



2026-2027 District Operational Plan: Comprehensive Achievement & Civic Readiness

School Board Meeting

Tuesday, September 8, 2026





SPRING LAKE PARK SCHOOLS Strategic Plan for the Future

The Spring Lake Park Schools' Strategic Plan for the Future is the roadmap we follow in our continuing – and measurable – focus on success for all students. The strategic plan is developed and approved by the school board and provides overall direction for the district's work.

VALUES

Our values describe how we work.

Accountability Fulfill our roles and responsibilities and respond to the results

Courage Do and say the right thing at the right time in the right way despite challenge, adversity, or conflicting self-interests

Excellence Improve continuously through relentless and intentional effort

Innovation Advance purposeful continuous improvement and new ways of working through research and action

Integrity Align our actions with our values and beliefs

Learning Pursue growth through continuous, meaningful and challenging effort

Respect Listen to, accept, and value each individual

Shared Responsibility Work interdependently and collaboratively, learning from one another, entrusting our self-interest to each other, and take ownership for our individual and collective actions and decisions

PURPOSE

High Expectations. High Achievement for all. No Excuses.

VISION

The Spring Lake Park School District will be a world-class learning community aligned to foster personalized experiences in which each student feels valued, inspired, and has a sense of belonging, resulting in college and career readiness, the development of academic and life skills, and each student aspiring to succeed.

STRATEGIC ANCHORS

Three strategic anchors advance our purpose and vision and direct our operational efforts. **Work within these anchors centers on engaging each learner to achieve equitable learning and build trust and partnership with our families and communities.**



Engaged and Enthusiastic Learners

Align the work of adults to continuously improve personalized instruction and responsiveness to meet our students' unique and varied needs



Effective Operations

Improve our effective management of human, financial, and physical resources



Communications and Connections

Increase the connection, engagement, and support of our families and communities

Using the *Strategic Plan for the Future* as our guide, we develop our annual *District Operational Plan* to advance operational projects and initiatives to move us closer to our vision. **All planning** and decision-making focuses on achieving greater levels of coherence and alignment throughout our system and proactively positioning the school district for the future.

Strategic Plan

The Spring Lake Park Schools' *Strategic Plan for the Future* is the roadmap we follow.

The strategic plan is developed and approved by the School Board and provides overall direction for the district's work.

The Spring Lake Park Schools' District Operational Plan identifies the projects under study or being implemented to improve and innovate in our schools. This annual plan is reviewed and updated quarterly to reflect progress and emerging influences. The projects included are directly or indirectly connected to the district's strategic plan and vision for the future.

STRATEGIC ANCHOR – Engaged and Enthusiastic Learners

Align work of adults to continuously improve personalized instruction and responsiveness to meet our students' unique and varied needs

Engage Students through Innovative and Personalized Learning – Continue to support teachers in their design of student work and learning experiences to enhance each student's learning and engagement

Increase the Impact of Student Supports – Revisit, improve and align our continuum of supports to ensure our practices consistently accelerate learning for students when they struggle

Study Math and Implement Social Studies Core Resources – Continue the math curricular study and support the implementation of new social studies core resources

Complete READ Act Requirements – Maintain momentum and ensure continued success in literacy instructional practices as we complete READ Act requirements

STRATEGIC ANCHOR – Effective Operations

Improve our effective management of human, financial and physical resources

Study Enrollment and Program Opportunities – Study enrollment trends and explore opportunities to strengthen and differentiate our offerings to attract and retain students and families

Implement Collaborative Technologies – Deploy technology systems and practices to enhance staff collaboration and efficiency and organizational effectiveness

Position the District for Fiscal Health – Assess facility priorities, capital project opportunities and operating opportunities to support near- and long-term effectiveness

Refine School Structures to Support Career and College Pathways – Align structures to support the next generation of Career and College Pathways programming that prepares students for the future

STRATEGIC ANCHOR – Communications and Connections

Increase the connection, engagement and support of our families and communities

Study Family Communication Platforms – Assess current and potential communication platforms for opportunities to streamline and improve the communication experience of families

Expand Access to Youth Activities – Partner with our community to develop more avenues for students at all ages to explore interests outside of school that support success in school and beyond

Support Personalized Counseling Experiences – Continue to support the implementation of enhanced counseling at grades 5-12 to provide each student a personalized learning plan to graduation and beyond

Communicate What Matters – Continue to refine how we communicate impact and outcomes to build trust with families and the community

District Operational Plan

The district operational plan is updated annually and identifies continuous improvement and innovation efforts being studied and / or implemented in the district.

Each project on the plan is directly or indirectly connected to the district vision and raising our highest levels of learning.

All projects will be reported on throughout the year and information will be on the district website.

The Spring Lake Park Schools' District Operational Plan identifies the projects under study or being implemented to improve and innovate in our schools. This annual plan is reviewed and updated quarterly to reflect progress and emerging influences. The projects included are directly or indirectly connected to the district's strategic plan and vision for the future.

