Columbia Heights Public Schools Vision 2030

Bondo Nyembwe, Assistant Superintendent
Bryan Hennekens, Director of Finance and Operations
Lindsey Bennett, Director of Human Resources
Sarah Godfrey, Director of Special Services
Tara Thukral, Director of Teaching and Learning
Zena Stenvik, Superintendent

October 14, 2025

Creating College and Career-Ready Graduates

COLUMBIA HEIGHTS PUBLIC SCHOOLS

CREATING WORLDS OF OPPORTUNITY FOR EACH AND EVERY LEARNER — ALL BELONG, ALL SUCCEED —

OUR MISSION

Columbia Heights Public Schools

Creating worlds of opportunity for each and every learner.

"All Belong, All Succeed"

COLUMBIA HEIGHTS PUBLIC SCHOOLS

CREATING WORLDS OF OPPORTUNITY FOR EACH AND EVERY LEARNER — ALL BELONG, ALL SUCCEED —

CORE VALUES

Community	Excellence	Collaboration	Integrity	Respect	Courage	Innovation
Where we all belong and believe in ourselves and each other	*Being our best, expecting our best, every day*	*Working together for common goals*	*Doing what is right, even when no one is watching*	*Celebrating who we are, honoring our differences, treating others well*	*Facing challenges with hope and persistence*	*Finding new ways to excel and grow*

The CHPS Core Values are aligned with the CHPS Board of Education Equity Statement.

OUR MISSION

Columbia Heights Public Schools

Creating worlds of opportunity for each and every learner

"All Belong, All Succeed"

Informational presentation to the CHPS Board of Education

No Governance Question

Introduction

During the 2023-2024 Columbia Heights Public Schools engaged with students, staff, caregivers and community members to gather substantive input for the Strategic plan. The input included surveys, focus groups, planning teams and large-scale school events. After the initial input was compiled into themes, the district launched a second round of feedback surveys ensure accuracy. Through a great deal of input and collaboration, Vision 2030 was finalized with three strategic priorities:

All Belong, All Succeed, Creating Worlds of Opportunities Together. Each of the strategic priorities are listed below along with a purpose statement, outcomes, performance indicators, and the implementation timeline. This document will be used for annual review and progress monitoring of the plan.



With a steadfast commitment to equitable practices and outcomes, safe and supportive learning environments, and strong fiscal stewardship, Columbia Heights Public Schools will focus its efforts on the following strategic priorities over the next five years:

STRATEGIC PRIORITY	**All Belong**
Purpose Statement	**Enhancing a culture of belonging by ensuring a supportive environment for students, families and staff that welcomes all individual identities and provides access to opportunities, resources and experiences**
STRATEGIC PRIORITY	**All Succeed**
Purpose Statement	**Strengthening integrated education systems by delivering equitable and culturally responsive instruction for every student in preparation for college, career and life**
STRATEGIC PRIORITY	**Creating Worlds of Opportunity Together**
Purpose Statement	**Elevating inclusive and connected relationships by expanding meaningful engagement opportunities with our families, staff and community that value and amplify all voices**

Implementation Stages as Defined by the National Implementation Research Network:



Exploration: an assessment of assets and needs of the focus population, fit of the program or practice with those needs and assets and feasibility of implementation



Installation: building the infrastructure necessary to implement the program or practice, which includes building practitioner and organizational capacity



Initial Implementation: the initial efforts of staff to use the program or practice, with attention to using data for continuous improvement



Full Implementation: occurs as staff use the program or practice successfully, and population-level outcomes are achieved

29 Performance Indicators/Metrics:	
Opportunities	Report the opportunities
Participation	Report the participation rate, including demographics when applicable and available.
Results/ Satisfaction	Report the result either quantitative achievement/growth or qualitative via survey. (List examples or survey questions)
Reported by	(List Schools or Department Name)

