

May 12 - September 26, 2025

100-Day Entry Plan: Coming Into Focus

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Saint Paul
PUBLIC SCHOOLS



SPPS Mission & Guiding Values

Our Mission

At Saint Paul Public Schools (SPPS), our mission is both bold and simple: **to inspire students to think critically, pursue their dreams and change the world.**

About Saint Paul Public Schools

SPPS is Minnesota's second-largest school district, educating nearly 34,000 students across 68 schools. Highly trained and deeply dedicated staff, cutting-edge academic programs, and strong community support are among the district's hallmarks. Our students speak more than 115+ languages, sharing their ideas and cultures with their classmates and teachers every single day.

Guiding Values

- **Achievement:** Fostering academic success by taking action to increase student achievement through challenging and collaborative learning.
- **Communications:** Engaging with sincerity and honesty by using language that can be understood by all.
- **Continuous Improvement:** Pursuing excellence by identifying and strengthening what is working well and being flexible to change what is not.
- **Collaboration:** Working together in a respectful manner that values and honors families, staff, students and the community.
- **Accountability:** Holding ourselves to high standards for the outcomes of student achievement and operational, instructional and fiscal performance.
- **Inclusive Culture:** Embracing each individual's culture, race, ethnicity, ability and identity.

SPPS Achieves Strategic Plan

FOCUS AREA

Systemic Equity

Identify and address institutional and systemic inequities

FOCUS AREA

Positive School & District Culture

Create a shared sense of community to build trust and collaboration within and outside our schools

FOCUS AREA

College & Career Readiness

Increase opportunities for students to envision their future, explore careers and prepare for postsecondary education

FOCUS AREA

Program Evaluation & Resource Allocation

Evaluate the effectiveness of current programs and make informed adjustments and investments

FOCUS AREA

Effective & Culturally Relevant Instruction

Provide instruction in ways that are responsive to each student so they stay engaged and feel valued in the classroom

FOCUS AREA

Family & Community Engagement

Provide more opportunities for families and community members to have input in district decisions

Long-Term Student Outcomes

- Decrease disparities in achievement based on race, ethnicity, culture and identity
- Increase achievement of English Learners
- Increase achievement of students receiving special education services
- Improve kindergarten readiness
- Increase academic growth in reading and math for all students
- Prepare all graduates for college, career and life

Board Initiated Goals Governance (B.I.G.G.)

Student Outcome Goals	Programmatic Goals
The percentage of SPPS students who are proficient in reading will increase from 34% in 2024 to 40% by 2029; the percentage of SPPS students learning English as a second language who are proficient in reading will increase from 7% in 2024 to 15% by 2029, as measured by the Minnesota Comprehensive Reading Assessments.	The percentage of school-aged children who live in Saint Paul and attend an SPPS school will increase from 60% in 2024 to 63% by 2029.
The percentage of SPPS students who are proficient in math will increase from 26% in 2024 to 31% by 2029, as measured by the Minnesota Comprehensive Mathematics Assessments.	The number of schools fully implementing the Whole School Restorative Practices model will increase from 1 in 2024 to 8 by 2029.
The percentage of SPPS students who complete a career inventory before graduation will increase from 78% of students in 2024 to 99% of students in 2029.	The amount of the district funds dedicated to music and arts will increase from \$243 per student in Fiscal Year 2025 to \$284 per student by Fiscal Year 2029 as outlined in the SPPS district budget.
The percentage of SPPS students who receive a passing grade in Civics and/or U.S. Government will increase from 84% in 2024 to 90% in 2029.	The percentage of SPPS students who graduate in 4 years will increase from 68% in 2023 to 80% in 2029; returning to pre-pandemic levels for all student groups.
The percentage of students earning a passing grade in Personal Finance will increase from implementation in September 2025 to 75% by June 2029.	

Entry Plan Phases

1

Listening

virtual and in-person meetings; attend community events;
share updates through a variety of channels

2

Learning

review of all current policies, operating procedures,
department protocols, oversight, school-based systems
and structures

3

Evaluation

analyzing and synthesizing information gathered from
stakeholders during phases 1 and 2

4

Leading

implementation process and sharing expectations across
the system



Listening & Learning



27

Focus Groups



51

Events



4

**Thought
Exchanges**



42

**Group
Outreaches**



24

**Media
Appearances**

Evaluation (Analysis)

SOAR (strengths, opportunities, aspirations, results) & Prevalent Themes

Roadmap for our work ahead. It honors what we do well while honing in with a laser-like focus on what we must improve. Most importantly, it centers the experiences of those we serve and commits us to action that creates meaningful change.