STRATEGIC ANCHOR – Engaged and Enthusiastic Learners

Align work of adults to continuously improve personalized instruction and responsiveness to meet our students' unique and varied needs

Engage Students through Innovative and Personalized Learning – Continue to support teachers in their design of student work and learning experiences to enhance each student's learning and engagement

Increase the Impact of Student Supports – Revisit, improve and align our continuum of supports to ensure our practices consistently accelerate learning for students when they struggle

Study Math and Implement Social Studies Core Resources – Continue the math curricular study and support the implementation of new social studies core resources

Complete READ Act Requirements – Maintain momentum and ensure continued success in literacy instructional practices as we complete READ Act requirements

STRATEGIC ANCHOR – Effective Operations

Improve our effective management of human, financial and physical resources

Study Enrollment and Program Opportunities – Study enrollment trends and explore opportunities to strengthen and differentiate our offerings to attract and retain students and families

Implement Collaborative Technologies – Deploy technology systems and practices to enhance staff collaboration and efficiency and organizational effectiveness

Position the District for Fiscal Health – Assess facility priorities, capital project opportunities and operating opportunities to support near- and long-term effectiveness

Refine School Structures to Support Career and College Pathways – Align structures to support the next generation of Career and College Pathways programming that prepares students for the future

STRATEGIC ANCHOR – Communications and Connections

Increase the connection, engagement and support of our families and communities

Study Family Communication Platforms – Assess current and potential communication platforms for opportunities to streamline and improve the communication experience of families

Expand Access to Youth Activities – Partner with our community to develop more avenues for students at all ages to explore interests outside of school that support success in school and beyond

Support Personalized Counseling Experiences – Continue to support the implementation of enhanced counseling at grades 5-12 to provide each student a personalized learning plan to graduation and beyond

Communicate What Matters – Continue to refine how we communicate impact and outcomes to build trust with families and the community

Looking Back & Forward

- In August, we provided a broad overview of the District Operational Plan and focused on the project *Engage Students through Innovative and Personalized Learning*.
- This evening, we will:
 - Provide a brief overview of 2025-2026 district results
 - Highlight key achievement points within several district operational plan projects that support student learning



Vision goals to drive design & planning

We want to be on a positive trajectory each year toward our goal of each student graduating, and:

- prepared for their next step beyond SLP
- having discovered a spark in their interest area
- having earned 12 college credits by the end of 12th grade

We are monitoring key indicators along the preK-12 journey on our path to achieve these vision goals.

SLP Capabilities: What Makes us Unique?

Capabilities	Description of our valuable, rare, inimitable, non-substitutable, capabilities
Known & Valued	#1. The capability for each student to feel valued and know that they belong in our schools.
Life-Ready	#2. The capability for each student to be prepared for their future, including a strong academic base and the life skills that prepare them for whatever the future holds.
Engaged Students	#3. The capability for each student to experience <i>personalized learning</i> that capitalizes on their strengths and interests, satisfies their motives, and addresses their needs.
Engaging Environments	#4. The capability to use time, space, human, and other resources to effectively meet each student's learning needs.
Future Paths	#5. The capability for each student to explore next steps on their path to a happy, healthy, and productive life, including their career, college and life goals.
Community	#6. The capability for Spring Lake Park Schools to be an active contributor and trusted partner in supporting and sustaining our communities.
Fiscal Stewardship	#7. The capability for Spring Lake Park Schools to be good stewards of its resources, which includes the ability to innovate to ensure our students are ready for whatever the future holds.

Portrait of a 4th Grader

- Students are engaged in learning that is relevant, interesting and meaningful.
- Students build strong reading and writing skills, setting the stage for future learning.
- Students develop strong math skills, preparing them for more advanced concepts.
- Students know themselves as learners and can communicate this to others.
- Students develop the ability to work well with others.