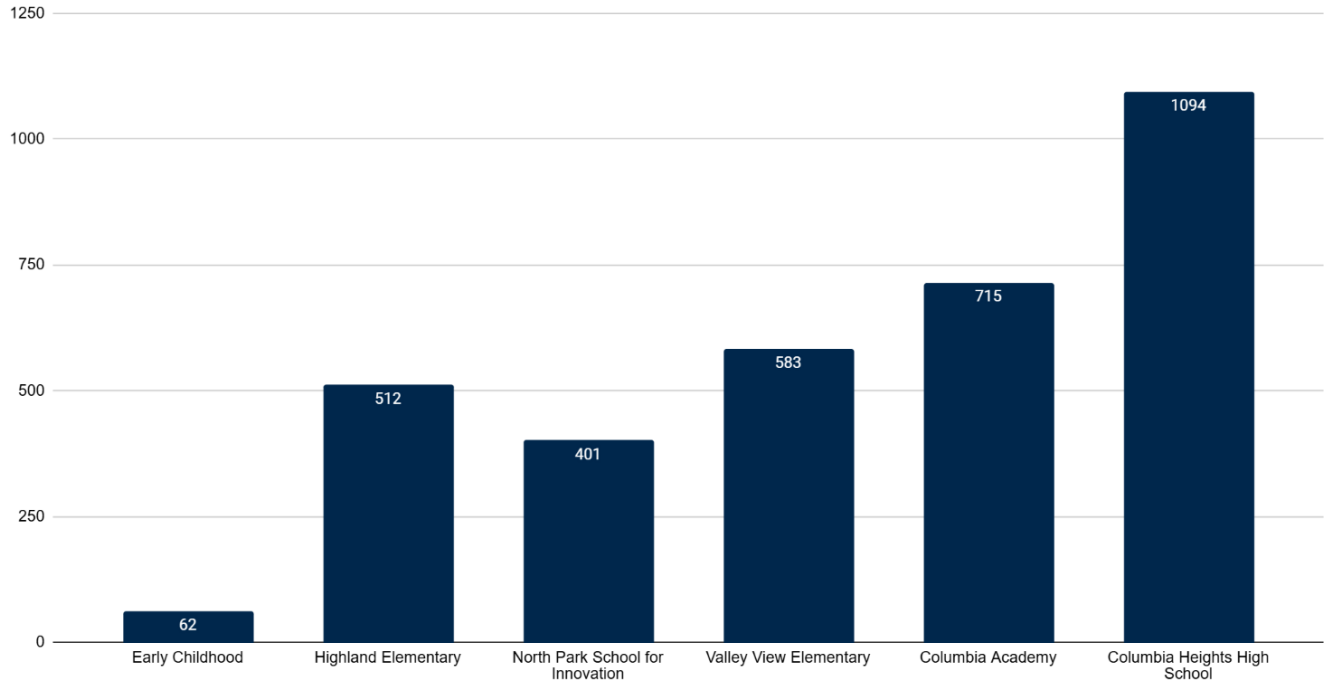
Climbing to New Heights: 2024-2025 Progress



