

Work Session

Tuesday, June 18, 2024 5:30 PM

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

A. Signing Required Documents	Presenter: Board Chair / Board Clerk
B. <u>INFORMATIONAL ITEMS</u>	
B.1. Strategic Plan Review	Presenter: Dr. Ray Queener
B.2. School Board Building Representatives	Presenter: Sara Jones
B.3. At the Next Work Session <ul style="list-style-type: none">- No July Work Session (July 4th week)- No August Work Session (National Night Out)- No September Work Session (First Week of School)	Presenter: Brenda Lewis, Ph.D.
B.4. Important School Board Dates	Presenter: Board Chair
B.4.a. AMSD Board Of Directors - Karnopp August 2, 2024 7:00 AM Quora Education Center	
B.4.b. NE Metro 916 Board Meeting - Jones August 7, 2024 6:00 PM Bellaire School	
C. <u>PUBLIC FORUM</u>	Presenter: Board Chair



A World-Class Community of Learners

Strategic Roadmap Draft

April 21, 2024

Facilitated and submitted by



District Strategic Roadmap ~ *DRAFT*

<p>District Mission <i>Our Core Purpose</i></p> <p><i>We are an international, connected community that boldly and passionately supports every student.</i></p>	<p>Core Values (Commitment and Values) <i>Drivers of Our Words and Actions</i></p> <ul style="list-style-type: none"> ● Belonging: Every colleague, every student, and every family is welcome and valued. ● Rigor: We provide learning experiences in which every student is challenged, engaged, and develops a greater ownership of their learning through increasingly complex levels of understanding. ● Evaluation: We use data, science, and measurable outcomes to ensure we meet our goals. ● Stewardship: We are thoughtful and responsible with our resources. ● Partnership: Together we achieve more than alone.
<p>Vision: <i>What We Intend to Create</i></p> <p><i>As the premier school district of choice, Fridley Public Schools is a learning community through:</i></p> <ul style="list-style-type: none"> ● Empowering Individual Potential: 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. ● Educational Community and Commitment: Our world-class professional workforce dedicated to collaboration and best-practice education, embraces our dedication to Fridley Public Schools that fosters a deep sense of pride and respect, ensuring a safe, and supportive, environment where everyone belongs. ● Family and Community Partnerships: We build strong partnerships with families that enhance the educational experience through positive interactions, open and honest communication, and honoring diverse perspectives. ● Celebrating Success: Through regular celebrations of achievements and positive experiences, we cultivate an environment of encouragement and school spirit, reinforcing our identity as a vibrant and cohesive community. <i>“We are Fridley Strong.</i> 	<p>Strategic Directions: <i>Focus of Our Improvement Efforts</i></p> <ol 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>

DESIRED DAILY EXPERIENCES

Draft Descriptions of the Desired Daily Experience for Students	Draft Descriptions of the Desired Daily Experience for Families
<p>School Environment</p> <ul style="list-style-type: none"> ● I see myself reflected at school. ● I feel safe, seen, heard and have a sense of belonging as my authentic self. ● My school environment is clean and safe. ● I have access to what I need. <p>Personalized Learning</p> <ul style="list-style-type: none"> ● My teachers support my learning and living a balanced life. ● I have teachers and resources that excite me to learn and help support my unique learning needs. ● I am able to grow from my mistakes with the support from adults and overcome challenges. ● I receive feedback that pushes me to achieve my goals. ● I am motivated when my work is celebrated. ● Through the support of trusted adults, I am able to solve problems and make good decisions. <p>Teaching and Learning</p> <ul style="list-style-type: none"> ● I am able to learn skills that will prepare me for the future. ● I connected to what I am learning. <p>Engagement</p> <ul style="list-style-type: none"> ● I have opportunities to be involved in social and extracurricular activities. 	<p>Environment</p> <ul style="list-style-type: none"> ● I am welcomed at my student’s school. ● My student’s school has resources to support equitable and inclusive learning outcomes. ● My student’s school is a warm and welcoming environment that prioritizes student safety ● Staff at my student’s school are highly qualified and reflect the demographics of the student population. ● My student feels a sense of belonging with peers, teachers, and staff. <p>Personalized Learning</p> <ul style="list-style-type: none"> ● My student has access to enrichment opportunities. <p>Teaching and Learning</p> <ul style="list-style-type: none"> ● My student develops strong problem-solving skills to handle challenges effectively. ● My student is challenged academically and is supported to reach their full potential. <p>Engagement</p> <ul style="list-style-type: none"> ● I receive communication that is clear, timely, and consistent in the language and format I need. ● My student’s school communicates about activities and opportunities for parents to engage with the school. ● Staff at my student’s school reach out to me and engage me in a productive partnership.

