

School Pages

Fall 2023-24



A Message from Superintendent Eric Melbye

Strategic Plan approved; Action Teams drive next phase

In each of the last four issues of *School Pages* we've provided updates and insights into the development of a bold, new five-year Strategic Plan that was approved by the School Board in June.

You may recall we partnered with Catalyst for Educational Change to guide the strategic plan process with 90 stakeholders representing students, staff, parents, business partners and community residents. The Strategic Plan Development Team met for three full-day interactive sessions throughout the spring to review extensive data, reflect on the existing mission and vision, and draft a vision for the future.

One of the hallmarks of this collaborative effort has been transparency. So, I'm excited we've dedicated this issue of *School Pages* to sharing a visually appealing and informative two-page spread of our new mission, vision statements, core values, five goals, 10 strategies, and the characteristics our students, staff and system exemplify.

Please take a few minutes to learn more about this community-inspired plan to help set the direction for what Bloomington Public Schools can be over the next five years.

The strategic plan is inspired by our community but is focused on cultivating an environment and creating the means to improve student achievement for all.

Living the Plan

A strategic plan is more than just a mission, vision, core values, goals and strategies. It must become the engine that drives improvement and sets a clear direction for the district.

Goal "action teams" consisting of school and district staff, parents and citizens are the drivers in moving the strategic plan forward. Using a Plan-Do-Study-Act model, teams will align strategies with key action plans including quantifiable achievement targets, success measures and key performance indicators (KPIs), and align resources, structures and processes to ensure ownership, responsibility and accountability.

As is our practice, these elements will be shared on the Strategic Plan web page. Please make sure to share your feedback via the *Let's Talk* button at: bit.ly/bps-strategicplan.

The strategic plan is inspired by our community.

Now enrolling Kindergarten 2024-25

Kindergarteners thrive here! Families with children eligible to start kindergarten next school year are encouraged to visit our kindergarten webpage to learn about program options, important dates, school boundaries and kindergarten open house events.

A district-wide virtual preview will be held **Thursday, Nov. 9**, from **6-7:30 p.m.** Join the Google Meet at bit.ly/kinder-preview

Children who will be five-years-old on or before Sept. 1, 2024 are eligible to register for kindergarten in the 2024-25 school year.

Kindergarten open house events start in January - scan the code to find the Open House date for your neighborhood school.

bit.ly/bps-kinder



Strategic Plan

MISSION

Empower and equip each learner to succeed in a rapidly changing world.



VISION

We envision a united, inclusive community where all learners foster their dreams, explore their interests, and build their futures.



CORE VALUES

- Learning for all
- Safety and well-being
- High standards and expectations
- Belonging and trusted relationships
- High levels of voice, choice and engagement
- Cultural proficiency and diversity
- Innovation and real-world relevance
- Communication and collaboration



Learn more at bit.ly/bps-strategicplan

Portraits

In our Strategic Plan, we have three portraits describing characteristics we want our students to embody upon graduating, characteristics our staff should display every day, and the qualities BPS should demonstrate for our school communities.



Graduates are:

- Creative and critical thinkers
- Communicators and collaborators
- Problem solvers
- Culturally proficient and equipped with life skills
- Empathetic and perseverant
- Responsible and accountable
- Self-aware and confident



Employees are:

- Trusted and respected
- Lifelong learners and leaders
- Creative and critical thinkers
- Communicators and collaborators
- Culturally proficient and relationship builders
- Empathetic and perseverant
- Innovative and technologically competent



Our District Demonstrates:

- Sense of community and belonging
- Clear purpose and direction
- High standards and expectations
- Communication and collaboration
- High levels of voice and engagement
- Cultural proficiency and relationship building
- Innovation and real-world relevancy



COMMUNITY AND STAKEHOLDER ENGAGEMENT

As the Strategic Plan is rolled out, we are committed to engaging stakeholders as thought partners and advisors for setting and monitoring progress on our strategic goals and objectives. We do this by:

- Seeking input on the district and community landscapes to identify best practices
- Inviting meaningful stakeholder engagement in collecting data and developing recommendations
- Facilitating cross-stakeholder conversations about the recommendations
- Providing transparency through timely updates

Five-Year Strategic Plan Timeline

PLANNING

Year One:

The months-long planning process involved 90 stakeholders including students, staff, parents, business partners and residents.

JAN. 18, 2023
Orientation

FEB. 7, 2023
Data Retreat

FEB. 28, 2023
Vision Retreat

MAR. 28, 2023
Setting Direction
Retreat

MAY. 2, 2023
Final Planning
Meeting



IMPLEMENTATION

Year Two:

Planning the steps to bring the plan to life.

JUNE 26, 2023
Board Approves
Strategic Plan

FALL 2023
Goal Action
Teams Formed

FALL 2023
Strategies for
Each Goal Created



Goals

The Strategic Plan has five main goals, each with strategies for meeting those goals. All of the goals and strategies are focused on improving education and experiences for students.



GOAL ACTION TEAMS

The district has formed action teams for each goal. Teams include school and district staff, parents and students who bring expertise and experiences in the goals they are assigned to. The action teams are identifying key performance indicators (KPI), metrics, and strategic measures, and creating a dashboard to monitor the progress and success of the Strategic Plan goals.



