



Robbinsdale Area Schools

## Reimagine Rdale: Vision 2030 Staff Engagement Recap

Feb. 3-March 27, 2025 | All Schools, Buildings and Program Locations

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### Executive Summary

Between Feb. 3 and March 27, 2025, Robbinsdale Area Schools (Rdale) facilitated 22 staff engagement meetings at every school site and key program areas. A total of 1,207 staff members participated in structured conversations around three guiding questions:

1. *What could school look like in the future?*
2. *What should we be paying attention to and/or maintain because it is working in Rdale?*
3. *What qualities and skills should every Rdale graduate possess?*

Staff generated bold ideas, affirmed existing practices, and helped articulate a shared vision for Rdale's future. The themes below summarize the collective input.

### What if...? Reimagining School for the Future:

Staff envisioned learning environments that are student-centered, balanced, and community-connected. Key themes included:

- Whole Child Focus: Expanded mental health resources, SEL supports, and stronger parent/community partnerships.
- Flexible Learning Models: Interest in hands-on, project-based, outdoor, and experiential learning, with less emphasis on standardized testing.
- Balanced Technology Use: Calls to limit screen time while integrating technology purposefully with paper-based and interactive methods.
- Expanded Opportunities: More afterschool clubs, athletics, arts, world languages, and real-world classes such as financial literacy, cooking, and career prep.
- Schedules and Structures: Ideas for smaller class sizes, longer recess/lunch, shorter class blocks, and varied daily schedules.
- Safe and Inclusive Schools: Strong desire for culturally responsive staff, safe facilities, drug-free environments, and equitable resources across schools.

### What's Working in Rdale:

Staff identified practices, programs, and values to preserve and strengthen:

- Relationships and Community: Positive staff-student connections, family engagement, and inclusive school cultures.

**Believe. Belong. Become.**



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- Instructional Supports: MTSS, small-group interventions, co-teaching, and access to teachers for extra help.
- Core Services and Equity: Free meals, restorative practices, and equitable opportunities across schools.
- Extracurricular and Enrichment: Arts, athletics, and co-curricular programs that build belonging.
- Commitment to High Standards: Strong expectations for academics and behavior, balanced with recognition and celebration of student success.
- Safety & Stability: Consistent routines, safety measures, and supportive staff teams.

### Profile of an Rdale Learner:

Staff identified practices, programs, and values to preserve and strengthen:

- Life-Ready: Equipped with real-world skills such as budgeting, cooking, and digital citizenship.
- Critical Thinkers and Problem Solvers: Able to adapt, inquire, and make thoughtful decisions.
- Socially and Emotionally Intelligent: Demonstrating resilience, self-regulation, empathy, and collaboration.
- Culturally Aware and Inclusive: Respectful of diversity, globally minded, and civically engaged.
- Confident and Caring Individuals: With strong communication, perseverance, and a positive sense of self.

March 27, 2025

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