



# Richfield Rising

RICHFIELD PUBLIC SCHOOLS  
STRATEGIC PLAN 2026-32



Preschool Exploration  
Central Education Center  
Spring 2026



Personalized Support  
Sheridan Hills Elementary  
Fall 2025



College in the Schools (CIS) Class  
Richfield High School  
Spring 2026



# Richfield Rising

## Overview

The 2026-32 Strategic Plan, *Richfield Rising*, is our roadmap for the next six years as we work together to inspire and empower each individual to learn, grow and excel in an equitable environment. Building on the progress of our past Strategic Plans, *Reimagine Richfield* and *Richfield Realized*, this plan focuses on improving academic achievement and ensuring every student has the opportunity to succeed at every grade level.

Through Richfield Rising, we will strengthen teaching and learning while fostering the supportive school environments, partnerships and resources students need to thrive.

## We believe:

- all children have a right to a quality education characterized by high standards, rigorous curriculum and scientific, evidence-based instruction that supports all learners and addresses individualized needs.
- our responsibility is to help students grow into the best versions of themselves in Richfield Public Schools and to confidently explore their future possibilities.
- that valuing our diverse backgrounds, cultures, languages, experiences and perspectives fosters unity and empowers all.
- the collective and collaborative efforts of students, home, school and community form the foundation for excellence.
- that the core values of kindness and responsibility must be modeled, taught and nurtured to provide a safe, supportive and engaging environment for all.
- both staff and students do their best work when clear, high expectations are paired with meaningful support and relationships.

## Because we believe in the above principles:

- we commit to taking action to prepare students for lifelong learning and self-determined, successful futures.

## Background

The development of *Richfield Rising* began by looking back at the progress and lessons of the 2021-26 Strategic Plan. Over the past five years, Richfield Public Schools saw meaningful gains, including an increase in the seven-year graduation rate from 85.7% in 2020 to 95.2% in 2024, growth in the number of students earning the Seal of Biliteracy and record-high ratings for positive school climate and effective communication. These accomplishments provided an important foundation for identifying where we need to continue growing, particularly in student achievement and outcomes.

Students, families, staff and community members were invited to share their perspectives through focus sessions, conversations, surveys and other engagement opportunities across the district. Community members who could not participate in person were also invited to provide feedback through the Strategic Plan Feedback Survey.

The feedback gathered throughout the spring helped identify common themes and shape the priorities, goals and strategies included in Richfield Rising. Strong academic experiences and student outcomes emerged as an important focus, along with safe and welcoming school environments, strong partnerships between schools and families and opportunities to strengthen student programming and support.

# 2026-32 Strategic Plan

## Timeline

Spring/Summer 2026: Take all necessary steps to prepare for full implementation of the strategic plan in fall 2026, including:

- Select key actions for reaching each goal
- Create a calendar for implementing new actions

2026-27 School Year:

- Identify performance measures and gather baseline data

2027-28, 2028-29, 2029-30, 2030-31 School Years:

- Implement key actions (ongoing)
- Provide any necessary staff training (ongoing)
- Evaluate progress and make adjustments (ongoing)
- Report outcomes to the community (annually)

2031-32 School Year:

- Fully evaluate the outcomes of the plan
- Report outcomes to the community
- Utilize what was learned to create a strategic plan for the next five years

## Our Mission

Richfield Public Schools inspires and empowers each individual to learn, grow and excel.



**Richfield Middle School Awarded  
Minnesota's Best Award  
Spring 2026**

# Academics

## Academic Vision

Every student will experience challenging, engaging and relevant learning that empowers them to reach their full potential and graduate prepared to excel in their future endeavors.

## Academic Belief Statement

We believe all students can succeed academically when supported through high expectations, responsive instruction, strong relationships and meaningful opportunities to apply their learning in real-world contexts.

## Goals for Equitable Academic Outcomes

1. We will increase our 4-year and 7-year graduation rates and ensure the demographics of graduates align with the overall demographics of Richfield Public Schools.
2. We will improve student performance on local assessments while achieving demographic equity in proficiency outcomes.
3. We will improve student performance on state and national assessments while achieving demographic equity in proficiency outcomes.

