

Work Session

Tuesday, April 16, 2024 5:30 PM

Fridley Community Center, 6085 7th Street NE, Fridley, MN 55432

A. Signing Required Documents	Presenter: Board Chair
B. <u>OVERSIGHT OF OPERATIONS</u>	
B.1. Strategic Roadmap / Teamworks	Presenter: Teamworks: Ray Queener
C. <u>INFORMATIONAL ITEMS</u>	
C.1. At the next Work Session	Presenter: Superintendent Lewis
C.2. Important School Board Dates	Presenter: Board Chair
C.2.a. Schools for Equity in Education - Auna April 26, 2024 9:30 AM DoubleTree Hotel - Roseville	
C.2.b. NE Metro 916 Board Meeting - Jones May 1, 2024 6:00 PM Bellaire School	
C.2.c. AMSD Board of Directors Meeting - Karnopp May 5, 2024 7:00 AM Quora Education Center	
C.2.d. NWSISD Joint Powers Board Meeting - Meisner May 15, 2024, 6:15 PM NWSISD District Office	
D. <u>PUBLIC FORUM</u>	Presenter: Board Chair



A World-Class Community of Learners

**Strategic Roadmap Refinement
Board Work Session**

April 16, 2024

Facilitated and submitted by



District Strategic Roadmap

Current

District Mission

Our Core Purpose

As a world class community of learners, Fridley Public Schools aims to develop internationally minded students. We challenge ourselves, our students, and our community to become caring and knowledgeable lifelong learners who inquire and take action to create a better world. Our mission is to guide students in the development of learning skills to help them reach their full potential.

Proposed:

Option 1

Inspiring confidence and embracing diversity, our district commits to a globally minded, connected community that boldly and passionately supports every student. We challenge each other with rigor and purpose to build a future where all cultures are valued and every student thrives.

Option 2

Fridley Schools will develop a flourishing community of bold, globally-minded learners.

Core Values (Commitment and Values)

Drivers of Our Words and Actions

Proposed:

- **Transparency:**
- **Accountability:**
- **Rigor:**
- **Belonging:**
- **Integrity:** words and actions aligned with respect and clarity
- **Inclusion:** every colleague, every student, and every family belongs, is welcome, and is heard
- **Collaboration:** working together as a team for the benefit of every student and the district
- **Excellence:** striving to incorporate best practices into everything we do
- **Discipline:** using data, science, and measurable outcomes to ensure we're meeting our goals

Vision: <i>What We Intend to Create</i>	Strategic Directions: <i>Focus of Our Improvement Efforts</i>
<p>To accomplish this mission, we will:</p> <ul style="list-style-type: none"> ● Provide a nurturing environment ● Create high expectations defined by learner outcomes ● Develop exemplary programs and continuously improve them ● Strive to meet students' needs ● Respect individual differences ● To be life-long learners ● To develop high skill levels ● To care for others ● To be adaptable ● To be prepared to thrive in a diverse, changing society 	<p>Proposed:</p> <ul style="list-style-type: none"> A. <i>Providing access to high quality, rigorous, and relevant instruction in each classroom.</i> B. <i>Improving our student support structures and processes to meet students academic, social, behavior needs while increasing engagement and belonging.</i> C. <i>Supporting staff in personal and professional growth to promote collaboration and accountability in the professional community</i> D. <i>Improving our practices to engage families in schools.</i> E. <i>Improving efficiency, effectiveness, equity, and safety in district facilities, finance, and operations.</i>

Proposed:

Option 1

Fridley Public Schools is a learning community through:

- **Empowering Individual Potential:** *We will amplify, challenge, and embrace the individual journey of each learner, helping them forge a compelling path to reach their highest potential both inside and outside the classroom.*
- **Community and Commitment:** *Our staff's dedication to Fridley Public Schools fosters a deep sense of pride and belonging, ensuring a safe, supportive, and celebratory environment for all.*
- **Family and Community Partnerships:** *We are committed to building strong partnerships with families, enhancing the educational experience through positive interactions, open and honest communication, and shared community values.*
- **School Spirit and Pride:** *Celebrating our collective spirit and achievements, we proudly say, "We are Fridley," uniting in our commitment to creating an inclusive, welcoming community where everyone feels they belong.*
- **Celebrating Success:** *Through regular celebrations of achievements and positive experiences, we will cultivate an environment of encouragement and school spirit, reinforcing our identity as a vibrant and cohesive community.*

Option 2

To accomplish our mission, Fridley schools will:

1. *Provide a safe, respectful, and encouraging environment that promotes learning and inquiry*
2. *Deliver high-quality, relevant, and rigorous instructional programs to all students*
3. *Prepare every student to be a highly skilled life-long learner ready to thrive in our complex society*
4. *Connect with all our families and stakeholders to build an informed community of mutual support*
5. *Cultivate a world-class professional workforce dedicated to collaboration, respect, and best-practice education*

CORE VALUES ~ DRIVERS OF OUR WORDS AND ACTIONS

Additional Examples

Accountability:	<i>To fulfill one's roles and responsibilities and be responsive to the results.</i>
Adaptability:	<i>engaging in flexible, continuous and purposeful change grounded in data</i>
Collaboration:	<i>working together for common goals</i>
Collaboration:	<i>operating with a preference and capacity for partnership across our community</i>
Community:	<i>it's about all of us, all the time</i>
Compassion:	<i>to show empathy, generosity, kindness, patience and sensitivity</i>
Courage:	<i>facing challenges with hope & persistence</i>
Courage:	<i>to do what is right and to support each other in courageous thought and action</i>
Courtesy (Appreciation of)	<i>Doing and saying the right thing at the right time in the right way despite challenges, adversity, or conflicting self-interests.</i>
Diversity:	<i>to recognize and honor the dignity of each individual; to celebrate differences among culture, gender, ability; to work cooperatively</i>
Engagement:	<i>showing up fully present with a Mission-focus and Values-driven attitude</i>
Excellence:	<i>to be our best, expect our best</i>
Excellence:	<i>high expectations for all and in all we do</i>
Excellence:	<i>to be inspired daily to become the very best we can be</i>
Excellence:	<i>A relentless and intentional effort in continuous improvement.</i>
Expectations:	<i>I will set a high bar for myself and others in learning, behavior, commitment to do one's best and service to others and community</i>
Innovation:	<i>finding new way to excel</i>
Innovation:	<i>Purposeful, courageous, continuous improvement through research and action.</i>
Integrity:	<i>I will do the right thing...even when no one is looking</i>
Integrity:	<i>by staying true to our convictions in all that we say and do even when no one is watching</i>
Integrity:	<i>Doing the "right thing" at all times with honesty and authenticity</i>
Integrity:	<i>Always aligning our actions with our values and beliefs.</i>
Joyful Learning and	
Joyful Work:	<i>unlocking human potential through joyful expression in our daily work and learning</i>
Kids First:	<i>Students' diversity and needs drive decisions and actions</i>
Knowledge:	<i>Skilled in accessing, navigating and using a broad array of facts and viewpoints from a global perspective</i>
Learning:	<i>Continuous, meaningful, and challenging effort that results in student success.</i>
Partnership:	<i>I will engage in relationships and action which empowers learning for ALL</i>
Partnership:	<i>Together, we achieve more than alone</i>
Respect:	<i>I will honor the uniqueness of myself and others, treating others as we wish to be treated</i>
Respect:	<i>pride in who we are, accepting of our differences</i>
Respect:	<i>in thought and action for the individual, for humanity and for the global community we all share</i>
Responsibility:	<i>Shared stewardship of and accountability for our words, acts, choices and results</i>
(Shared) Responsibility:	<i>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.</i>
Stewardship:	<i>Care and responsibility for our natural and social environments</i>
Wisdom:	<i>using our knowledge and experience to elevate our contributions for the benefit of students, staff and community</i>