FUTURE READY

Align instruction to meet learner needs to prepare all students to be future ready

- **Strategy One**
Improve student readiness, growth, performance and accountability
- **Strategy Two**
Close student academic achievement and non-academic gaps



INCLUSIVE ENVIRONMENT

Provide an inclusive learning environment to meet the needs of all students

- **Strategy Three**
Improve student engagement, voice, choice, and agency
- **Strategy Four**
Optimize student belonging, well-being, and meaningful relationships



QUALITY WORKFORCE

Recruit, hire, develop and retain a high quality, diverse workforce to ensure each learner is surrounded with personalized support

- **Strategy Five**
Provide research based, innovative professional practices development and support
- **Strategy Six**
Guarantee district unity and consistency of policies, procedures and practices



FAMILY PARTNERSHIPS

Partner with families and the community to build trust, commitment, resources, unity and expand learning opportunities

- **Strategy Seven**
Define career, college, and life pathways and personal growth plans (PGPs) through partnerships with families, businesses, the city and our diverse community
- **Strategy Eight**
Enhance student enrollment and strengthen respect for public education



EQUITABLE RESOURCES

Maximize the use of equitable resources through careful planning and financial stewardship

- **Strategy Nine**
Foster creative use of resources: time, space, people, and dollars
- **Strategy Ten**
Maintain strong assets for long-term financial resilience



WE ARE HERE

- FALL-WINTER 2023**
- Action teams identifying key performance indicators, metrics and strategic measures
 - Creating a dashboard to monitor progress and success of plan



LIVING THE PLAN

Implement strategies, with continuous progress monitoring to report growth and achievement, adjusting as needed to ensure improved results.

- Year Three:**
- Align the plan to structures and processes
 - Align resources to the plan



- Year Four:**
- Monitor and communicate progress, adjust as needed



- Year Five:**
- Ensure Action Plans follow Plan-Do-Study-Act model





Anna Quevli, Jefferson class of 2023, earned a perfect score on the Advanced Placement Computer Science Principles Exam taken in May, making her one of only 459 students in the world this year to earn every point possible on the exam. bit.ly/perfect-ap-score



Jefferson seniors **John Kerwin** and **Paul Wakeham** are semifinalists in the 2024 National Merit Scholarship Program competition. The students are candidates for a merit scholarship. bit.ly/bps-national-merit



Holly Skadsem, New Code Academy elementary digital learning coordinator, joined the newly created Seesaw Leadership Council. Only 20 educators from across the U.S. were chosen to serve on this council, which is at the leading edge of trends in elementary education. bit.ly/bps_seesaw-leadership-council

Eight new members were inducted into the high school halls of fame. Jefferson inducted former coach **Rod Daniels**, athletes **John Prins**, **Kristin (Jarnes) Strom** and musician **Steve Fisher**. Kennedy inducted former athletes **Jayson Ness**, **Wendy Phillips (Godwin)**, **Stacy Godwin Lemke** and **Leif Carlson**. bit.ly/bps-hall-of-fame



Kennedy juniors **Shureym Dalmar** and **Valentine Onchonga** and Jefferson senior **Mitchelle Kennedy** earned the National African American Recognition Award, used by colleges to identify academically competitive underrepresented students. bit.ly/bps_college-board



Student artwork was on display this year at the Minnesota State Fair in the annual K-12 art competition. Twenty nine Bloomington students placed in categories like drawing, painting and ceramic art. bit.ly/state-fair-student-artwork



Alexandra Holter, computer science coordinator, is representing the Computer Science Teachers Association on the newly created MDE Computer Science Education Working Group to develop a strategic plan for a statewide computer science education program. bit.ly/holter-joins-state-group



Kennedy AVID 11 teacher **Staci Buchanan** and several AVID students were invited to participate in a press conference at Bloomington Civic Plaza to speak about new state legislation giving students ages 16-17 the opportunity to pre-register to vote. bit.ly/khs-press-conference



Dr. Jenna Mitchler, assistant superintendent, is the new president of the University of Minnesota College of Education and Human Development (CEHD) Alumni Society Board. She was featured in CEHD Connect magazine's Fall 2023 issue on page 25. bit.ly/mitchler-alumni-board



Gov. Tim Walz visited Oak Grove Elementary School on Sept. 5 as part of a day-long tour of school districts across the state. bit.ly/gov-visits-oge

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In the Know

New Student Representatives

Student representatives serving as non-voting members on the school board this year are Kennedy junior Kenneth Adah and Jefferson senior Dhruvika Uppal. Adah and Uppal attend board meetings once a month to report on school activities and participate in discussion of board agenda items. Visit our website to watch a video introduction of Adah and Uppal.

bit.ly/bps-student-reps_23-24

Study Buddies

Study Buddies (formerly Homework Connection) provides free tutoring for all Bloomington students in grades K-12. Students get help with reading and math support and other class work. Thirty-minute sessions are held after school and evenings November through April. We are seeking volunteers to help tutor students in this program. To join Study Buddies or become a volunteer, please contact Volunteer Connection.

bit.ly/bps-volunteer

CS Education Grant

Bloomington Public Schools received an Amazon grant to support elementary school computer science (CS) education and professional development. The grant is part of Amazon's Future Engineer program to expand elementary CS education across the country. Amazon and the nonprofit group BootUp PD will provide teachers with professional development and tools to bring engaging coding lessons to their students. BPS is Minnesota's leader in K-12 computer science education.

bit.ly/bps-cs-amazon-grant

Performing Arts Calendar

Come see our spectacular music and performing arts programs featuring talented students and musicians. Our performances in theater, band, orchestra, choir and show choir have earned regional, state and national awards. Find performances, dates and times on district or school websites.

bit.ly/bps-performing-arts