Draft Descriptions of the Desired Daily Experience for Staff

Environment

- I am seen, heard, and valued within the district.
- I feel physically, mentally, and emotionally safe in my work environment.
- Teachers and staff stay at my school/district, providing a stable and consistent learning environment with high expectations for all.
- My workday is a joyful experience.
- The communication and presence from district and building administration is consistent, timely, and relevant.

Personalized Learning

- I inspire my students to learn about the world and become responsible global citizens.
- Our students' social, emotional, and mental health needs are supported.
- I have the resources and time to perform my job responsibilities effectively.

Teaching and Learning

- My school has a fair and transparent assessment system that accurately reflects my students' abilities, growth, and future goals.

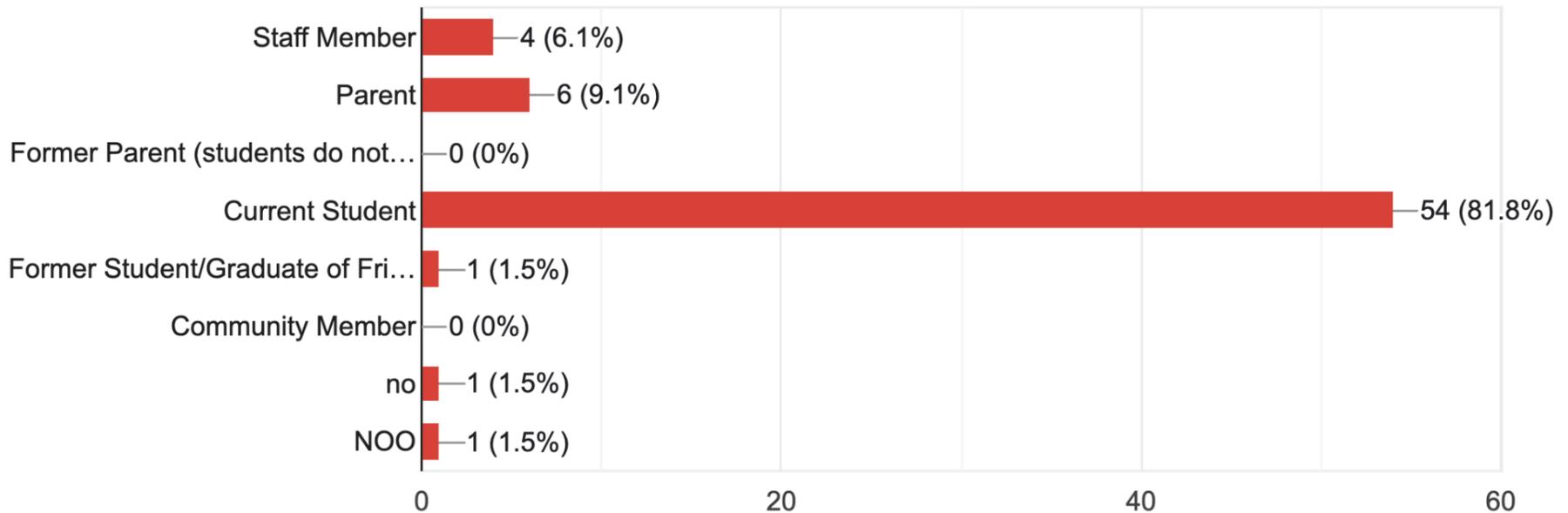
Engagement

- I have regular opportunities to provide feedback and see my voice reflected in decisions that impact my daily work experience.
- I have opportunities to collaborate within the school and community to enhance the overall learning experience for student success.
- Families and the community in my school/district are partners, engaged in school activities and decision-making.

Summary of Feedback on Strategic Roadmap

I am a....