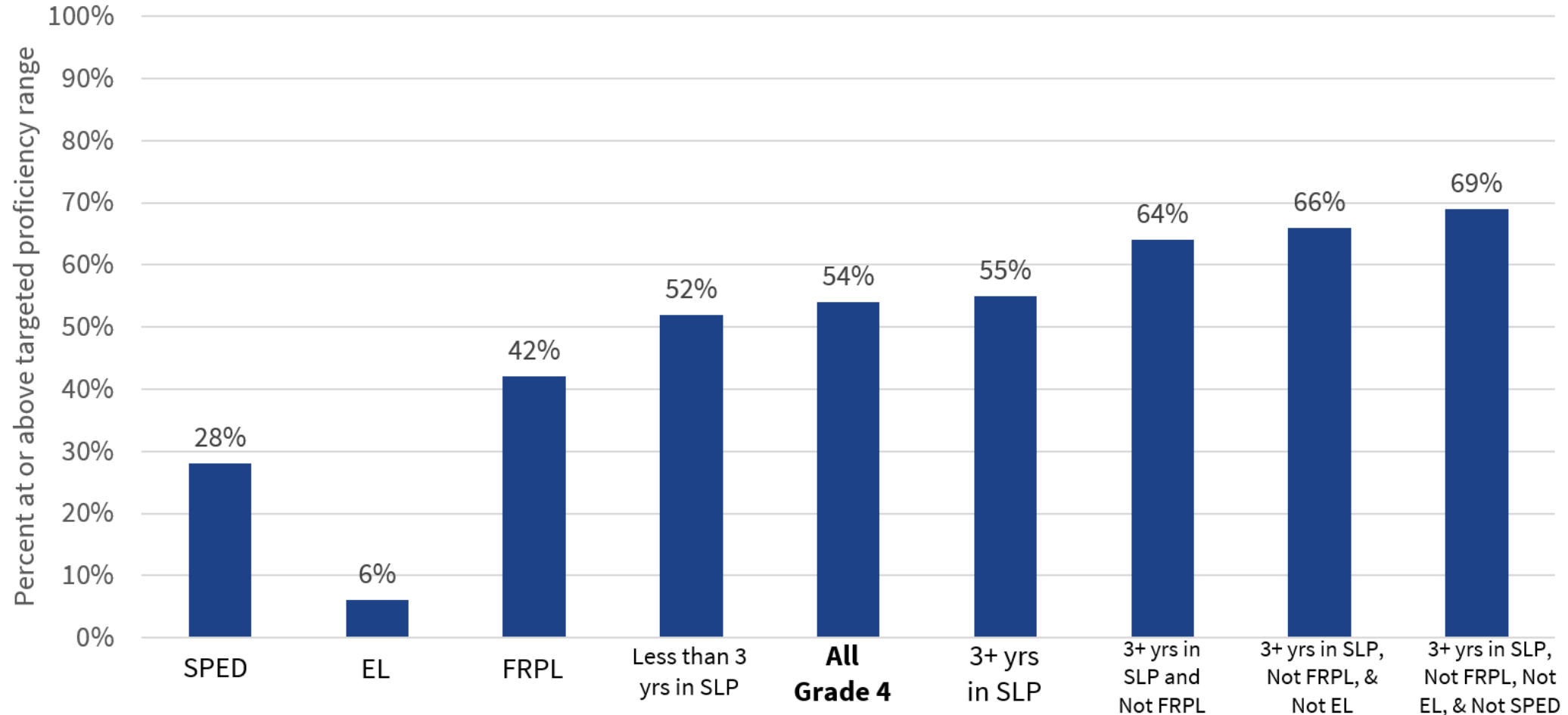
Highlights of 4th grade results

- Our students report engagement in learning with 86 percent of them indicating that their most engaging class is interesting most of the time or often.
- Proficiency rates in reading have remained largely stable over the past three years. Additionally, when we compare to incoming Kindergarten proficiency rates, we have many more students reaching proficiency during their time in our K-4s.
- 4th graders have learner profiles highlighting their sparks, strengths, and areas for growth.
- Students and families consistently report feeling known, cared for, and welcomed at school.



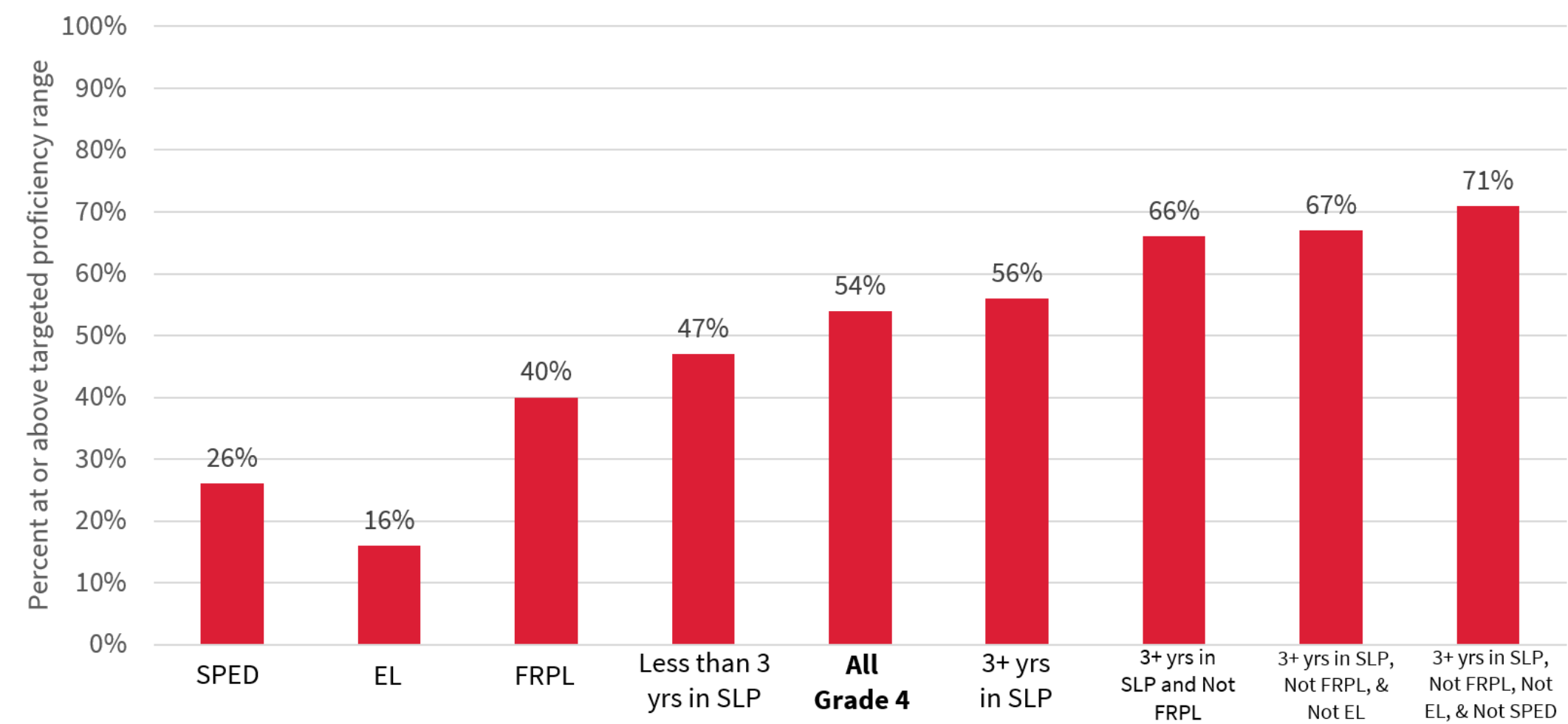
Students build strong foundational reading skills

