



Strategic Plan: Review of District Vision Card

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Outcomes for the Presentation

- ❑ Review the Strategic Roadmap approved by the Board
- ❑ Review of the District Vision Card
 - ❑ Measurements of the Desired Daily Experiences for students, staff and families
- ❑ Share the BIG District Work for 2025–2026

Our Strategic Roadmap



MISSION

The mission of SoWashCo Schools is to educate students for success.

VISION

SoWashCo Schools will lead by example – working together with students, staff, families and community to support each student.



CORE VALUES



CONNECTIONS

Building meaningful relationships through empathy, kindness, patience, and respect that lead to trust and understanding.



INTEGRITY

Demonstrating care, reliability, and honesty while keeping students at the center of decision-making.



EQUITY

Ensuring each individual receives what they need to reach their full potential.



EXCELLENCE

Setting a high standard through quality instruction and opportunities with a focus on continuous improvement and risk-taking.



EDUCATIONAL INNOVATION

Educating students through new ideas and methods that increase student engagement, and encourage creativity, critical thinking, and collaboration.

THE STUDENT EXPERIENCE

We will develop and implement systems that promote positive student interactions, amplify student voice, accept students for who they are, and welcome each of them as part of our community.

MASTERY OF LEARNING AND EXPECTATIONS

We will ensure student success by setting clear expectations, personalizing learning experiences, and encouraging students to own their education.

STUDENT PATHWAYS AND SUPPORTS

We will provide meaningful and relevant learning opportunities, and establish a system of academic and social-emotional support based on the needs of each student.

OPERATIONS STAFFING AND FINANCE

We will invest in our employees, and be accountable for effective and efficient management of resources.

ENGAGEMENT AND PARTNERSHIPS

We will work together to promote engagement and the sharing of resources to build stronger family and community connections.

Review of District Vision Card

The background of the slide is decorated with several large, overlapping geometric shapes. These include a large light beige circle, a small green circle, a large blue circle, a large yellow circle, a large green circle, a large red circle, and a small beige circle. The shapes are arranged in a way that they overlap each other, creating a dynamic and colorful composition.

Desired Daily Experiences of Staff, Students, Families

Vision

Mission

Strategic Directions

**Student
Experience**

**Mastery of
Learning and
Expectations**

**Student
Pathways**

**Operations,
Staffing &
Finance**

**Engagement &
Partnerships**

Desired Daily Experiences of Staff, Students, Families

What is a Vision Card?

A vision card reports key measures and metrics for strategic planning. It helps us assess the progress of meeting district goals.

Vision Card: Data Sources



Students

SoWashCo Survey (Gr 5-12)

6,662 Respondents
55% Response rate

MN Student Survey
(Gr 5, 8, 9, & 11)

4,736 Respondents
80% Response rate

Assessment Data



Family/Community

SoWashCo Survey

1,763 Respondents

Morris-Leatherman Survey

Random sample of
500 community members



Staff Members

SoWashCo Survey

1,534 Respondents
54% Response rate

Human Resources Data

Performance Levels on Vision Card



Requires intervention: We need to intervene and make changes.

Making progress: We have made changes and are seeing progress.

Continuous improvement: We have maintained progress and are making adjustments to improve.

Advancing toward vision: We are approaching our vision.

Vision achieved: We are seeing evidence of ideal circumstances and results that are aligned to our vision.

Desired Daily Experiences



Desired Daily Experiences Students, Staff and Families

What our students want:

My experiences at school provide me with opportunities to prepare for the real world and explore options for my future.

- I have the flexibility built into my schedule that I need to be successful.
- I am in engaging learning environments that include options for physical movement, brain breaks, and choice.

I feel welcomed, cared for, comfortable, heard, valued, respected, and accepted among my peers and the staff.

- I feel emotionally and mentally safe at school.
- I feel physically safe at school.
- I have fun learning, socializing, and celebrating at school.

I can use my voice to include other people.

- I understand and accept cultures other than my own.

I see my race, culture, and ability supported and acknowledged in the classroom curriculum, the staff, and throughout the school.

- My teachers are diverse and bring different perspectives to the classroom.
- The materials and resources used in classrooms and throughout the school reflect my race, culture, and abilities.



