Preparing students in a changing community for a changing world

2020 Brooklyn Center Community Schools Strategic Plan
A reason for change

CORE VALUES
We believe that:

• Relationships thrive when there is mutual respect and trust.
• Honoring each person’s intrinsic value enhances our community.
• Our diverse community strengthens our collective power.
• Caring relationships with high expectations are essential to reaching one’s highest potential.
• Life-long learning is vital for personal fulfillment, opportunity and success.
• Everyone is responsible and accountable for equity.
• Partnerships among students, families, schools and community benefit all.

OUR MISSION
To equip every student with the knowledge, life skills, and global perspectives to contribute to society and respond to the needs of an ever-changing world.

MISSION OUTCOMES
By 2020:

• Every student will demonstrate proficiency and growth in alignment with district requirements and state standards in the courses and programs in which they participate.
• Every student will be equipped with life skills demonstrated through constructive personal, social, and civic interactions.

STRATEGIES
We will:

• Ensure that every employee and community partner understands and supports the core values and the collective stewardship of our mission.
• Implement culturally responsive practices to identify and eliminate biases, both internally and externally that impede the achievement of our mission.
• Align all educational programs and services to ensure the achievement of our mission.

STRATEGIC DELIMITERS
We will not:

• Allow behaviors that diminish the value of any person.
• Allow behaviors that limit anyone’s potential.
• Continue to adopt any new program or service unless it aligns with and contributes to our mission.
Brooklyn Center Community Schools is embarking on an exciting new path to ensure our students are academically and socially prepared to excel in a changing world. Change is always a bit unnerving. It brings with it a healthy dose of the unknown, a diversion from what had become familiar and comfortable, and presents new and sometimes unforeseen obstacles.

However, change often also marks pivotal opportunities when leaders and innovators recognize the shifting sands and capture the chance to make history. Those that embrace change shape the world.

Our world and our community are changing. The world is getting smaller as the power at our fingertips gets bigger. Social, political, economic and migratory dynamics change education, technology, business and communities faster than ever before with no sign of slowing down.

Today’s students, tomorrow’s leaders, will rely on their ability to learn and apply their knowledge in a rapidly changing and increasingly global society.

The new strategic plan for Brooklyn Center Community Schools will serve as a road-map to preparing our students for success in this changing climate by leveraging one of our greatest strengths – our diversity. Every day our students attend class in a global environment and have the opportunity to develop critical lifelong skills.

The amazing work by 250 staff and community members to develop our new strategic plan is a tribute to how we will derive strength from embracing our diversity. It is the role of every member of the Brooklyn Center community to be a steward of these values to achieve our goals. That is a responsibility I take seriously and call on my fellow community members to take seriously as well, because our world is changing around us and everyone has a role in building an academic community that teaches students how to succeed in a diverse and shifting world.

At Brooklyn Center Community Schools, we are preparing students to thrive in their changing community for success in a changing world, and I look forward to partnering with you in our success.

Message from superintendent
Mark Bonine

Diverse perspectives creating a unified vision

THE MAKING OF STRATEGIC PLAN 2020
With the previous strategic plan serving as the foundation, we knew that Brooklyn Center Community Schools collectively needed to better imagine our future – what it looks like and how we plan to achieve it – with a renewed sense of urgency.

To do so, we enlisted more than 250 students, parents, staff and community members to participate in the strategic planning process, with the core planning team reflecting the demographic makeup of our school district. Through special listening sessions held at Community Café events and surveys completed by staff, parents and community members, we developed the strategy and measurements to bring Strategic Plan 2020 to life.

SUMMARY
Stronger community
We seek to strengthen our collective school community by empowering each and every person to find and value each other’s contributions to our community, and to the world.

Equitable classrooms
The new strategic plan will strengthen school environments, fostering enriching and respectful classrooms that bolster all forms of student achievement.

Longterm outcomes
In our challenging and rapidly changing world, the new strategic plan for Brooklyn Center Community Schools was created to ensure every student has the necessary education and life skills to choose their path after graduation.
We will ensure that every employee and community partner understands and supports the core values and the collective stewardship of our mission.

### STRATEGY #1

**Focus on implementing mission outcomes 1-4**

We will ensure that every employee and community partner understands and supports the core values and the collective stewardship of our mission.