Percent of 4th graders proficient on MAP Growth Reading in Spring 2026



Students build strong foundational math skills

Percent of 4th graders proficient on MAP Growth Math in Spring 2026



Portrait of an 8th Grader

- Students are engaged in learning that is relevant, interesting and meaningful.
- Students demonstrate competency in language arts, math, science, and social studies.
- Students use their self-awareness to make informed choices and achieve their goals.
- Students create a plan for their high school journey to support future success.



Highlights of 8th grade results

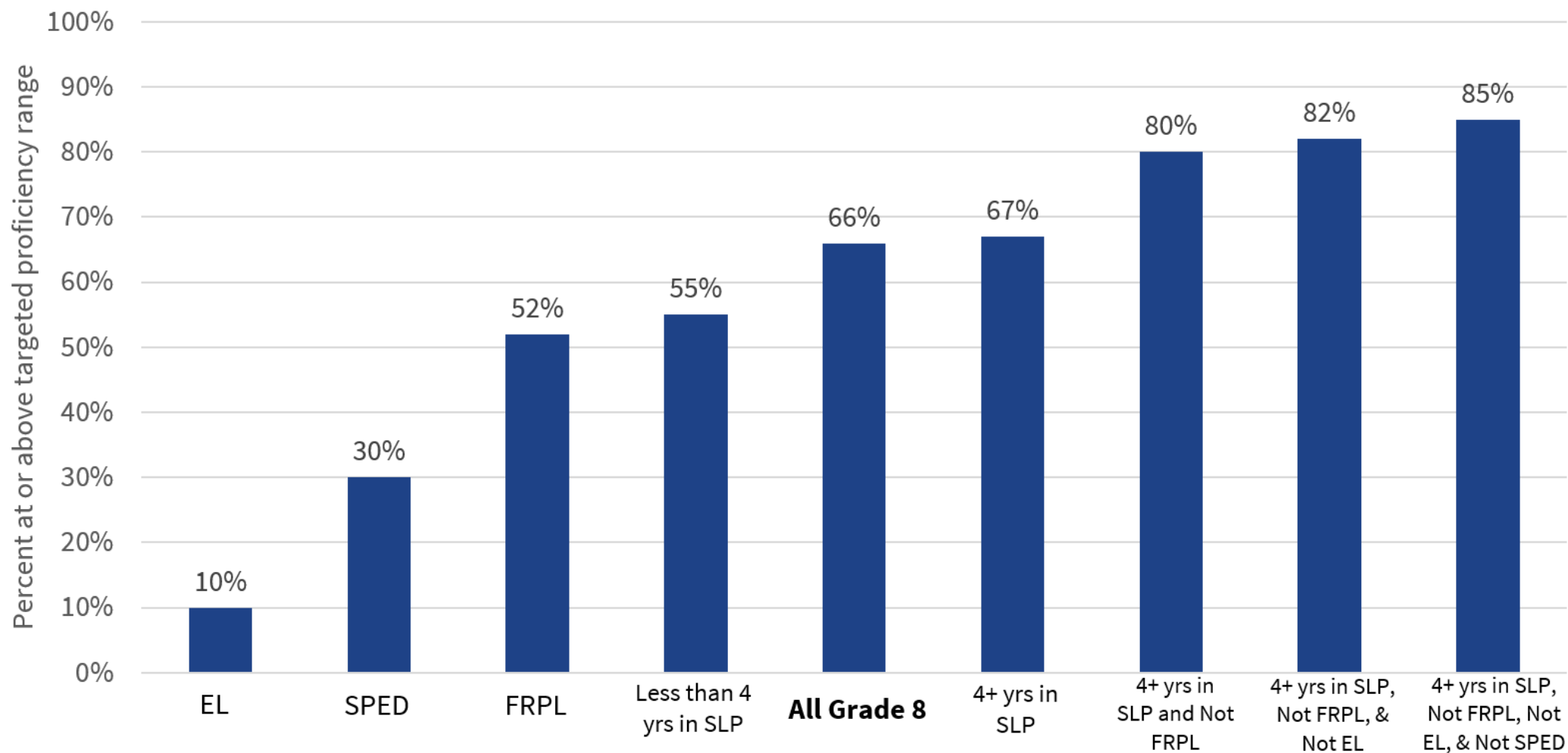
- Students are reporting on engaging in learning through choice, hands-on projects, collaboration and supportive teachers.
- Proficiency rates in reading have remained largely stable over the past three years.
- Proficiency and growth in math has increased over the last three years.
- Surveys with students show that they are building self-awareness by recognizing when they feel successful, enjoying choice in learning, and through their collaboration with peers.
- Students are preparing for high school success with one-to-one counselor meetings that support exploring interests and guiding course selection for high school.

