District Operational Plan
Goals, strategies and performance indicators of Cabinet 2025-2026
Adopted: Approved August 19, 2025

This District Operational Plan is organized around the areas of strategic planning, as illustrated in the schoolhouse model. The area of "High Student Achievement," which is at the center of the model, is supported in some way by all of these strategic areas and goals.

Shaded goals indicate Board-approved priorities

HIGH QUALITY INSTRUCTION

Rationale #1	Leader(s)
Expanding career pathways for our high school students will empower them to explore their interests, develop valuable skills, make informed decisions about their future and ultimately transition more successfully into fulfilling careers and post-secondary education. We believe that when students see a direct connection between their coursework and potential future careers, their learning becomes more relevant and purposeful. This can boost their engagement in school and increase their motivation to succeed academically. In addition, exposure to different career fields will allow students to make more informed decisions about their future education and career paths, reducing the likelihood of career indecision later in life.	Chris L. Jen L. Mindy H. Michael W. HS Principals

Goal	Strategies	Performance indicators/Documentation	Timeframe
Expand career pathway opportunities for high school students.			

HEALTHY LEARNING CLIMATE

Rationale #1	Leader(s)
Outdoor classrooms and environmental learning experiences provide students and teachers with dynamic, interactive learning environments that enhance traditional classroom instruction. We think it is important that all students have access to this style of learning. We believe that learning experiences that take place outdoors in nature can stimulate student's curiosity, engage their senses and foster a sense of wonder. When provided with these types of enriched learning environments, students are able to engage in hands-on, experiential learning that leads to a deeper and more lasting understanding of concepts across various subjects, including science, math, language arts and social studies.	Angie P. Karl B.

Goal	Strategies	Performance indicators/Documentation	Timeframe
Create a master plan detailing the outdoor classroom spaces and environmental learning opportunities for students across the District.			

SHARED LEADERSHIP & ACCOUNTABILITY

Rationale #1	Leader(s)
Our current analytic tool, Viewpoint, is sunsetting, creating a critical need for a robust replacement. Expanding our student information system, Synergy, to include assessment and analytical components represents a strategic investment in our district's future. Integrating assessment tools within Synergy offers a direct replacement for our current Mastery Manager system, streamlining operations. This consolidation will provide teachers with a more user-friendly, unified platform, reducing the learning curve and improving efficiency. By aligning our systems, we empower educators with seamless access to essential data, facilitating data-driven instruction and ultimately enhancing student outcomes. This initiative will modernize our technological infrastructure and foster a more cohesive and effective educational environment.	Angie P. John P. Mary S.

Goal	Strategies	Performance indicators/Documentation	Timeframe
Expand our Student Information System to include assessment and analytical components.			

Rationale #2	Leader(s)
A key goal in recruiting, hiring and retaining quality staff is a comprehensive and engaging onboarding process that sets the foundation for long-term employee success and satisfaction. Enhancing our onboarding processes and strengthening the resources available across our system will create support for our employees. Ongoing support ensures that employees have access to the resources and guidance they need to perform their jobs effectively and maintain high standards of quality. Our commitment to employee growth and well-being will result in employees feeling supported and reporting a higher degree of job satisfaction.	Chris L. Julie C. Executive Team Cabinet

Goal	Strategies	Performance indicators/Documentation	Timeframe
Identify opportunities to strengthen and enhance onboarding activities, and provide additional support for our staff.			

FINANCIAL OVERSIGHT AND STEWARDSHIP OF RESOURCES

Rationale #1	Leader(s)
School safety and security remains one of the top priorities for schools across the nation and in our state. In 2024, a comprehensive technology evaluation revealed challenges that prevent our schools from providing the safest and most equitable learning environment possible. Like most school districts today, Mounds View continues to be a target for individuals and groups looking to steal the personal data associated with our students and staff. As a result, cybersecurity has become a critical issue for educational institutions. In order to combat the ongoing targeting of our schools, school districts need to have the resources necessary to create safe environments where students and staff can engage in learning activities without the fear of outside forces negatively impacting them. One of the key factors necessary to ensure appropriate resources are available to address threats to our schools is to establish dedicated, ongoing funding that is focused on technology, safety and security needs. We believe the best way to accomplish this is through the establishment of a technology/capital projects levy.	Chris L. Colin S. John P

Goal	Strategies	Performance indicators/Documentation	Timeframe
Address ongoing school district technology, safety and security needs through a successful capital projects levy campaign. (Pending School Board resolution)			

Rationale #2	Leader(s)
The Minnesota Legislature is currently addressing a projected financial deficit. Given that the balance of our funding comes from state sources, we will have to pay close attention to the work of the legislature and make adjustments to our school district funding based on the final legislative agreements. In addition, we will continue to watch student enrollment as we move into the next school year as this will also impact our funding and revenue over the duration of our next employee contracts. These and other factors will require the District to work proactively with our employee groups on the timely settlement of our contracts. This work will need to be done in a manner that provides for fiscal stability and does not distract from the mission, vision and goals of the District.	Julie C. Paula S.

Goal	Strategies	Performance indicators/Documentation	Timeframe
Complete contract negotiations with all employee groups while aligning expenditures and revenue, limiting legacy costs and balancing the need to recruit and retain the best employees.			

Rationale #3	Leader(s)
As a district, we feel it is important to regularly complete enrollment and facility studies to gather comprehensive information about our ongoing enrollment trends and how those trends align with our existing facilities. The District has recently opened enrollment to non-resident students on a space-available basis at our elementary schools and is continuing to monitor the impact that it is having on our overall enrollment. Moving forward, we anticipate questions about opportunities for non-resident students and families to access programming at the secondary level. We feel it will be important to have clear enrollment projections aligned to the capacity of our facilities that can be used for future decision making regarding our overall enrollment and facility needs.	Chris L. Darin J. Chris P.

Goal	Strategies	Performance indicators/Documentation	Timeframe
Complete an updated Enrollment and Facility study.			

Rationale #4	Leader(s)
Our district has made a commitment to operate in ways that are allowing us to move toward a goal of using 100% clean electricity. This commitment includes improving energy efficiency and reducing energy consumption, ultimately leading to an improved impact on the environment and allowing us to save money in our building operations. The Geothermal projects that are in progress at three of our sites are evidence of the district's progress toward this commitment. Moving forward we believe it would be valuable to work with an external partner(s) to evaluate the energy consumption at all of our schools. Performing a comprehensive audit would provide the district with tangible metrics across all buildings that would allow us to prioritize and target the ongoing work being done to reduce energy consumption and save money across the district.	Darin J. Chris P.

Goal	Strategies	Performance indicators/Documentation	Timeframe
Complete an energy audit of our schools to identify opportunities for energy savings.			