

St. Louis Park Public Schools

# 2020-25 Strategic Plan for Racial Equity Transformation

## School Board Unanimously Approves Strategic Plan

School Board members for St. Louis Park Public Schools unanimously approved the 2020-25 Strategic Plan for Racial Equity Transformation on March 8, 2021.



"I am immensely grateful to everyone who led with courage, compassion, conviction, and authenticity to make this happen; to put all of these values into words that will guide us for the next five years."

- School Board Chair Mary Tomback

### About the 2020-25 Strategic Plan for Racial Equity Transformation

This strategic plan was a labor of love and born out of the desire to create a better tomorrow for all learners in St. Louis Park Public Schools that is not predictable by Race. District Administration custom-designed a process that combined an adaptive approach to center the Core Planning Team Members' thoughts, feelings, and purpose related to racial equity with technical execution.

### Core Planning Team

The Core Planning Team consisted of more than 35 stakeholders; including students, parents/guardians, teachers & staff, District and School Leaders, and community members worked together virtually from August 2020-January 2021 in a series of seven Zoom meetings to learn and grow in racial consciousness and competence to complete the strategic plan.

The group was focused on answering the following question...

*What is needed for the thorough and dramatic change of Racial Equity Transformation to occur in St. Louis Park Public Schools; where current, racist systems are abolished to build new, anti-racist systems and structures with all community stakeholders to create student-centered schools with inspired and empowered outcomes regardless of race and accountability measures for students and adults by the end of 2025?*



St. Louis Park  
Public Schools

[www.slp schools.org/strategicplan](http://www.slp schools.org/strategicplan)



# 2020-25 Strategic Plan for Racial Equity Transformation

## Mission Statement

St. Louis Park Public Schools sees, inspires, and empowers each learner to live their brilliance in an environment that centers student voice and experience to create racially equitable learning that energizes and enhances the spirit of our community.

## Vision Statement

St. Louis Park Public Schools – Where students are seen and valued and become their best selves as racially conscious, globally minded contributors to society.

## Core Values

We believe in:

- > **The brilliance of ourselves and others.**  
Everyone has the capacity and responsibility to foster the growth and brilliance of others.
- > **Authentic community engagement.**  
Engaging and supporting our employees, families, and communities will enhance the healthy development of each learner.
- > **High expectations.**  
Instilling and upholding high expectations empowers students and staff to higher levels of achievement.
- > **Collective responsibility.**  
Embodying the collective and urgent responsibility of anti-racist practices enriches a work and learning environment and community.
- > **Persistent effort.**  
Through persistent effort we will create anti-racist schools and academically successful learners.
- > **Racial consciousness and cultural competence.**  
Racial consciousness and cultural competence are essential to each person's ability to be a catalyst for change.
- > **Advocacy for equity.**  
Everyone has equal intrinsic worth and we will advocate for the historically marginalized.

## Areas of Focus & Priority Work for the 2021-22 School Year

### Culturally Relevant Teaching and Learning

**Priority work:**

- Sustain and deepen culturally relevant teaching through the collaborative team process.

### Equity Development

**Priority work:**

- Provide expanded professional development opportunities for all staff.

### Family and Community Engagement

**Priority work:**

- Develop and implement a documented protocol for communication translations.
- Expand out-of-school time options for students.

### Students at the Center

**Priority work:**

- Respond to data and recommendations from Student Data Interns (Summer 2020 and 2021 recommendations).

### Structures and Systems

**Priority work:**

- Implement the PowerSchool E-Finance Plus Human Resources/Payroll/Finance System in place of Skyward.

## Action Steps & Timelines

The Core Planning Team suggested Action Steps and Timelines in each Area of Focus. District Administration will determine actions steps to achieve in each area annually. The Action Steps will be shared with the School Board at the start of each school year and an Annual Report of Progress will be completed at the end of each school year.

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