Grades 5-8



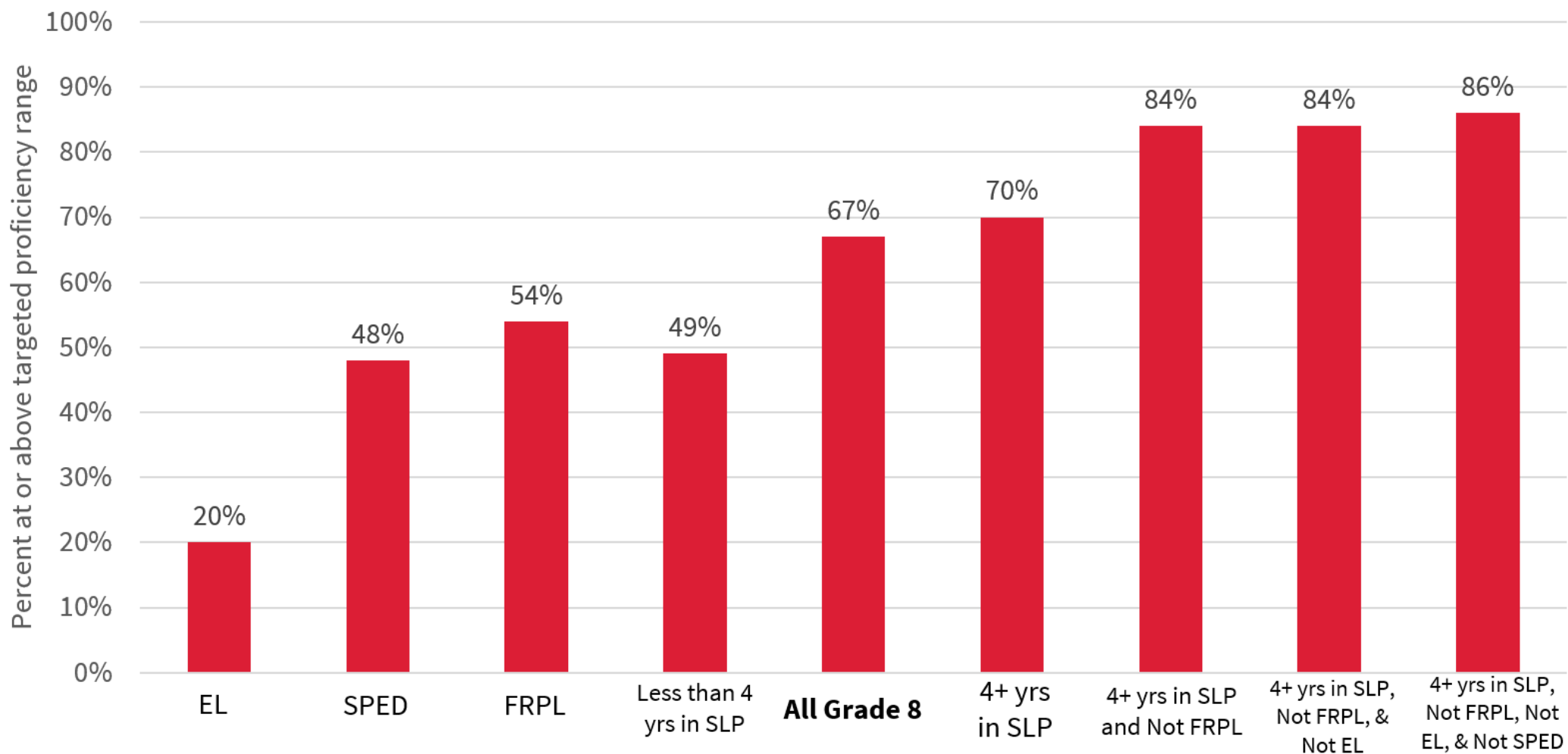
Students demonstrate competency in language arts