Desired Daily Experiences Students, Staff and Families

What our staff wants:

Students and families are the center of our decision-making.

I am proud to work in SoWashCo Schools where I feel ownership, value, and contribute to the collective mission of the classroom, programs, schools, and district.

- I am celebrated and validated for my identity, strengths, and experiences.
- I am given opportunities and resources to grow as a professional.
- I am compensated competitively, including salaries and benefits.
- I am supported in having work-life balance.

I am thriving because of an intentional and continuous commitment to Diversity, Equity, and Inclusion (DEI).

I have opportunities to create relationships with colleagues, students, and families.

- I have opportunities to collaborate with BIPOC colleagues at all levels.
- I work with others who foster collaboration, trust, and learning.

I work and learn in spaces that are physically and emotionally safe and welcoming.



Desired Daily Experiences Students, Staff and Families

What families want:

My child has opportunities to explore their individual interests, passions, and ideas.

- My child has opportunities to share their voice and have choice in their learning.
- My child is encouraged to question content and thinking.
- My child has high quality, personalized, and focused teaching that challenges them.

I am aware of policies and procedures that are consistently applied across the district.

- I know the platforms and devices that my child uses and why they are using them.
- I know how to readily access services for communicating with my school (such as multilingual services).
- My child's school has the resources, staffing and materials that enable students to be successful, including staff-to-student ratios for supporting students individually and meeting them where they are at academically.
- My child is supported and encouraged academically, socially, and emotionally by well-trained staff.

Staff at my child's school are representative of Black, Indigenous, and People of Color (BIPOC).

- Staff understand the cultural values, expectations, and challenges that BIPOC students face.
- My child feels seen, heard, and acknowledged because of meaningful, positive relationships with other students and staff.



Desired Daily Experiences: What our students want?

What our students want?	Survey Question Asked	Level	Response
My experiences at school provide me with opportunities to prepare for the real world and explore options for my future.	I can design my class schedule to help me be successful.	Advancing toward vision	82% responded almost always or often
	I have experiences at school that prepare me for life after high school.	Advancing toward vision	80% responded almost always or often
I feel welcomed, cared for, heard, valued, respected and accepted for who I am among my peers and the staff.	At my school, teachers care about students.	Vision achieved	90% agree or strongly agree
	I feel safe at school.	Advancing toward vision	89% agree or strongly agree
I can use my voice to include other people.	I can use my voice to support others.	Vision Achieved	91% agree or strongly agree
I see my race, culture and ability supported and acknowledged in the classroom, in the curriculum, the staff and throughout the school.	How would you rate the performance of the teachers and instructional staff in SoWashCo Schools?	Advancing toward vision	89% of families responded with a rating of excellent to good



Desired Daily Experiences: What our staff wants?

What our staff wants?	Survey Question Asked	Level	Response
Students and families are the center of our decision making.	In SoWashCo Schools, decisions are made based on what's best for students and families.	Continuous improvement	72.2% agree or strongly agree
I am proud to work in SoWashCo where I feel ownership, value and am invested in the collective mission of the classroom, programs, schools and district.	How satisfied or dissatisfied are you with your job in SoWashCo Schools? I feel proud to work in SoWashCo Schools.	Vision achieved Vision Achieved	89.6% agree or strongly agree 94.2% agree or strongly agree
I am thriving because of an intentional focus and continuous commitment to Diversity, Equity and Inclusion (DEI).	The district's commitment to diversity, equity and inclusion supports my growth and well being.	Advancing toward vision	80.8% agree or strongly agree
I have opportunities to create relationships with colleagues, students and families.	Do you have opportunities at work to connect with: 1. Students 2. Families 3. Staff	Vision achieved Continuous improvement Vision achieved	95.5% agree or strongly agree 79.1% agree or strongly agree 93.5% agree or strongly agree
I work and learn in spaces that are physically and emotionally safe, equitable, resourced and welcoming.	I feel physically safe at school. Do you have the resources and tools needed to do your job?	Vision achieved Continuous improvement	90.2% agree or strongly agree 77.3% agree or strongly agree



Desired Daily Experiences: What our Families want?