Progress is reported on the Vision 2030 page of the CHPS website

Demographics 2024-2025*

Enrollment by School

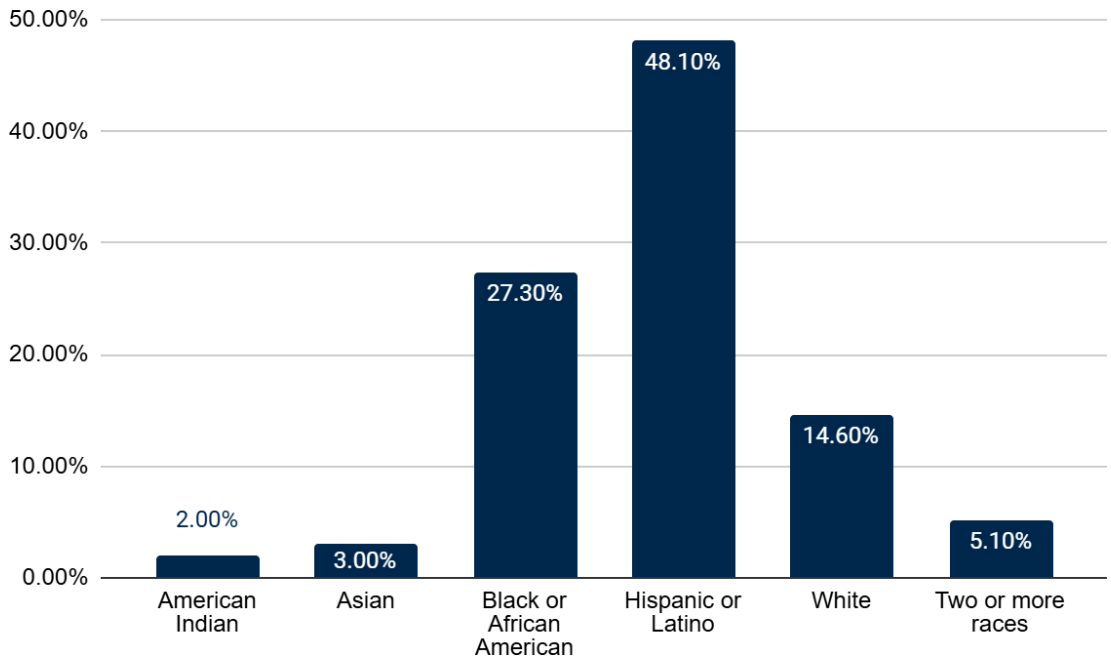


*according to the Minnesota Report Card

Excludes Columbia Academy ANCHOR (4), CHHS Anchor (12), and Virtual Heights (24)

Demographics 2024-2025*

Race/Ethnicity



41.70%
of CHPS students qualified as **English Learners**

16.2%
of CHPS students qualified for **Special Education**

77.80%
of CHPS students qualified for **Free/Reduced Price meals**

*according to the Minnesota Report Card

All Belong



Enhancing a culture of belonging by ensuring a supportive environment for students, families and staff that welcomes all individual identities and provides access to opportunities, resources and experiences

Peaks of Progress



1G (Exploration): Families will have access to learning opportunities that support their role as essential educational partners.

- Parent Academy (13)
- Parent Teacher Conferences (twice yearly at each school)
- ECFE and school-based classes or programs (13)
- One on one visits with parent educators (20)
- Community Resource Fair (1)
- College and Career Fair (1)
- Special Education Advisory Committee meetings (2)

Staff survey:

- 75% of staff agree or strongly agree they feel heard and valued as a professional.
- 83% would recommend CHPS as a great place to work.

Opportunities on the Horizon

- Multiple district committees and parent leadership opportunities but we want to make sure that all parents/guardians know about these opportunities and feel welcomed to participate. (low number of participants) (1F, 1G)
- Offer staff opportunities for input from all departments (1H, 1K)









All Succeed

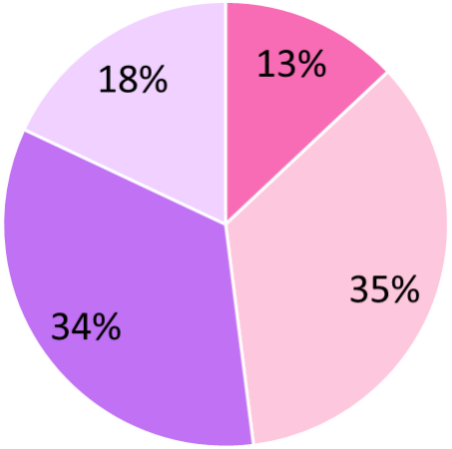


Strengthening integrated education systems by delivering equitable and culturally responsive instruction for every student in preparation for college, career and life.

Peaks of Progress

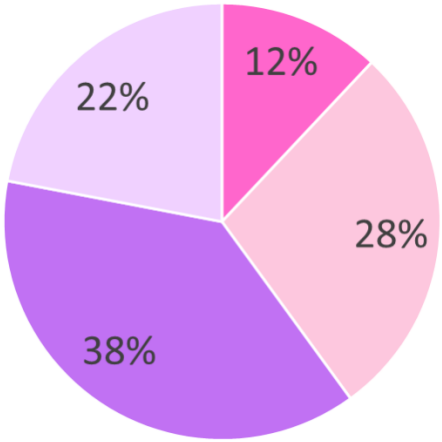
2a (Installation): *Students will demonstrate academic success as measured by growth and proficiency on assessments and graduation rates.*

