Explore and make a choice on how to embed learner profiles and personal learner maps into a platform	Senior Capstone Process Guide for teachers and students	May 2023
Complete curriculum maps: Unit designs that align competency criteria with benchmarks and standards	Executive summary with recommended next K-12 curriculum map	June 2023
		August 2023

Refine SLP Schools Online K-12: Transition the elementary model further toward our vision of personalized learning and assess creation of secondary online electives

Overight: Rahn/Olson

Why: Spring Lake Park Schools has had a Minnesota Department of Education-approved, full-time online learning model for grades 9-12 since 2008. We learned a lot about the online learning experience across grade levels during the 2020-2021 school year during the height of the pandemic. In the summer of 2021, we became one of only a few districts approved to begin SLP Online Elementary, a new full-time online learning model for grades K-6. Additionally, we were approved to expand our SLP Schools Online Elementary to include grades 7-8. While designs for all full-time online schools were complete and ready for implementation in fall 2021, the spike in

PROJECT

Innovative & Personalized Learning

Continue development and implementation of core elements of personalized learning – competency-based learning, learner profiles, personal learner maps, flexible learning environments

Why

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When students leave Spring Lake Park Schools, they will have mastery over essential competencies and skills required for life, education and career success; exposure to college-level rigor; and, a sense of career paths that may bring them joy and success.

Key achievement points

- Complete competency-based learning framework, including competencies, competency criteria and rubrics for all remaining academic and life competencies
- Continue work with teachers to design engaging learning experiences aligned to academic and life competencies
- Complete curriculum maps: Unit designs that align competency criteria with benchmarks and standards
- Design optional proof of concept senior capstone project aligned to Portrait of a 12th grade student



PROJECT

Continue to Strengthen Supports and Interventions

Align, strengthen and communicate our system of supports for students' academic, social, emotional, and behavioral growth and development

Why

We continue to see the impact of the pandemic on student learning — academic learning, and social, emotional, and behavioral growth and development.

This project continues the work of strengthening the continuum of student supports and interventions matched to student academic, social, emotional, and/or behavioral needs through the creative, flexible, and differentiated application of human, material, and time resources.

Key achievement points

Refine Classroom and Student Management Manual to clarify core practices and strategies to support the social, emotional, and behavioral development of students and create a learner-centered environment.

- Core practices and strategies align with:
 - Planning for a Learner-Centered Environment
 - Cultivating a Learner-Centered Environment
 - Managing a Learner-Centered Environment
 - Reinforcing a Learner-Centered Environment through the design of student work & learning experiences
- Also includes:
 - Morning Meeting Toolkit for Grades K-6
 - Instructional Strategies Toolkit
 - Career and Life Competencies Toolkit



Key achievement points, cont.

- Develop a document that clearly describes the continuum of student supports and interventions across academic, social, emotional and behavioral development
- Design and implement professional learning to continue to enhance targeted academic interventions and support for students who are struggling
- Build upon existing resources for targeted interventions for social, emotional, and behavioral learning and support school implementation



PROJECT

Enhance Partnerships with Families

Strengthen school and home partnerships to support student learning and engagement

Why

At Spring Lake Park Schools, we truly believe our staff, students and families share a common purpose: Student engagement and success. We want nothing more than to be true *partners* in this purpose.

Partnership is a relationship we define as *all of us* feeling *equally* responsible for student engagement and success. Because of the current context we're all living within, we want to take deliberate action to strengthen our partnerships between school and home.

We want parents to know what their children are learning, how their children are progressing at school and experience support for their children's next steps.

Key achievement points: Curricular transparency

- Define what positive partnership sounds, looks and feels like from multiple perspectives in our system
- Design and implement a range of opportunities for families of students at all grade levels to learn more about the curriculum being taught to students over the course of the year and each trimester
- Review and expand communication and instructions for families on how to find information about assignments and learning in our learning management systems



Key achievement points: Continuous communication

- Design and implement school-level enhancements to family communication and conference opportunities
- Clarify and communicate critical family engagement processes (concerns, involvement in PTO/PTA and other family engagement opportunities)
- Study various approaches for teachers to provide families with consistent, proactive communication about their child's learning experiences
- Develop an enhanced guidance document to support teachers in implementing consistent, proactive communication about students' learning experiences in their classroom



Key achievement points: Counseling connections

- Assess implementation of expectations for counselor / student / family connections at grades 7-12
- Refine existing and design and implement any new components of the counselor / student / family roadmap at grades 7-12



Final thoughts

- The District Operational Plan meets the Minnesota Department of Education's World's Best Workforce plan requirements
- The District Operational Plan can be found online, including describing a multitude of ways for community members and parents to be involved throughout our district.



DISTRICT OPERATIONAL PLAN
2022-2023

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