Percent of 8th graders proficient on MAP Growth Reading in Spring 2026



Students demonstrate competency in math

Percent of 8th graders proficient on MAP Growth Math in Spring 2026



Portrait of a Graduate

- Students are engaged in learning that is relevant, interesting and meaningful.
- Students gain exposure to college-level coursework, work, and internship opportunities that will help them identify their next steps.
- Students earn college credits while still in high school, providing more flexibility and saving time and money.
- Students become fluent in two languages, opening up more opportunities in the global community.
- Students develop strong communication skills and are prepared to be informed and responsible citizens.
- Students earn their high school degree
- Graduates leave high school with a clear plan for their next steps

Grades 9-12



Class of 2025 Highlights

85%

of graduates took at least one college credit while in SLP High School

Slight increase from Class of 2024 (83%)

51%

of graduates earned 12 credits (or more) by their 12th grade year (12 x 12)

Slight increase from Class of 2024 (48%)

89%

of graduates took at least one Pathways class while in SLP High School

Slight decrease from Class of 2024 (92%)

80%

of graduates took more than one Pathways class while in SLP High School

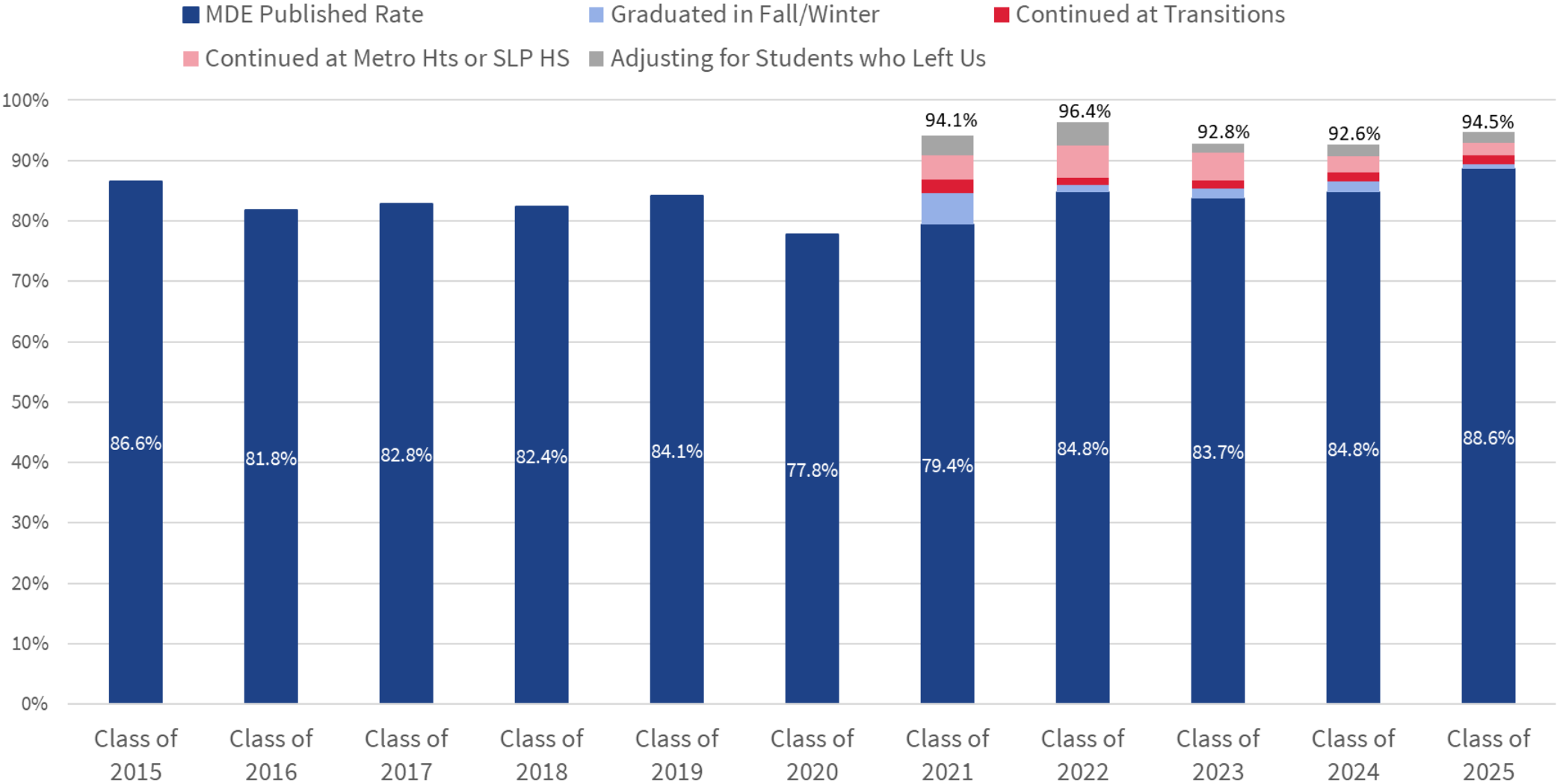
Slight decrease from Class of 2024 (85%)

