



Excellence. For each and every student.

BOARD OF EDUCATION

Working Meeting - March 27, 2023 - 4:00 PM
Wayzata Public Schools District Office
210 County Road 101 North
Plymouth, Minnesota 55447

AGENDA

1. **ROLL CALL/CALL TO ORDER**
2. **HUMAN RESOURCES REPORTS**
 - A. Sabbatical Presentations (30 minutes)
 1. Laura Engelbret, ELL, Birchview Elementary
 - Catherine Kinzler, Social Studies, East Middle School
3. **FINANCE AND OPERATIONS SERVICES REPORTS**
 - A. General Budget Updates and Planning (20 minutes)
4. **TEACHING AND LEARNING REPORTS**
5. **SUPERINTENDENT'S REPORTS**
 - A. District Goals Update (30 minutes)
 1. Building Instructional Leadership Team (BILT) Update
 2. General Updates
6. **BOARD REPORTS**
 - A. Legislature Updates (30 minutes)
7. **ADJOURN**

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School District Update

School Board Work Session: March 27, 2023

- Chace B. Anderson Superintendent
- Nathan Flansburg Associate Superintendent

Strategic Road Map

First Road Map developed **2011**

Revised in **2015** and again in **2019**

Due to be reviewed again in **2023**

Wayzata Public Schools Strategic Road Map
"Excellence. For Each and Every Student."

Mission	Our Core Purpose	Core Values	Drivers of Our Words and Actions
<p>Mission</p> <p>The Mission of Wayzata Public Schools is to ensure a world-class education that prepares each and every student to thrive today and excel tomorrow in an ever-changing global society.</p>	<p>Our Core Purpose</p> <p>By Realizing our Vision, We Achieve Our Mission</p> <p>The Vision of Wayzata Public Schools is to be a model of excellence where students of all ages discover their unique talents, develop a love and tenacity for learning and demonstrate confidence and capacity for success through:</p> <p>Exceptional Student Learning, Experiences and Relationships:</p> <ul style="list-style-type: none"> High achievement by each and every student; Content-rich, rigorous and personalized education; Meaningful relationships with teachers, staff, mentors and peers in a welcoming, nurturing and safe environment where all are valued for who they are and the contributions they make. <p>Community Trust, Confidence and Partnership:</p> <ul style="list-style-type: none"> Comprehensive learning opportunities meeting diverse learner needs and community aspirations; Culture of continuous improvement and responsive innovation; Committed to being the first choice for students and families; Maintaining the highest levels of satisfaction and pride by staff, parents and community. <p>Operational Excellence:</p> <ul style="list-style-type: none"> Attraction, development and retention of exemplary, creative and engaged employees; Accountability by all staff and clarity in all operations to maximize individual and collective performance; Effective and efficient use of time, human, financial and physical resources; High performing district governance, management and partnerships. 	<p>Core Values</p> <p>Achievement: Challenging oneself and others for excellence in all we do</p> <p>Collaboration: Working together to maximize opportunities and eliminate barriers to learning for all</p> <p>Community: Maintaining a sense of belonging to and responsibility for the broader community</p> <p>Equity: Meeting the specific needs of all students</p> <p>Integrity: Doing the right thing in the right way at the right time, even when no one is aware</p> <p>Respect: Valuing others for their diverse talents, backgrounds, cultures and viewpoints</p>	<p>Drivers of Our Words and Actions</p> <p>Through Focus on Priorities and Strategic Execution, We Achieve Excellence and Realize Our Vision</p> <ol style="list-style-type: none"> 1. Achievement: By the end of third grade, all students will achieve at or beyond grade level expectations for reading, writing, and mathematics. 2. Each and Every: Students achievement will not be predictable by any demographic characteristics, i.e. race, socioeconomic status, gender, or disability. 3. Personalization: All students will know and understand their unique talents, have a voice in their educational experiences, and take ownership for their learning, career aspirations, and future success. 4. Health and Well-Being: All students will feel a sense of belonging and connection to their school where social-emotional, physical and mental health is nurtured and valued.
Vision	What We Intend to Create and Experience	Strategic Directions (2019-2022)	Focused Allocation of Resources

Approved by WPS School Board: July 8, 2019

Equity: Meeting the specific needs of all students

Learner-Driven Questions for **All**

1. How am I creating and building on meaningful relationships with learners?
2. What assumptions do I have about learners that could be misperceptions?
3. How can learners use their strengths and insights as a foundation for learning?
4. How will I encourage, empower, and ensure that every learner incorporates their voice in the learning process?