Fastbridge Literacy Growth K-10 Fall to Spring 2024-25



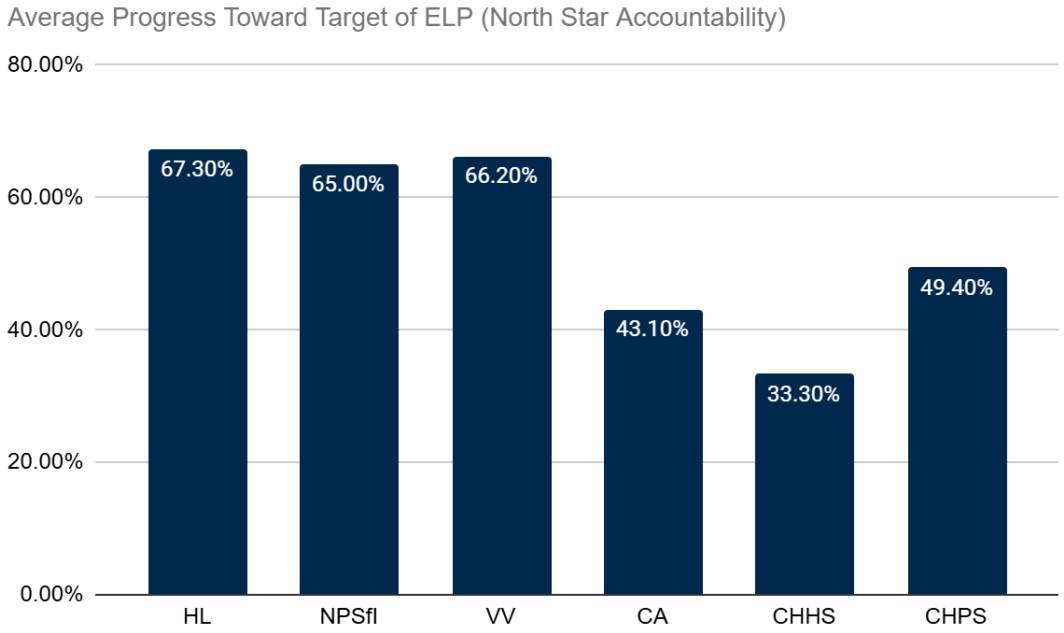


Fastbridge Math Growth 1-9 Fall to Spring 2024-25



Peaks of Progress

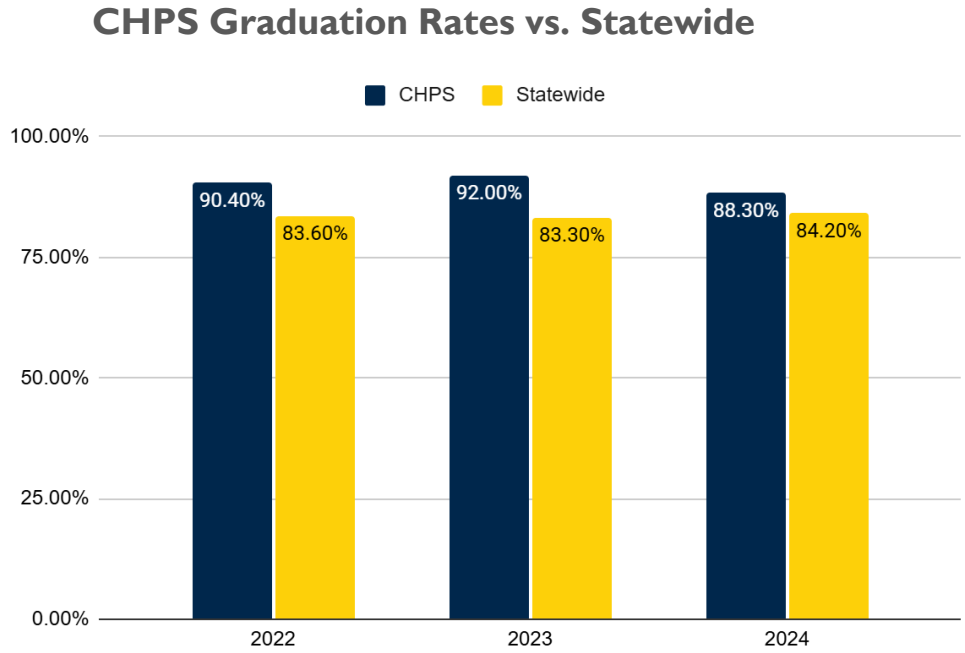
2a (Installation): *Students will demonstrate academic success as measured by growth and proficiency on assessments and graduation rates.*