## Goals for Academic Programming

1. We will consistently and effectively implement a curriculum rooted in evidence-based instructional practices and high-leverage teaching strategies.
2. We will adapt instructional methods to meet the linguistic, social and cultural needs of our diverse student body.
3. We will implement equitable and anti-racist teaching practices to ensure that historically marginalized students thrive academically.
4. We will differentiate instruction to support all learners and address individualized needs.
5. We will support the multilingualism of our PreK-12+ students by delivering high-level academic language support.
6. We will provide broad access to career pathway opportunities by increasing student participation in meaningful career exploration experiences, work skills development, college-credit bearing courses and postsecondary experiences.



Classroom Learning  
Richfield Dual Language School  
Spring 2026

# Student Activities and Community Engagement



Boys Basketball Team at State Tournament  
Richfield High School  
Winter 2026

## Student Activities and Community Engagement Vision

Students, staff, families and community members will be connected to in-school and out-of-school experiences that build a strong sense of belonging, deepen relationships and grow leadership and teamwork skills. Through inclusive, equitable opportunities, every student can explore interests, deepen their strengths and stay meaningfully connected to Richfield Public Schools.

## Student Activities and Community Engagement Belief Statement

We believe that learning and engagement beyond the classroom, supported by strong school-family-community partnerships, are essential to developing the whole child and enriching the entire school community.

## Student Activities and Community Engagement Goals

1. We will maintain and/or increase student participation and the variety of offerings in extracurricular and cocurricular activities, while ensuring demographically representative participation overall.
2. We will ensure that all students can achieve a sense of belonging, deepen relationships and cultivate leadership and teamwork skills through activities.
3. We will maintain and/or increase community member participation in events and activities, while ensuring demographically representative participation.

# Climate, Well-Being and Inclusion

## Climate, Well-Being and Inclusion Vision

All students, families, staff, and community members will experience a strong sense of belonging and shared ownership in Richfield Public Schools. Our district will be a safe, inclusive and welcoming environment where each individual is valued, supported and affirmed, empowering all to learn, grow and excel.

## Climate, Well-Being and Inclusion Belief Statement

We believe that by listening deeply and honoring diverse identities and lived experiences, we create safe, supportive environments where all voices shape decisions, and everyone can belong, contribute and thrive.

## Climate, Well-Being and Inclusion Goals

1. We will cultivate a multicultural, inclusive community that values and elevates diversity.
2. We will implement proactive, equity-centered support systems to ensure that positive social and emotional growth is the standard for all students.
3. We will provide students with comprehensive resources and supports that promote mental and physical well-being, ensuring they feel safe, supported and ready to attend, engage and succeed in their learning.
4. We will cultivate a collaborative, supportive and safe work environment where staff feel valued and engaged.
5. We will empower family and community members to contribute to an inclusive school community.



Graduation  
Richfield High School  
Spring 2026

# Staff and Resource Management



## Staff and Resource Management Vision

Richfield Public Schools will have an equitable, efficient, and people-centered culture where staff and departments work collaboratively, adapt to evolving needs, and empower students and employees to thrive.

## Staff and Resource Management Belief Statement

We believe that by stewarding District resources, developing and supporting staff and delivering effective, equitable and student-centered operations, we will empower each individual to grow, excel and discover their future.

## Staff and Resource Management Goals

1. We will steward our community's financial resources with transparency, accountability and equity to support sustainable operations while providing high-quality staff, programs and student opportunities.
2. We will attract, develop, support and retain a diverse, highly effective workforce through equitable hiring, sustainable working conditions, and meaningful professional learning.
3. We will maintain safe, welcoming, accessible and sustainable learning environments that reflect and support the Richfield community by responsibly stewarding facilities and enhancing security and inclusion.
4. We will provide every student access to nutritious food that reflects the multitude of cultural identities in the Richfield Public Schools community and supports student learning, overall health and well-being.
5. We will provide equitable, secure and future-ready technology systems that enhance learning, strengthen communication and support responsible, age-appropriate and innovative use of digital tools and AI.
6. We will provide safe, equitable and reliable transportation systems that remove barriers to learning and participation.