What our families want?	Survey Question Asked	Level	Response
My child has opportunities to explore their individual interests, passions and ideas.	Are there opportunities for your child to explore their interests and passions?	Advancing toward vision	84.9% agree or strongly agree
	Has your child experienced personalized learning that aligns with their learning style?	Making progress	65.1% agree or strongly agree
I am aware of policies and procedures that are consistently applied across the district.	How familiar are you with district policies and procedures?	Requires intervention	47.1% agree or strongly agree
	How familiar are you with tools and supports to communicate with school?	Requires Intervention	52.5% agree or strongly agree
Staff at my child's school are reflective of Black, Indigenous and People of Color.	Percentage of staff members identifying as Black, Indigenous or a Person of Color.	Requires intervention	9.69%
	There are staff members from diverse racial and ethnic backgrounds.	Continuous improvement	73.6% agree or strongly agree

How will we know we are successful?

Desired Daily Experiences of Staff, Students, Families

Vision

Mission

Strategic Directions

Student
Experience

Mastery of
Learning and
Expectations

Student
Pathways

Operations, Staffing &
Finance

Engagement &
Partnerships

Procedures, Policy,
Handbooks, and/or
Implementation Maps

Desired Daily Experiences of Staff, Students, Families

District Vision Card

*Leads to improved student outcomes.
Educating students for success!*



Strategic Priority Areas

1. The Student Experience
2. Mastery of Learning and Expectations
3. Student Pathways and Supports
4. Operations, Staffing and Finance
5. Engagement and Partnerships

2025–2026 BIG District Work



Area of Focus	Strategic Priority Area	End of Year Outcome
Literacy	The Student Experience Mastery of Learning and Expectations	• Complete training for Paraprofessionals • Implementation of a K-12 Identification (screening) process for literacy intervention support • Observable transfer to practice for literacy strategies learned through READ Act PD
MTSS	The Student Experience Mastery of Learning and Expectations	• Identification of guaranteed viable curriculum (priority benchmarks and resources) for literacy (k-5) and each class (6-8).
Focus on Consistent Delivery of the Core Curriculum	The Student Experience Mastery of Learning and Expectations	• Utilizing Professional Learning Community (PLC) teams to ensure learning in guaranteed curriculum
EduClimber	Student Pathways and Supports	• Completed Intentional and foundational training of all staff. • School Teams utilize EduClimber to identify students in need of intervention and/or enrichment.



2025–2026 BIG District Work

Area of Focus	Strategic Priority Area	End of Year Outcome
Career Pathways through Community Involvement	Student Pathways and Supports	- Established active participation in the Washington County partnership working group to align district efforts with broader community initiatives. - Developed a comprehensive Project Plan and Guiding Change document focused on expanding career pathways and technical education opportunities within district high schools. - Scheduled and facilitated a cross-sector partnership meeting (county, local officials, community leaders, and current CTE teachers) to explore future joint programming and work-based learning opportunities.
Skyward Q	Operations, Staffing and Finance	- Gain a robust understanding of the software, including differences to current - Identify the conversion date - Further development of project plan based on information/knowledge gained

2025-2026 BIG District Work



Area of Focus	Strategic Priority Area	End of Year Outcome
Implementation of Minnesota Paid Leave	Operations, Staffing and Finance	- Beginning 1/1/2026, working to understand how leave requests and payments will flow and how it connects with our existing leave offerings and impacts to our schools and departments. - Reviewing usage and feedback to make any needed adjustments and guide future decisions.
My Ride K-12 Application	Operations, Staffing and Finance	My Ride K-12 App will be fully utilized by families in the district for route tracking/student ridership purposes
Multilingual Communication	Engagement and Partnerships	- Implementation of consistent newsletter platform in all schools - Approved Language Access Plan - Schools all have on-demand access to Language Line

Strategic Planning Next Steps



1. Continue to work with departments on their Department Improvement Plans (DIP's) and the implementation of our BIG work across the district
2. Continue work with schools on their own School Improvement Plans (SIP's)
3. Monitor and review district data
4. Continue to update the District Vision Card aligned to the Student, Staff and Families Desired Daily Experiences
5. Update our District Website to include the Strategic Planning information and results from our Vision Card

Questions?