

# Red Wing Public Schools Strategic Plan 2025-2030

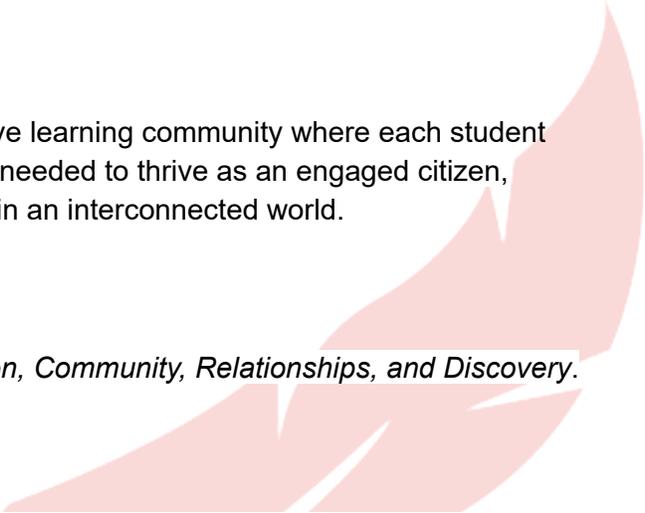
## Vision Statement

Red Wing Public Schools cultivates an inclusive learning community where each student develops the knowledge, skills, and character needed to thrive as an engaged citizen, innovative thinker, and compassionate leader in an interconnected world.

## Mission Statement

*Empowering Every Learner Through Innovation, Community, Relationships, and Discovery.*

## Shared Identity



RED WING PUBLIC SCHOOLS	
<b>WE ARE CREATIVE</b>	<i>Discovering our strengths</i>
<b>WE ARE COURAGEOUS</b>	<i>Honoring our stories</i>
<b>WE ARE UNITED</b>	<i>Building a future for everyone</i>

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## Core Values

**Innovation** - We embrace creative approaches to teaching, learning, and problem-solving that prepare students for a rapidly changing world.

**Community** - We honor our diverse heritage while fostering belonging and engagement among all members of our school community.

**Relationships** - We build authentic connections based on trust, respect, and care that form the foundation of our learning community.

**Discovery** - We cultivate curiosity, wonder, and the joy of learning through exploration, inquiry, and investigation that leads to deep understanding and meaningful connections.

# Strategic Goals & Objectives

## GOAL 1: INNOVATION - Embracing Creative Solutions and Future-Ready Learning

*Prepare students to think creatively, solve complex problems, and adapt to change*

### Objective 1.1: Future-Ready Skills Development

- Integrate critical thinking, creativity, collaboration, and communication across all curricula
- Implement design thinking processes and entrepreneurial mindset development
- Cultivate skills that foster innovation, strengthen community connections, build meaningful relationships, and support ongoing discovery

### Objective 1.2: Technology-Enhanced Learning

- Ensure all students have access to current technology tools and develop digital literacy
- Provide educators ongoing professional development on innovative teaching practices
- Develop coding, robotics, and digital creation opportunities

### Objective 1.3: Adaptive and Individualized Learning

- Develop individual learning pathways based on student interests and strengths
- Use data analytics to continuously improve instructional approaches
- Build skills that support lifelong learning

## GOAL 2: COMMUNITY - Building Connections and Shared Purpose

*Strengthen partnerships and create environments where everyone belongs*

### Objective 2.1: Family and Community Engagement

- Implement family learning opportunities
- Ensure all communications are culturally responsive and accessible
- Create authentic opportunities for families to contribute to student success

### Objective 2.2: Local Partnerships

- Expand business and industry partnerships for student internships, mentorships, and career exploration opportunities
- Strengthen relationships with cultural, community, and civic organizations, including local government and nonprofits, to enrich learning and provide authentic engagement

