



Strategic Plan

VISION

St. Paul School of Northern Lights endeavors to model and share best practices in progressive education. We resolve to create an enduring community fully participating in a democratic society that relies on an educated populace, embarking on a lifetime of inquiry and advocacy.

MISSION

Exploring our urban ecosystem, St. Paul School of Northern Lights ensures a progressive, relationship-based learning process, educating students to be kind, curious, critical thinkers who are advocating for positive change in their diverse communities.

GOALS

- Improve all pupil learning and all student achievement (per MN Statute 124E.01)
- Create an equitable learning environment where students, families, and teachers will feel valued and empowered
- Promote the pursuit of intercultural competence, proving diversity as an educational strength
- Inspire and improve public schools and their communities through place-based education
- Provide professional development opportunities and invite educational dialogue for and with the greater community
- Build stronger communities, one student at a time



PRINCIPLES

URBAN ECOSYSTEM EXPLORATION

Learning will happen in the classroom and as we explore our surrounding community and natural spaces, forging meaningful connections between students and their environment.

RELATIONSHIP-BASED

Relationships are the essence of St. Paul School of Northern Lights. We understand the value of belonging to and building a strong community. We build community through kindness, valuing all of our members, and sharing our learning across classrooms and grade levels.

DIVERSITY AND EQUITY

Respecting and celebrating difference, we will focus on intercultural development as a school for and with the community. We will set cross-cultural goals for understanding, acknowledge challenges, and navigate differences together, empowering all community members to communicate respectfully.

PROGRESSIVE LEARNING

Students are born curious and ready to learn. We seek to preserve children's innate knowledge of self and curiosity about the world in which they live. Our teachers use a dynamic and interactive approach that encourages students to explore deeply. We hold space for students to learn to balance work, life, and play.

ADVOCACY

Children are capable citizens who can and do positively contribute to their communities. We recognize and foster students' individuality and encourage them to use their knowledge and skills for the common good. Our school is intentional about ensuring that all students understand critical concepts around identity, allyship, and social justice. We believe that developing empathy and community engagement can and should be central to the learning experience.



Place

Secure a long-term **facility** with sufficient space for growth and access to both natural and urban spaces.

- Establish a Facilities Committee of the Board of Directors.
- Work with facilities broker to identify and secure suitable existing facilities.
- Consider establishment of Affiliated Building Company if suitable existing facility is not identified.

Place Goals:

- Secure facility for the 2024-2025 school year: Winter '22/Spring '23
- Notify current facility of future plans: Spring '23
- Establish ABC (if necessary): Summer '25

Resources

Ensure long-term **stability** and robust model implementation through effective procurement of resources.

- Continue to expand enrollment within the constraints of our school facility.
- Budget responsibly based on projected enrollment and increasing costs.
- Adequately fund staffing to ensure model implementation.

Resource Goals:

- Increase fund balance to 20%: FY26
 - Limit licensed staff turnover to 20% or less year-to-year
 - Earn the MDE Finance Award annually
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Pedagogy

Provide a Reggio-inspired learning experience that aligns with our **mission** and **vision** for all students.

- Activate the Pedagogy Committee of the Board of Directors.
- Establish accountability goals that align with the model, mission and vision of the school.
- Provide support for students and staff to realize aligned goals.

Pedagogy Goals:

- Establish aligned accountability goals: Fall '22

Equity

Bring about our **vision for equity**.

- Vision for Equity
- Continue to develop the Equity Compendium.

Equity Goals:

- Provide staff development to further our vision for equity: Ongoing
 - Provide learning opportunities for families to engage in ongoing equity work: Ongoing
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