Statewide average of Progress Towards English Language Proficiency: 46.63%

Peaks of Progress

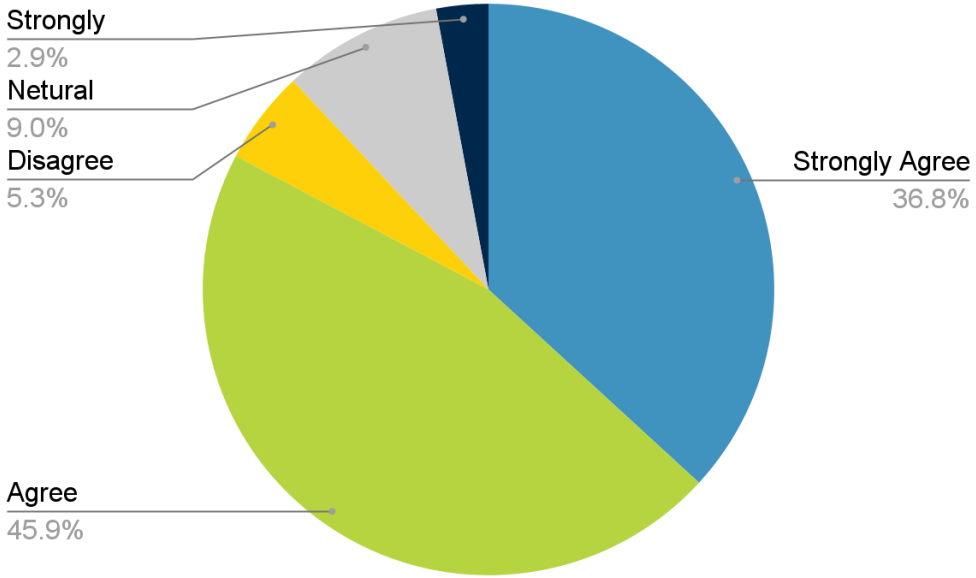
2a (Installation): *Students will demonstrate academic success as measured by growth and proficiency on assessments and graduation rates.*



2025 Graduation Rates will be released in the Spring of 2026

Peaks of Progress

2e (Installation): *Staff will provide students with timely, specific and constructive feedback that helps them understand where they are, where they need to go, and how to get there.*