### END RESULTS

- Brooklyn Center Community Schools utilizes practices to support and foster mutual trust among all employees and community partners.
- Strategic multifaceted communication is consistently practiced between and among all employees and community partners.
- Brooklyn Center Community Schools engages employees and community partners through comprehensive on-boarding processes in training and development in alignment with our core values.
- Brooklyn Center Community Schools practices a “steward mindset” which empowers employees and community partners to contribute to our mission and mission outcomes.

### Mission outcomes by 2020

- Every student will demonstrate proficiency and growth in alignment with district requirements and state standards in the courses and programs in which they participate.
- Every student will be equipped with life skills, demonstrated through constructive personal, social and civic interactions.

<table>
<thead>
<tr>
<th>TIMELINE</th>
<th>FOCUS (MEASUREMENT END RESULTS TO BE ACHIEVED)</th>
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</thead>
<tbody>
<tr>
<td>2015-2017</td>
<td>1. Primary and intermediate (Pre K-grade 5) developmental stages have been established and aligned to the secondary rubric.</td>
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<td>2016-2018</td>
<td>2. Teaching teams are continually integrating the inter/interpersonal knowledge, skills and dispositions into their curriculum and instruction across grade levels.</td>
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<tr>
<td>2015-2018</td>
<td>3. We are designing and implementing an integrated and balanced assessment system that allows us to measure student proficiency and growth on district requirements and state standards.</td>
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<td>2016 and 2018-19</td>
<td>4. Staff have an understanding of different types of assessments, their uses and how to design effective assessments.</td>
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<td>2017-2019</td>
<td>5. Technology systems support collection, analysis and dissemination of student evidence and year to year maintenance of student data.</td>
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<td>2018-2019</td>
<td>6. A process for assessing student life skills is being used.</td>
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<td>2019-2020</td>
<td>7. We are implementing standards-based grading.</td>
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</tbody>
</table>
We will implement culturally responsive practices to identify and eliminate biases, both internally and externally, that impede the achievement of our mission.

END RESULTS

• A culturally responsive framework has been adopted in order to create an on-going collaborative process of continuous improvement.

• Every staff member understands culturally responsive practices and secures high expectations for every student that address and ultimately eliminate achievement disparities.

• Brooklyn Center Community Schools integrates culturally responsive practices into all of our classrooms and departments.

• Brooklyn Center Community Schools will continually develop and refine skills to understand, identify, confront and interrupt bias.

We will align all educational programs and services to ensure achievement of our mission.

END RESULTS

• Brooklyn Center Community Schools will develop and utilize common language among students, families, schools and the community in order to support program and service alignment.

• The established framework of vertically and horizontally aligned Pre K-12 programs and services reflect our core values and mission and drives daily practices.

• Brooklyn Center Community Schools students, families, schools and the community have developed a transparent system to evaluate existing programs and services to ensure alignment with our core values and mission.

• Brooklyn Center Community Schools students, families, schools and community utilize our evaluative system to determine the status of existing programs and services to ensure alignment with our core values and mission.

• A transparent system by which to evaluate proposed programs and services has been developed and is utilized by Brooklyn Center Community Schools’ students, families, schools and the community.
END RESULTS TO BE ACHIEVED IN YEAR ONE:

We are designing and implementing an integrated and balanced assessment system that allows us to measure student proficiency and growth on district requirements and state standards. Brooklyn Center Community Schools utilizes practices to support and foster mutual trust among all employees and community partners.

A culturally responsive framework has been adopted in order to create an on-going collaborative process of continuous improvement.

Brooklyn Center Community Schools will develop and utilize common language among students, families, schools and community in order to support program and service alignment.

Brooklyn Center Community Schools’ students, families, schools and the community have developed a transparent system to evaluate existing programs and services to ensure alignment with our core values and mission.
Get in touch!

Do you have thoughts, comments or simply want to discuss the strategic plan and how you can get involved? We’d like to hear from you!

Superintendent:
Mark Bonine

School Board Members:
Ms. Janelle Collier
Ms. Cheryl Jechorek
Mr. Jeff Palm
Mr. John Solomon
Jan Thielsen
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