# Communication, Community Trust and Enrollment

## Communication, Community Trust and Enrollment Vision

Our families, staff and community will view Richfield Public Schools as a trusted first source of school-related information and feel welcomed and informed through aligned, timely and high-quality communications.

## Communication, Community Trust and Enrollment Belief Statement

We believe that by communicating effectively and clearly with every member of our school community, we will strengthen trust to support sustained enrollment and engagement for all.

## Communication, Community Trust and Enrollment Goals

1. We will welcome, engage and inform families of district and school happenings through aligned, timely and high-quality communications.
2. We will support, engage and inform staff of district and school happenings through aligned, timely and effective communications.
3. We will have a positive reputation in the whole community as a highly effective and welcoming school district.
4. We will increase new student enrollment through district and school marketing, communication and welcoming initiatives.
5. We will increase student enrollment retention through consistent district and school communication, positive student experiences and family engagement efforts.



Student Assisting With An Interview  
Richfield Dual Language School  
October 2023

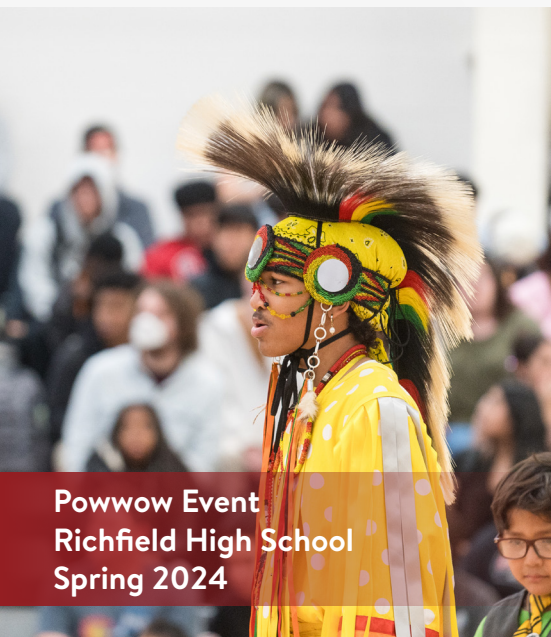
# Built Together

Richfield Rising is more than a plan for Richfield Public Schools. It is a shared vision for what is possible when students, staff, families and our community come together around a common purpose.

Thank you to everyone who contributed their ideas, experiences and hopes throughout this process. Your voices helped shape the priorities that will guide our work over the next six years.

The work does not end with the publication of this plan. It begins here. Together, we will continue listening, learning and working to ensure every Richfield student has the opportunity to learn, grow and excel.

Thank you for helping Richfield rise.



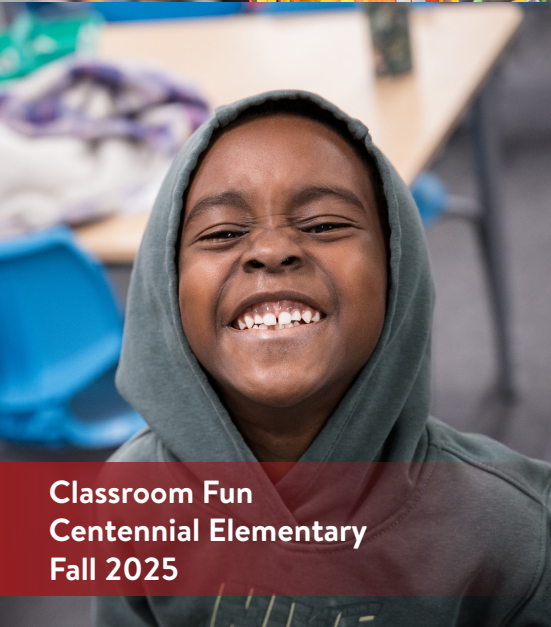
**Powwow Event**  
Richfield High School  
Spring 2024



**Certified Nursing Assistant Grads**  
RCEP  
Spring 2026



**Book Fair**  
Richfield STEM Elementary  
Fall 2025



**Classroom Fun**  
Centennial Elementary  
Fall 2025



**RPS Pride Booth**  
Twin Cities Pride Festival  
Summer 2026



**Woodshop Class**  
Richfield Middle School  
Fall 2024