

BIGG

Board-Initiated Goals Governance

Gathering and Interpreting Feedback

- In Phase One, we conducted a survey and held listening sessions with students and staff.
- Our Data and Research Subworkgroup coded this data with assistance from REA.
- Each member of this subworkgroup discussed their findings with each other and came to similar conclusions.
- The feedback we received mostly confirmed the draft goals we'd been considering, but challenged us to address some concerns that we had not previously included in our draft goals.

Gathering and Interpreting Feedback

- The most consistent themes we saw in the data were:
 - Improvement in reading/writing proficiency
 - Improvement in mathematics proficiency
 - Development of strong critical thinking skills and deep understandings of government and civics
 - Development of life and soft skills, especially financial literacy
 - Preparation for life after high school, whether their path is toward college or a career
 - Concern for student social/emotional wellbeing
 - Desire for the district to provide more music and arts offerings for students

Preliminary Student Outcomes Goals

Reading Proficiency

- The percentage of SPPS students proficient in reading will increase from 34% in 2024 to 40% by 2029 while the percentage of SPPS students learning English as a second language who are proficient will increase from 7% in 2024 to 15% by 2029 as measured by the Minnesota Comprehensive Reading Assessments.

Mathematics Proficiency

- The percentage of SPPS students proficient in math will increase from 26% in 2024 to 31% by 2029 as measured by the Minnesota Comprehensive Mathematics Assessments.

Graduation

- The percentage of SPPS students graduating in 4 years will increase from 68% in 2023 to 78% in 2029, returning to pre pandemic levels for all student groups.

Civics

- The percentage of students who receive a passing grade in classes that meet US Government/Civics graduation requirements will increase from 84% in the 2023-2024 school year to 90% in the 2028-2029 school year.

Preliminary Programmatic Goals

Enrollment

- SPPS will increase its enrollment as measured by the percentage of St. Paul school-aged children from 60% in 2024 to 63% by 2029.

Restorative Practices

- The number of schools implementing all four components of RP will increase from 1 in 2024 to 8 by 2029.

Music and Arts

- The amount of the district budget dedicated to music and arts will increase from \$243 per student in FY25 to \$284 per student by FY29 as outlined in the SPPS district budget.

College and Career Readiness

- The percentage of students completing a career inventory before graduation will increase from 78% of students in 2024 to 99% of students in 2029.

Preliminary District Relations Goals

- The Board and District leadership will collaborate on a set of shared expectations regarding the manner in which they communicate with one another.
- The Superintendent will provide consistent and regular updates to all board members about the wellbeing of the district and the progress of our shared work.
- Board leadership will determine how best to merge the Board's public relations strategies with the district's public relations strategies.
- The Board and District Administration will hold an annual retreat and work session.

Preliminary Internal Goals Part One

- The Board will develop and implement clear procedures for committee attendance no later than the 2026 Board Retreat. These procedures will include an expectation that Board Members will activate their alternates in the case of an absence, a process for reporting the activities of the committee back to the full Board, as well as a process for changing the Board Member assigned to a particular committee in the case of repeated absences.
- The Board will develop a strategy around communications and engagement. This strategy should address expectations regarding how we collectively respond to emails from our community as well as how we respond to each other in a way that allows us to operate effectively. As part of this strategy, Board Members will host at least two public town hall/office hours events each year, at least one of which must be a meeting with students, and will visit each school in their focus area at least once per calendar year.

Preliminary Internal Goals Part Two

- By their 2026 Board Retreat, the Board will update their onboarding process for new Board Members, which will include technology set-up, scheduling one-on-one meetings with the Board Administrator, Board Chair, and Superintendent, scheduling school visits in designated focus areas, and a training with General Council regarding Roberts Rules, Conflicts of Interest, and Open Meeting Laws.
- Every Board Member will engage in some form of professional development each year to improve as a public servant.
- The Board will conduct a self-evaluation, based on these internal goals, at the 2026 board retreat.

Next Steps

- The next round of community engagement will ask students, family, and staff whether or not they agree with our preliminary goals. We want to find out whether our drafts meet the concerns of the community and whether they are appropriately ambitious/feasible.
- We will conduct another survey, which will be available to all members of the SPPS community, in February. In-person engagement sessions will be held throughout February and March. We will likely adopt our final goals at our April Board of Education Meeting.

Questions?