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Student Experience that Leads to Student Achievement

- Collaborations with Teaching and Learning
- Emphasis on classroom community development
- Continued collaboration and consultation with all departments and staff

Districtwide Priority Goals 2022-2023

Improving student experiences, learning and equity

- **Focus on the student experience (Happy/Belonging)**
 - Creating positive, meaningful, and healthy experiences for each and every one of our students.
- **Focus on reducing academic disparities (Proud/Success)**
 - Student achievement will not be predictable by any demographic classification, i.e., race, socioeconomic status, gender, or disability
 - Established Building Instructional Leadership Teams (BILT) at all sites to focus on increased partnership and collaboration in identifying areas for systemic instructional improvement.
- **Focus on high quality instructional practices (Continuous Improvement)**
 - Principal Support Academy, Instructional Leadership Academy, Coaching Academy
 - Solution Tree PLC PD – Principals and leadership team members

Mechanisms that help us achieve our goals

Site Growth Plans

- Site growth plans are based on our district-wide priority goals and directly support our district equity work
- Emphasis on academic achievement through high quality instructional practices
- Emphasis on the daily student experience
 - Strategic Direction: Health & Well-Being

Building Instructional Leadership Teams

Building Instructional Leadership Teams at all 15 sites (including ELS and Transition)

- New to ***all*** sites in 22-23
- Instructional in focus
- Development of teacher leaders who help guide the work of PLCs
- District and Building alignment
- Site visits 3x per year
- Tied to Professional Learning and the BILT Leadership Institute in August

BILT Site Visits

3x per year

- Goal Setting (September/October)
- Mid-Year Check-in (January/February)
- End of Year Data Review (May) - leads into the work at the August BILT Leadership Institute
- Strategic Focus on Continuous Cycle of Improvement

Mid-Year Guiding Questions

Addressing disparities in the daily experience of students and the disparities which exist between groups of students in their academic performance
This is our equity work!

- 3 guiding questions
 - How are your students doing?
 - How do you know?
 - What are your PLC's next steps based on this information?

Mid-Year Guiding Questions

Adapt/Adopt/Abandon - Instruction

- What instructional strategies do you need to make adaptations to?
- What instructional strategies do you want to adopt permanently?
- What instructional strategies do you feel your team needs to abandon?

Mid-Year Guiding Questions

Adapt/Adopt/Abandon - Student Experience

- What specific student experience strategies does your team want to adapt?
- What student experience strategies does your team want to adopt?
- What student experience strategies does your team want to abandon?

Mid-Year Guiding Questions

Reflections on our site visits

- Open dialogue
- Honest reflections on what is going well and areas for improvement
- Provides district level supports the opportunity to assess needs and respond

Professional Learning Communities

One Way we Achieve our Goals: Professional Learning Communities (PLCs)

- Every grade level or department across all sites
- The work that happens in PLCs supports the building-wide growth plan and the district-wide priority goals
- Focus on instructional practices (learning), collaboration (alignment), and student achievement (results)

Strengthening Pre-K through Grade 3 Literacy

Maximizing Literacy Instruction/Student Learning During School Hours

- Early Childhood Success Learner Equation:
 Pre-Kindergarten Learning-Literacy
- Kindergarten Learning-Literacy
- First Grade Learning-Literacy
- Second Grade Learning-Literacy
- Third Grade Learning-Literacy

Strengthening Out of School Time

Reinforcing Literacy Instruction/Student Learning During Out of School Time

- Before and After School Learning-Literacy Reinforcement
- Extended School Year (ESY) Learning-Literacy Reinforcement
(Special Services)
- Summer School Learning-Literacy Reinforcement

Delivering on the District's Vision

Operational Excellence (Efficient and Effective)

- Prepare a Balanced Budget and Determine Cost Containment Measures for Fiscal Year 2023-2024
- Engagement with Legislators During the Current Session
- School Safety and Security
- School Facilities Responsive to Enrollment Growth, our Academic Program and Administrative Space Needs
- Review and Updating of Strategic Road Map
- Achieving Operational Excellence in all that we do

Thank you!

Questions/Comments