1. Reviewed all data (event/school visit artifacts, notes, listening session transcripts, exchanges, exchange ratings)
2. Coded/labeled and organized the according to sentiment and SOAR category
3. Combined smaller topics if necessary
4. Saturation
5. Verification

STRENGTHS
What We Do Well

- Exceptional Diversity and Cultural Responsiveness
- Strong Staff Dedication and Relationships
- Innovative Student Placement and Support Services
- Operational Excellence in Support Services
- Career and College Readiness

OPPORTUNITIES
**Areas for Enhancement
and Innovation**

- Achievement Disparities and Educational Equity
- Special Education Separation and Service Gaps
- Inconsistent Discipline and Behavioral Support
- Facility Inequities and Infrastructure Challenges
- Communication Gaps and Language Access
- Enrollment Decline and Marketing Challenges

ASPIRATIONS
**Bringing Transformation
into Vision**

- Create Genuinely Inclusive Schools
- Establish Equity in Resources and Experiences
- Build Consistent, Relationship-Centered Systems
- Center Family Voice and Cultural Identity

Results

- Key Areas for Study and Goal Setting

RESULTS

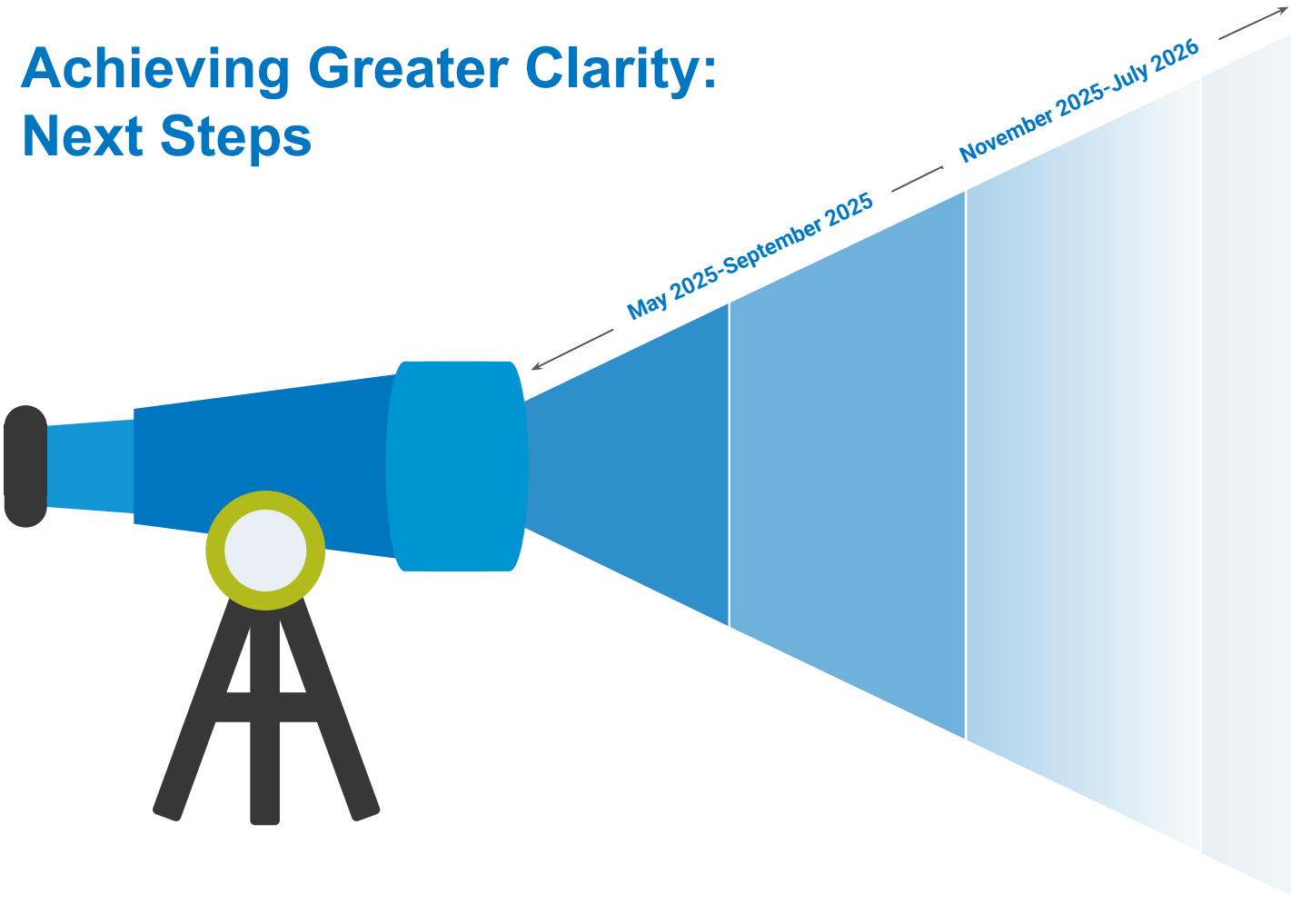
Key areas for study and goal setting

It is recommended that all of these areas will be examined through an overarching Belonging and Dignity lens, ensuring that our strategies strengthen rather than undermine students' sense of worth and connection to our schools.

The following key areas of study are not listed in an order of priority.

- 1 Facility Equity Assessment & Longitudinal Plan
- 2 Family Communication and Language Access Standards
- 3 Discipline and Belonging Review
- 4 Achievement Gap Reduction & Academic Acceleration Initiative for every student group
- 5 Staff Retention and Recruitment Strategy
- 6 Marketing and Enrollment Recovery Campaign
- 7 Special Education Programming Enhancement
- 8 Analysis of Current Resource Allocation Models
- 9 Continuous Improvement Infrastructure

Achieving Greater Clarity: Next Steps



Our families and students are not asking for perfection. They are asking for consistency, equity, dignity, and follow-through. They are asking us to see them, hear them, and create systems that serve all children with the same excellence we provide to some.