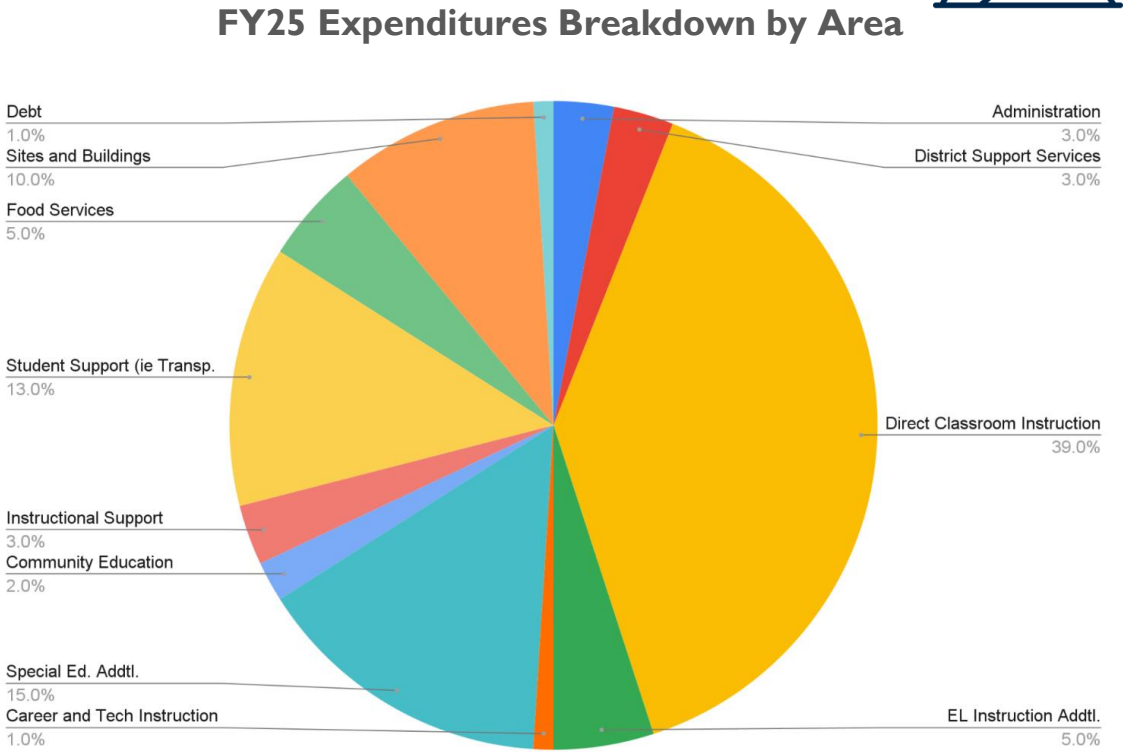


Data from 2025 CHPS Student Survey

My teacher provides feedback for how I am meeting my learning targets and what I need to do next.

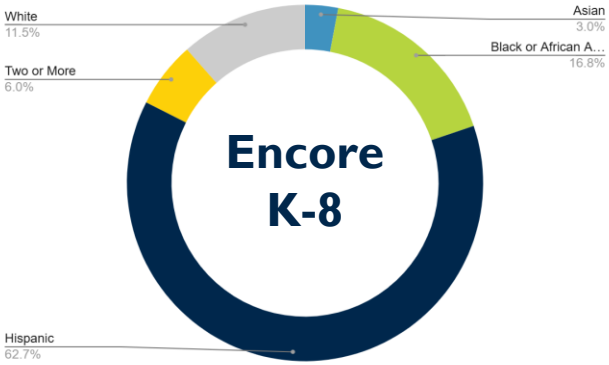
Peaks of Progress

2i (Installation): *CHPS will allocate resources based on data-informed needs and fiscal realities, including focused support and interventions for, but not limited to, multilingual and neurodiverse learners.*



Peaks of Progress & Opportunities on the Horizon

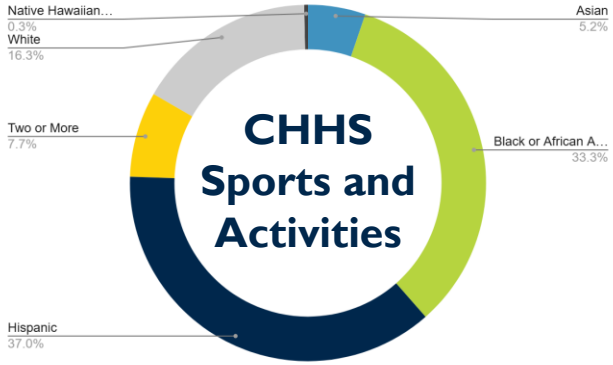
2c (Installation): *Students will have access to a variety of opportunities to further their learning through academics, athletics and activities.*



1666 total enrollments
34 unique offerings



477 total enrollments
29 unique offerings



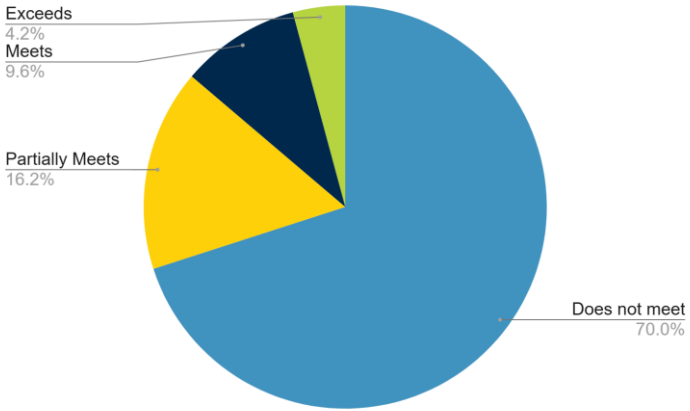
1153 total enrollments
44 unique offerings

