

# 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.



## 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. 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?



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## 2023-2024 Priority Work

**Sustain and deepen culturally relevant literacy development through the Collaborative Action Research for Equity (CARE) Team process.**

### Measurement areas

**Identity** - Students discover who they are, who others say they are, and who they desire to be.

**Skill** - Students demonstrate proficiency in reading (decoding, vocabulary, phonics, etc.).

**Intellectualism** - Students cite textual evidence and writing

**Criticality** - Students exhibit critical thinking, understand power, humanity, inequities, oppression, anti-sexism and anti-racism.

**Joy** - Students express happiness and a love for learning.



**Develop a retention strategy that amplifies the voices, perspectives, and needs of staff of color leading to a safer, more empowered, and fulfilling culture of belonging focused on retaining racially-conscious staff.**

### Measurement areas

**Engagement** – Engage at least 50% of staff of color through digital and in-person opportunities to understand current experiences and needed elements of a culture of belonging that will lead to greater retention of racially conscious staff of color. (Winter, 2023)

**Cultivation** – Engage at least 10% of staff of color in a collaborative process to design a BIPOC-responsive retention plan based on findings in the engagement phase. (Winter, 2023)

**Adaptation** – Implement at least three recommended practices, activities, systems, and structures at each site and district-wide under the guidance of the superintendent. (Summer, 2024)

**Belonging and Retention** – Engage at least 50% of staff of color through an online survey and increase the number of staff of color who intend to stay in the district 5+ years by 10% (baseline collected Winter 2023); increase the number of staff of color who agree/strongly agree that they feel a sense of belonging in SLP by 10% (baseline collected Winter 2023); increase the retention of teachers of color from 90% in 2022-2023 to 93% in 2023-2024.

