

MAKING  
ENGINEERING  
ARTS  
TECHNOLOGY  
MATH

COLLECTIVE REPORT

# STRATEGIC PLAN UPDATE

DR. CARLY BAKER, SUPERINTENDENT

OCTOBER 10, 2022



**BROOKLYN  
CENTER  
COMMUNITY  
SCHOOLS**

# A MESSAGE FROM SUPERINTENDENT DR. CARLY BAKER

Dear BCCS Community,

We are excited to publish our strategic initiatives for the 2022-2023 school year! You will find these goals to be outline into three umbrellas of work:

1

Create intentional work related to school safety, climate, and culture to bring about systemic change and further our work to build systems that are steeped in justice-centered, anti-oppressive practices.

2

Redesign every student's learning experience by focusing on developing critical literacy and STEAM programming, and supporting student achievement and growth.

3

Bring racial and social justice "Front and Center" by increasing trust, transparency, and collaboration throughout our organization.

I want to take a moment to recognize the interconnectedness of this work. Not only from goal to goal, but from year to year. I'd like to thank our staff for their dedication to Brooklyn Center Community Schools and continued work towards these goals. I'd also like to thank you, our valued community members, for your unwavering support of our strategic initiatives.

Sincerely,



Dr. Carly Baker  
Superintendent

# SY 23

## STRATEGIC GOAL #1

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Create intentional work related to school safety, climate, and culture to bring about systemic change and further our work to build systems that are steeped in justice-centered, anti-oppressive practices.



# STRATEGIC GOAL #1

## Emphasize and build district-wide restorative practices.

The Restorative Practice Leadership Team will meet monthly to determine professional development opportunities and build the restorative practice foundation so all staff have the ability and confidence to use the circle process to repair harm by Spring 2023. In addition, a BCCS Restorative Practices Coordination team will craft a vision statement for BCCS restorative work and determine restorative practice priorities for the upcoming year.

## Develop current school safety infrastructure and update the district's emergency preparedness plans.

Throughout the 2022-2023 school year, we will train all staff members in our emergency preparedness guide, establish and build the Emergency Response Teams, and conduct periodic safety audits.

## Grow and develop our integrated student support through our new Community Schools Connection (CSC) form.

This resource will be integrated as a resource for staff to use to support students and families. Throughout the school year, regular data reviews will be conducted and a continuous improvement process will be implemented.

# SY 23

## STRATEGIC GOAL #2

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Redesign every student's learning experience by focusing on developing critical literacy and STEAM programming, and supporting student achievement and growth.



# STRATEGIC GOAL #2

## Create and Grow Critical Literacy Across the District

Throughout the 2022-2023 school year, teachers will develop critical literacy instructional skills so at the conclusion of the 2022-2023 school year, 85% of classroom teachers across all content areas will self-report increased proficiency and efficacy.

## Create and Grow STEAM Programming by aligning with the Comprehensive Arts Program Plan.

Throughout the 2022-2023 school year, the BCCS arts integration team will develop instructional models that support the development and persistence of arts programming birth -12.

## Support the growth and achievement of every student.

- Social Emotional Learning (SEL): At the conclusion of the 2022-2023 school year, 85% of students in grades 6 through 10 will self-report growth in 3 or more of the SEL competencies.
- Literacy: At the conclusion of the 2022-2023 school year, 85% of students in grades K through 2 will meet their proficiency benchmark in letter identification, letter sounds, encoding, and oral reading fluency.
- Mathematics: At the conclusion of the 2022-2023 school year, 85% of students in grades 3-5 will meet their target growth score based on the Fastbridge aMath assessment.
- College & Career Readiness (CCR): At the conclusion of the 2022-2023 school year, 85% of students in grades 11 and 12 will document 2 or more potential post-secondary pathways they have investigated and are interested in potentially pursuing following graduation.

# SY 23

## STRATEGIC GOAL #3

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Bring racial and social justice “Front and Center” by increasing trust, transparency, and collaboration throughout our organization through increased family engagement practices and data collection and reflection.



# STRATEGIC GOAL #3

## Develop and increase quality family and staff engagement opportunities throughout the school year.

Throughout the 2022-2023 school year, school sites will develop or review family engagement practices to ensure the inclusion of the core components of the Community Schools Pillars and meet the needs of our families. In addition, the district will evaluate and improve staff engagement practices to increase staff culture and climate.

## Data driven practices for transparency, reflection and accountability.

Throughout the 22-23 school year, district staff will evaluate current data collection processes, solicit feedback from stakeholders (staff, students, and community members), and provide transparent communications to the community on how we plan to adjust our practices based on their feedback.