66 responses



Our mission statement describes our core purpose. Review the mission statement on page 2 of the strategic roadmap document and share your feedback here. Do you have any refinements or changes you'd like to suggest for the mission statement?

good
huh
I don't know
I expected there to be some emphasis on "learning" or "education" and so am surprised that this isn't stated in the core purpose. Though some may state this is implied in the reference to "students," my encouragement would be to explicitly state a purposeful intent to educate students or prepare them as learners so that the idea of learning/education isn't merely assumed.
I think instead of saying "We are an international, connected community that boldly and passionately supports every student." You could say it more " Our community boldly and proudly supports every student and family in and outside our community".
I would add is that we would need more options in the lunch room because some people cant eat or drink the things that they have specifically going to the drinks because some/ most people cant drink milk but are still thirsty, so more water or juice options not just a side for some lunches. I would also add is that kids tend to not listen when there are more rules added but some rules that get everything you need to follow.
I wouldn't say this school is passionate.
idk
ldk
idk
If we could go outside more since it is getting hotter and it's close to the last day of school.
If you can somehow achieve that goal, that would be awesome. but with all respect I highly doubt it will work.
More mental help
No

No
no changes
No feedback

no feedback.

No feedback. I like it.

No i think everything is fine.

No refinements seen needed

No, I think its a good statement. (although I feel like this should not just include being supportive of personal identities, personal issues and such, but also being supportive of students opinions when it comes to conflicts. Even if they do something objectively "wrong", punishments should be decided AFTER hearing both sides .

No, it seems good.

Not sure why we need to state that we are an international community. Aren't most communities international these days?

Okey it fine like that

Supports every student to do what? To find success at FPS? Maybe it's redundant but I feel the draft is left open, but maybe that was the point.

The mission statement starts out, "We are..." I don't think Fridley Public Schools is quite there yet, and ARE insinuates that it has been achieved. Also, a "mission" statement generally says something about goals and hoped for outcomes. How does this mission statement "work" for us?

What is meant by "international" - that we are have IB World schools or that we have a diverse student body? Connected community seems somewhat redundant. In the mission statement, does community refer to the schools or to Fridley?

"We strive to be a caring community that equips and inspires students for the challenges and opportunities of a rapidly changing world."

Work on being nice to one another

wws

Our vision statement describes what we intend to create. Review the vision statement on page 2 of the strategic roadmap document and share your feedback here. Do you have any refinements or changes you'd like to suggest for the vision statement?

embrace individual learning
good
I would like to see more language that talks about helping each student achieve success by providing any tools or resources needed for that success to be possible, especially for kids like mine who have educational struggles and need extra support.
idk
ldk
idk
If anyone's seems down or sad
It's good, but it seems a little unrealistic. I don't know if students will follow that.
No

no
No changes
No changes; really happy to see celebrating success
No feedback
No Feedback Looks Good.
No feedback on the vision statement
No refinements seen needed
No.
no.

oh yeah
Okey it fine like that
The word "learner" seems odd or misplaced. Maybe scholar or student? If the vision is "what we intend to create" then the wording for "family and community partnerships" should be reworded to "we will build" or "we encourage strong" etc.
This is great!
Using the word community in 2 of the visioning points is confusing to the average bear. It is unlikely that anyone outside of district leadership would understand what you mean by "Educational Community".
I think the staff are awesome, but what exactly do you mean by "world-class" - that just sounds a bit overinflated.
Family and Community Partnerships - it might be good to say something about relationships with area businesses and organizations that help to support the school
w2w2
Work on kids being friends with each other and making them like each other and able to work with each other with no conflict.

Our core values are the drivers of our words and actions at Fridley Public Schools. Review the core values on page 2 of the strategic roadmap document and share your feedback here. Do you have any refinements or changes you'd like to suggest?

2ww
Again, I think another core value needs to say that each student's success is important and the district needs to provide any extra tools, resources and support to students so they can meet their educational goals with that assistance and the corresponding modifications.
be nice
i like corn
I'm completely supportive of these values!
idk
ldk
idk
More physical help
No

no
No changes; really appreciate stewardship as the mindset
No feedback
No refinements seen needed
No Suggestions.
no the core values are good.

No.
nope
Okey it fine like that
Partnership should be re worded. "Together we can achieve more" or something along those lines
Some people don't feel welcome so i don't know about that one
Stay the same
This school doesn't really focus on belonging.

