

Strategic Plan and Progress Monitoring Update

September 1, 2026



Mission, Vision and Values

OUR MISSION

Every student, every day will be empowered with learning opportunities for growth, creativity and curiosity, in preparation for their future in a global community.

OUR VISION

Duluth Public Schools provides an academically engaging, safe and inclusive environment with high expectations and responsible use of resources.



OUR CORE VALUES

Learning



Developing a love of learning through life-long inquiry.

Excellence



Having high standards for all through accountability, integrity and authenticity.

Equity



Creating conditions of justice, fairness and inclusion so all students have access to the opportunities to learn and develop to their fullest potential.

Collaboration



Working in partnership with staff, families, students and community.

Belonging



Providing a welcoming and accessible environment where everyone feels safe, seen and heard.



Strategic Roadmap, Operational Plan, Progress Monitoring 2026-27

- [Strategic Roadmap](#)
- [3 Year Operational Plan](#)
- [2026-27 Progress Monitoring](#)



Business Services Action Card

- **Financial Strategy:** Focuses on transparent budgeting, real-time forecasting, and aligning projections with state data to ensure stewardship.
- **Core Priorities:**
 - **Financial Goals:** Balancing budgets, managing enrollment trends, growing fund balances, and restructuring long-term debt.
 - **Resource Allocation:** Identifying initiatives for funding, revising budgets to reflect reductions, and performing capacity/functional studies.
 - **Technology:** Developing a 5-year plan to manage the lifecycle of district hardware (Chromebooks, desktops, etc.).
 - **Operations:** Ongoing improvements to transportation processes and maintenance of facilities.
- **Key Challenges:** Establishing a balanced budget and ensuring long-term (3-5 year) implementation of strategic initiatives.



Advancing Equity Action Card

Academic Equity & Student Engagement

Centralized Student and Family Engagement

- **Welcome Center:** Onboard & support families.
- **Needs Assessment:** Surveys & focus groups.
- **Connection Events:** Targeted training.

Relaunching Achievement & Integration Plan

- **Myers-Wilkins Plan:** Implement key interventions.
- **Targeted Growth:** Track metrics for students of color.

Black Brilliance & Targeted Support

- **Upcoming Initiatives:** Developing targeted strategies to accelerate academic outcomes and elevate the overall success of our Black students.

Inclusive Representation & Culture

Reestablishing EEAC & Framework

- **Relaunch EEAC:** Clear cadences & guidelines.
- **Equity Framework:** District-wide expectations.

American Indian Strategic Plan

- **Student Services:** Academic & social-emotional support.
- **Partnerships:** Collaborate with American Indian leaders.

Educator Capacity

- **Affinity Spaces & Dev:** Support Educators of Color.
- **Training:** Train-the-trainer & trauma-informed PD.

Action Card: MTSS

MTSS Action Card

Duluth Vision for Tier 1 Instruction

Duluth Public Schools Vision for Tier 1 Instruction

Duluth Public Schools is committed to providing engaging Tier 1 (Core) instruction in every classroom for every student, particularly those who have historically been furthest from educational opportunity.

As a district, we emphasize continuous improvement through collaboration to meet the needs of all learners.

Our approach to Tier 1 instruction is grounded in:

- Alignment to the identified local state (MN Academic Standards) and national standards
- Implementation of high-quality instructional materials
- Explicitly stated learning outcomes
- Culturally responsive instruction

Our work is rooted in four universal commitments:

- **Commitment 1:** All students thrive from rigorous instruction which incorporates effective pedagogical shifts and is aligned to the identified local, state (Minnesota Academic Standards) and national standards.
- **Commitment 2:** All students have access to grade-level benchmarks through district-adopted, high-quality instructional materials.
- **Commitment 3:** All students understand what they will learn and their path to learning through specific learning intentions and success criteria.
- **Commitment 4:** All students feel a sense of belonging through culturally responsive instruction, the teacher development and evaluation framework.

