



# 2023-2024 STRATEGIC PLAN

DR. CARLY BAKER, SUPERINTENDENT

ARTS ENGINEERING MATH ARTS STE  
MATH TECHNOLOGY ARTS SCIENCE B



**BROOKLYN  
CENTER  
COMMUNITY  
SCHOOLS**



OCTOBER 9, 2023

# A MESSAGE FROM SUPERINTENDENT, DR. CARLY BAKER

This report will provide an overview of the strategic plan and direction of the district for the 2023-2024 school year. With approval from our governing school board, district leadership plans to continue the work we started last year. Our strategic work will live within three umbrellas:

1

Deepen our culture and work to build systems that are steeped in justice-centered, anti-oppressive practices.

2

Redesign every student's learning experience and increase proficiency and growth across the district.

3

Increase trust, transparency, and collaboration by developing family and staff engagement practices, data collection, and reflection.

Moving forward, it is our intent to continue the foundational work we began five years ago. We plan to continue to create intentional work related to school climate and culture; to redesign every student's learning experience; and to increase trust, transparency, and collaboration throughout our organization.

While some of these goals are immediate and can show progress quickly, some are also aspirational. As we have stated previously, justice work is a journey not a destination. Our staff are committed to this journey and I am proud to partner with them to create meaningful differences in the lives of our students, families, and community.

Sincerely,



Dr. Carly Baker, Superintendent

# STRATEGIC GOAL #1

We will deepen our culture and work to build systems that are steeped in justice-centered, anti-oppressive practices.

## RESTORATIVE PRACTICES

- **We will conduct Restorative Practice and SEL interventions each semester and support teachers implementation of circle work in the classroom.**
  - We will measure our success by tracking the number of impromptu and planned interventions and reflecting on or adjusting practices for continual team growth.
  - We will also measure our success by the timeliness of support to teachers and through two staff engagement surveys (December 2023 and May 2024).
- **We will establish and train a Student Restorative Practice Team to become a part of the support structure at Brooklyn Center Middle and High School.**
  - We will measure our success by instituting this as credit building opportunity for students who participate (built first semester and launched second semester) and reflect on feedback from students, staff, and administration on the effectiveness of the program.

## COMMUNITY SCHOOLS CONNECTION FORM

- **We will grow awareness and access to our Community Schools Connections Form across sites.**
  - We will measure our success by the creation of a process manual for implementation and communicate with staff in bi-monthly newsletters.
- **We will continue to adjust the form by including all referral processes.**
  - We will measure our success by see alignment and consistency across sites in making all PST, SAT, and SST referrals by the end of the school year.

# STRATEGIC GOAL #2

We will redesign every student's learning experience and increase proficiency and growth across the district.

## CURRICULUM & ACHIEVEMENT

- **We will reach a 3.5% improvement in Reading and Math in all populations.**
  - We will measure our success by our MCA-III and MTAS scores.
- **We will record 90% of students showing “modest growth” or higher from fall testing to spring testing.**
  - We will measure our success by our FastBridge Reading and Math Benchmark Assessments.
- **We will focus on creating an intensive coaching and instructional support model focused on specified grade levels to measure the growth of teacher instructional proficiency and student achievement.**
  - We will measure our success by teacher reported proficiency and confidence in teaching foundational and critical literacy skills to their students, student growth using curriculum based measures, and teacher feedback and engagement.
- **We will create and grow critical literacy curriculum to increase staff self-reported proficiency and efficacy.**
  - We will measure our success by instituting focused, instructional support and coaching (specific to literacy instruction) in grades K-8.



# STRATEGIC GOAL #3

We will increase trust, transparency, and collaboration by developing family and staff engagement practices, data collection, and reflection.

## FAMILY ENGAGEMENT

- **We will audit all family engagement events and create a consistent mode of communication across sites and teams.**
  - We will measure our success by providing feedback opportunities at events, creating a checklist for employees to reference as they schedule events, and systemize communications across sites.

## STAFF ENGAGEMENT

- **We will provide “pulse” surveys throughout the school year and address any concerns or issues as they arise.**
  - We will measure our success by the timeliness and effectiveness of district response to constructive feedback.
- **We will provide a full employee engagement survey in February 2024.**
  - We will measure our success by creating action plans by the end of April 2024 and implementing any changes by the end of the school year.
- **We will work to build a sense of belonging and community between all staff by creating a culture and spaces of engagement and support.**
  - We will measure our success through staff engagement surveys and create a plan for the 2024-2025 school year.