### Objective 2.3: School Culture

- Celebrate and honor the heritage of all students while building bridges across diverse communities
- Foster connections through open communication, collaborative activities, and meaningful interactions
- Celebrate academic growth, character development, and community contributions

## **GOAL 3: RELATIONSHIPS - Nurturing Connections That Support Growth**

*Build authentic partnerships based on trust, respect, and care*

### **Objective 3.1: Student-centered Relationships**

- Build trusting connections between students and staff that support academic, social, and emotional growth
- Create peer mentoring and student leadership opportunities that foster authentic student-to-student connections
- Provide student support resources and practices delivered through caring relationships

### **Objective 3.2: Professional Relationships and Collaboration**

- Foster collaborative educator relationships focused on comprehensive student success through Building Assets Reducing Risks (BARR) practices
- Implement mentorship relationships for new staff and ongoing peer support connections
- Build professional learning communities grounded in trust, respect, and shared commitment to student success

### **Objective 3.3: Responsive and Caring Environment**

- Eliminate opportunity gaps through culturally responsive teaching and targeted support
- Ensure equitable access to advanced coursework and enrichment opportunities
- Provide personalized interventions and wraparound services for students in need

## **GOAL 4: DISCOVERY - Igniting Curiosity and Deep Learning**

*Foster wonder, inquiry, and meaningful exploration across all learning experiences*

### **Objective 4.1: Inquiry-Based Learning**

- Implement project-based and problem-based learning in all grade levels
- Develop student research skills and scientific thinking processes
- Create opportunities for authentic investigation and exploration

### **Objective 4.2: STEAM Integration**

- Expand hands-on science, technology, engineering, arts, and mathematics programming
- Utilize Red Wing's natural environment for outdoor discovery and environmental science
- Partner with local manufacturers for real-world engineering and design challenges, 3M Future Makers Labs & 3M Map Program

### **Objective 4.3: Academic Improvement Through Discovery**

- Strengthen reading comprehension and literacy skills through evidence-based instruction rooted in the science of reading, literature exploration, and cross-curricular experiences
- Foster mathematical thinking through conceptual instruction focused on discovering mathematical relationships and applying standards of mathematical practice
- Provide enrichment opportunities for advanced learners to pursue deeper investigations

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## Monitoring & Evaluation

### Key Performance Indicators

- Student academic achievement on state and local assessments
- Graduation rates and post-secondary plans
- Community engagement
- Financial performance and operational efficiency measures

### Reporting Structure & Metrics

- Quarterly progress reports to the School Board
- MDE Annual Reporting:
  - Each of the SMART goals under the CACR and Local Literacy Plan is based on FastBridge Academic Screening; each year's metric will be written as a growth of 2%-5% from the previous data point
- Comprehensive Achievement and Civic Readiness Report (CACR) (The five goal areas are determined by the Minnesota Department of Education)
  - All children are ready for school.
  - All racial and economic achievement gaps between students are closed.
  - All students are ready for career and college.
  - All students graduate from high school.
  - Prepare students to be lifelong learners.
- Local Literacy Plan.
  - Read Act Literacy Goals for K-12

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## Resource Allocation

Strategic plan implementation will require thoughtful resource allocation across:

- **Human Resources:** Professional development, staffing adjustments, leadership development
  - **Technology:** Infrastructure upgrades, device refresh cycles, software licenses
  - **Facilities:** Maintenance, improvements, safety upgrades
  - **Programming:** Curriculum materials, intervention resources, enrichment opportunities
  - **Community Engagement:** Communication tools, event coordination, partnership development
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## Call to Action

The success of this strategic plan depends on the collective commitment of our entire Red Wing community. We invite all community members – students, families, staff, neighbors, and partners – to join us in this important work. Together, we will ensure that Red Wing Public Schools is a place where every student can discover their potential, pursue their passions, and prepare for a bright future.

*"Creative, Courageous, United."*

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**Adopted by the Red Wing School Board: Sept. 22, 2025 Next Review Date: Sept. 21, 2026**

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