Data reported from Activities and Athletics Department

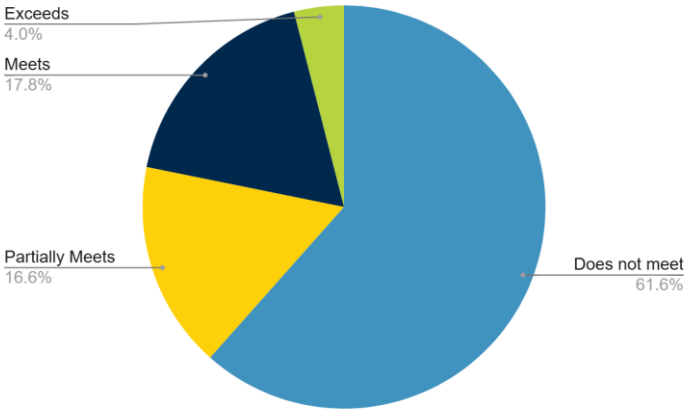
Opportunities on the Horizon

2a (Installation): *Students will demonstrate academic success as measured by growth and proficiency on assessments and graduation rates.*

2025 CHPS Math MCA Proficiency
Grades 3-8, 11



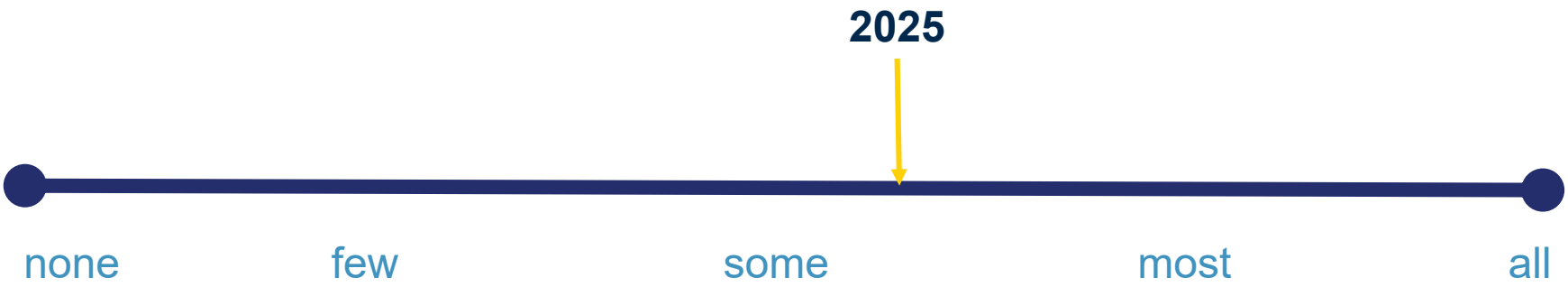
2025 CHPS Reading MCA Proficiency
Grades 3-8, 10



98% of CHPS students tested! That's the highest participation rate in years and higher than the state (93.1%)!

Opportunities on the Horizon

2f (Installation): Staff will provide appropriate academic interventions for identified students through a multi-tiered system of support (MTSS).



Data reported by building leaders through a MTSS survey







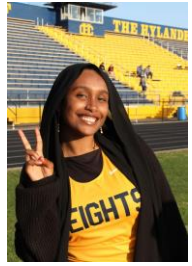
COLUMBIA HEIGHTS PUBLIC SCHOOLS

CREATING WORLDS OF OPPORTUNITY FOR EACH AND EVERY LEARNER — ALL BELONG, ALL SUCCEED —















Creating Worlds of Opportunity Together



Elevating inclusive and connected relationships by expanding meaningful engagement opportunities with our families, staff and community that value and amplify all voices.

Peaks of Progress



3g (Installation): CHPS will continue to engage with and strengthen business partnerships to align with current and future workforce needs.

Category	Focus	2024-25
Direct Student Support	The organizations we partner with to provide direct student support offer tutoring, field trips, enrichment, skill development and scholarships.	18
Family Engagement	The organizations we partner with provide families with for family engagement opportunities to access community resources such as housing, food and advocacy.	6
Health & Safety	The organizations we partner with for health and safety provide direct health services as well as important health and safety information and resources such as vaccine clinics, dental hygiene.	10

Opportunities on the Horizon

- Continue to cultivate relationship with local Columbia Heights/Hilltop/Southern Fridley businesses (3F)
- Increase partners in the Trade industry to support career exploration (3G)









Questions







OUR MISSION

Columbia Heights Public Schools

Creating worlds of opportunity for each and every learner

"All Belong, All Succeed"