119

graduates earned a bilingual seal or certificate

Significant increase from Class of 2024 (78)

Class of 2025: Students earning their high school degree or having an intentional plan for continuing



Engaging Environments



How has SLP prepared you for life after high school?

I'm glad that this school offers medical programs that you'd usually have to pay for outside of school. I gained certifications from this school that will really benefit me in the long run for college.

One class that really helped me was construction class because it gave me hands on experience and showed me what real work can be like. It helped me realize I enjoy working with my hands and doing things that can help me in my future career. Working on projects in class also taught me patience, teamwork, and how important it is to stay focused and work hard.

SLPHS prepared me for life after high school by giving me such great engineering electives to help me with how much I like engineering and it helped me become more open to talking to people that I don't know as much, also it helped me get more resources for what I want to do after high school.

SLPHS has prepared me for life after high school by teaching me important skills like time management, responsibility, and independence. Through my classes and experiences, I learned how to stay organized, meet deadlines, and balance different priorities. I also developed communication skills by working with others and speaking up for myself. Beyond academics, SLPHS helped me grow as a person by preparing me to handle challenges, adapt to new situations, and be confident in my future decisions.

It has helped me narrow down what I would like to do and what my professions will be. It also helped expose me to many many different jobs that are in the world that are available to me showing how many opportunities I have.

Classes like Teacher Ed and Child Development have prepared me to know what to expect as a teacher and challenge my own biases.

Desired results and current results drive improvement efforts



2026-2027 District Operational Plan Updated June 18, 2026

The Spring Lake Park Schools' District Operational Plan identifies the projects under study or being implemented to improve and innovate in our schools. This annual plan is reviewed and updated quarterly to reflect progress and emerging influences. The projects included are directly or indirectly connected to the district's strategic plan and vision for the future.

STRATEGIC ANCHOR – Engaged and Enthusiastic Learners

Align work of adults to continuously improve personalized instruction and responsiveness to meet our students' unique and varied needs

Engage Students through Innovative and Personalized Learning – Continue to support teachers in their design of student work and learning experiences to enhance each student's learning and engagement

Increase the Impact of Student Supports – Revisit, improve and align our continuum of supports to ensure our practices consistently accelerate learning for students when they struggle

Study Math and Implement Social Studies Core Resources – Continue the math curricular study and support the implementation of new social studies core resources

Complete READ Act Requirements – Maintain momentum and ensure continued success in literacy instructional practices as we complete READ Act requirements

STRATEGIC ANCHOR – Effective Operations

Improve our effective management of human, financial and physical resources

Study Enrollment and Program Opportunities – Study enrollment trends and explore opportunities to strengthen and differentiate our offerings to attract and retain students and families

Implement Collaborative Technologies – Deploy technology systems and practices to enhance staff collaboration and efficiency and organizational effectiveness

Position the District for Fiscal Health – Assess facility priorities, capital project opportunities and operating opportunities to support near- and long-term effectiveness

Refine School Structures to Support Career and College Pathways – Align structures to support the next generation of Career and College Pathways programming that prepares students for the future

STRATEGIC ANCHOR – Communications and Connections

Increase the connection, engagement and support of our families and communities

Study Family Communication Platforms – Assess current and potential communication platforms for opportunities to streamline and improve the communication experience of families

Expand Access to Youth Activities – Partner with our community to develop more avenues for students at all ages to explore interests outside of school that support success in school and beyond

Support Personalized Counseling Experiences – Continue to support the implementation of enhanced counseling at grades 5-12 to provide each student a personalized learning plan to graduation and beyond

Communicate What Matters – Continue to refine how we communicate impact and outcomes to build trust with families and the community

2026-2027 District Operational Plan (updated June 18, 2026)
The Spring Lake Park Schools' District Operational Plan identifies the strategic initiatives and improvement projects being implemented or under study to facilitate improvement and innovation in our schools. The projects included in the plan are directly or indirectly connected to the district's focus on "raising our highest levels of learning while narrowing the achievement gap and ensuring equitable learning for all."