Our Strategic Directions describe the focus of our improvement work. During this planning process, we identified five strategic directions. The initiatives that will support these strategic directions are included in our 3-year operational plan. Please review the five strategic directions on page 2 of the strategic roadmap document and provide your feedback here:

"Supporting staff in personal and professional growth to promote collaboration and accountability in the professional community" - could add something about innovative teaching practices
be respectful
do you have free kool aid. if yes my answer is yes
good
Helping people
I definitely think that there is room for improvement to provide extra academic support to students who need extra help in school.
I have no changes to be made.
Ideally, I would like to see phrasing that touches upon supporting mental health and wellness
idk
ldk
idk
Improve on making school more comfortable for the students so they want to stay in class instead of skipping.
More for section D. Ex: Improving, inviting, encouraging, partnering
No

No
No changes
No feedback

no feedback
no feedback
Okey it fine like that
These all sound good. I have no issue with any of them. In the 2nd "strategic direction," there's a stated desire to support students and meet their various needs. This is great! I hope that part of this structural reality is helping students gain a grasp of their needs to work hard, take initiative, be proactive, etc. Sometimes I get concerned that too much of the educational experience is so catered to students that the need to take responsibility and develop a rigorous work ethic gets lost.
These strategic directions are good.
w2w
Would like to see something about holding students and teachers accountable

The "Desired Daily Experience" (DDE) statements for students, staff and families influence the initiatives on our operational plan and will be measured via our progress monitoring report. Please review the student, staff and family DDE statements on pages 3-4 of the strategic roadmap document and share your feedback here.

-In the Personalized learning section I don't love the word "mistakes".
-grammatical error in teaching and learning section
A better school plan
Again, I would like to see phrasing that touches upon supporting mental health and wellness for both students and staff.
be caring
good
i agree
I am held accountable for my work and learning. Distractions from learning are removed from the classroom.
I have a class without many disruptions
idk
ldk
idk
It looks good right now.
No

no
No changes
no feedback
no feedback.

Okey it fine like that
Recess every day or every other day
Recess every single day
School Environment: Add Something like " I feel a sense of community"
Teachers and students should have access to the tools and resources they need. Families need to receive communication in their preferred language and targeted outreach to help them connect.
The thing I would say is that most public school tend to not be ENTIRLY safe, But still can be a little to its most desire.
These are great 'desires' and I'm supportive of them. Some of the policy decisions over the last decade have caused a need to ensure "student safety" but this has seemingly come at a cost of academic enrichment/rigor. I'd love for these to be balanced in a way that both can be highly valued and accomplished.
This school is not rated high and this school needs to have better academics and make kids stay out of trouble.
Under "personalized learning" I think there needs to be more included to say that students have easy and full access to extra resources and support to help when a student has academic struggles, tests below standards, etc. Under "teaching and learning" I think there needs to be more included to say that every student knows where they can go to get extra educational help and support with their schoolwork when needed.
w2w
yes

If you have any additional feedback regarding the strategic roadmap, please share here:

As covered above, I have a student who struggles significant with his learning. While the district does provide some extra help, I feel that there is room for even more assistance, especially when a parent asks for that extra help and support.

Everything looks good, but I don't see much about peacefulness or harmony or anything else that implies a bullying free culture. I see a lot of army words, rigorous, strong, prepared, and those are good, but it's only half the equation. I wsnt our children to become productive members of society but also good, kind and inclusive humans that make a difference.

Also, I see equity mentioned, but I'd like to see something about accessibility, and tolerance. Thank you.

I appreciate the efforts being made by administration to take steps forward in matters such as these and I'm fully on board with a collective effort to "raise expectations" within every facet of Fridley schools. Thank you for the time, effort and work being put into this!

idk

ldk

idk

meow

N/a

N/A

No

no
No feedback
no feedback.
None
none
Nope.

nuh uh

One thing that I have seen around the school is an increased amount of people being homophobic. I think that it would be better to have the teachers actively enforce that saying that somebody is gay is not an insult, because it can hurt more people than you think.

w2w2

we need a play set for the next gen 5th graders

Whereas Covid exemplified the need for better social and emotional supports to encourage and facilitate mental health and wellness, I do not clearly see this articulated within the document for staff. Rather it solely focuses on students' needs are support. Given secondary trauma and staff wellness contribute to teacher's having the appropriate resources, I feel there is a change needed. Specifically "Our students' social, emotional, and mental health needs are supported." could be changed to include "staff"