Strategic Anchor: Engaged Enthusiastic Learners
Align work of adults to continuously improve personalized instruction and responsiveness to meet our students' unique and varied needs

Engage Students through Innovative and Personalized Learning – Continue to support teachers in their design of student work and learning experiences to enhance each student's learning and engagement

Key: We have established a strong foundation in providing engaging learning environments through our approach to innovative and personalized learning. This includes our four components: competency-based learning, learner profiles, learner and flexible learning environments. As we continue this journey, our next phase of work focuses on deepening and strengthening the design practices that lead students to voluntarily invest their time and attention, persist in challenge, and engage in meaningful, deep learning.

Key: We will continue to build educator capacity to design daily learning experiences that are highly engaging, student-driven, and responsive to each student's strengths, interests, needs, and motivations. Guided by our frameworks of action, we will continue to position students as our primary customers while examining how learning experiences, high-leverage engagement strategies, and technology can be leveraged to maximize student engagement – all increasing access, agency, authenticity, and connection to the world beyond the classroom.

Key Points	Deliverables	Timeline
Learner profiles to influence the work and learning experiences (7-12 and beyond)	Curated examples of learning designs aligned to learner profiles; synthesis of K-6 student experience and impact	Ongoing through June 2027
Professional learning on high-leverage and purposeful use of design qualities to inform the learning experiences to	Professional learning design and implementation plan	Ongoing through June 2027
Working together to align learning and reporting across academic and career	Calendar of calibration sessions within and across schools	September 2026
Revisit, improve and align our continuum of supports to ensure our practices	Updated secondary grading guidance	May 2027

When they do, it's critical they get the support they need to access that leads to feeling confident in their next steps. Over the past 10 years, how we support students when they struggle. Through past partnerships, we've supported students when they struggle, and a focus on supporting them, timely support, sharing staff expertise, and a focus on supporting them. This led to our Accelerating Student Learning framework, which

STRATEGIC ANCHOR

Engaged, Enthusiastic Learners

Align work of adults to continuously improve personalized instruction and responsiveness to meet our students' unique and varied needs

Strategic Anchor

Engaged and Enthusiastic Learners

- **Engage Students through Innovative and Personalized Learning** — Continue to support teachers in their design of student work and learning experiences to enhance each student's learning and engagement
- **Increase the Impact of Student Supports** — Revisit, improve and align our continuum of supports to ensure our practices consistently accelerate learning for students when they struggle
- **Complete READ Act Requirements** — Maintain momentum and ensure continued success in literacy instructional practices as we complete the READ Act requirements
- **Study Math and Implement Social Studies Core Resources** — Continue the math curricular study and support the implementation of new social studies core resources



Final Thoughts

The District Operational Plan meets the Minnesota Department of Education's Comprehensive Achievement and Civic Readiness requirements.

The District Operational Plan can be found online, including a multitude of ways for community members and parents to be involved throughout our district.



2026-2027 District Operational Plan Updated June 18, 2026

The Spring Lake Park Schools' District Operational Plan identifies the projects under study or being implemented to improve and innovate in our schools. This annual plan is reviewed and updated quarterly to reflect progress and emerging influences. The projects included are directly or indirectly connected to the district's strategic plan and vision for the future.

STRATEGIC ANCHOR – Engaged and Enthusiastic Learners

Align work of adults to continuously improve personalized instruction and responsiveness to meet our students' unique and varied needs

Engage Students through Innovative and Personalized Learning – Continue to support teachers in their design of student work and learning experiences to enhance each student's learning and engagement

Increase the Impact of Student Supports – Revisit, improve and align our continuum of supports to ensure our practices consistently accelerate learning for students when they struggle

Study Math and Implement Social Studies Core Resources – Continue the math curricular study and support the implementation of new social studies core resources

Complete READ Act Requirements – Maintain momentum and ensure continued success in literacy instructional practices as we complete READ Act requirements

STRATEGIC ANCHOR – Effective Operations

Improve our effective management of human, financial and physical resources

Study Enrollment and Program Opportunities – Study enrollment trends and explore opportunities to strengthen and differentiate our offerings to attract and retain students and families

Implement Collaborative Technologies – Deploy technology systems and practices to enhance staff collaboration and efficiency and organizational effectiveness

Position the District for Fiscal Health – Assess facility priorities, capital project opportunities and operating opportunities to support near- and long-term effectiveness

Refine School Structures to Support Career and College Pathways – Align structures to support the next generation of Career and College Pathways programming that prepares students for the future

STRATEGIC ANCHOR – Communications and Connections

Increase the connection, engagement and support of our families and communities

Study Family Communication Platforms – Assess current and potential communication platforms for opportunities to streamline and improve the communication experience of families

Expand Access to Youth Activities – Partner with our community to develop more avenues for students at all ages to explore interests outside of school that support success in school and beyond

Support Personalized Counseling Experiences – Continue to support the implementation of enhanced counseling at grades 5-12 to provide each student a personalized learning plan to graduation and beyond

Communicate What Matters – Continue to refine how we communicate impact and outcomes to build trust with families and the community



2026-2027 District Operational Plan: Comprehensive Achievement & Civic Readiness

School Board Meeting

Tuesday, September 8, 2026

