



Minnesota Department of Education Strategic Plan Overview

Every child, no matter their race or zip code, deserves a world-class education, with caring and qualified teachers, in a safe and nurturing environment. Public education is a fundamental right for all students with access and equity as the foundational principles. As educators, we must create genuine learning opportunities for all students and recognize that every child has a quality that must be valued, validated and used to enhance their learning. As an education system, we must foster a mindset that all students have unique learning needs. It is the responsibility of each education professional to work to eliminate the gaps in access, participation, and representation in achievement, opportunity, and belief that many of our students face.

Participants

Our partnership and collaboration with school leaders across the state was invaluable in helping to frame what we need to do to ensure that all students receive a world-class education, in a safe nurturing learning environment, from caring qualified teachers. Schools across Minnesota work hard every single day for the students they serve. From Fairmont's welding program to Cass Lake-Bena's alternative learning program, it is clear that Minnesota educators go above and beyond to create opportunities for their students that match their needs. As MDE traveled the state visiting schools, we were inspired by many exceptional, innovative programs, and it is our goal to expand these ideas that are moving the needle for our students in every part of the state. Whether that's the full-service community school in Rochester, or the high school in West Saint Paul-Mendota Heights-Eagan that are closing gaps in their graduation rates, every single one of our priorities has a story. The ideas in our strategic plan are strong, because these are all ideas for Minnesotans, by Minnesotans

Outcome

Education starts at birth and continues through graduation. MDE is committed to providing access and opportunity to ensure students have the support needed at every step of their educational journey. MDE's strategic plan is student-centered and anchored in equity, diversity, and inclusion. Guided by the principles of collaboration, leadership and equity, MDE focuses its work on four objectives:

1. Every student deserves a world-class education. Among the strategies to do this are:
 - a. Developing and implementing academic standards that reflect Minnesota's students of color and Indigenous students;
 - b. Increasing the number of full-service community schools; and,

- c. Increasing access, participation, and representation in rigorous coursework and Career and Technical Education courses to expand opportunities for students of color, Indigenous students, and students with a disability as well as students in greater Minnesota.
2. Every student deserves to attend a safe, nurturing learning environment. Among the strategies to accomplish this are:
 - a. Adding school support staff across the state to improve mental health supports to students;
 - b. Expanding evidence-based student-based relationship building programs and pass legislation to help eliminate suspension disparities; and,
 - c. Expanding access, participation, and representation in out-of-school enrichment opportunities.
3. Every student deserves to learn in a classroom with caring, qualified teachers. Among the strategies to accomplish this are:
 - a. Developing and providing training for all staff on antiracist and anti-bias practices; and,
 - b. Launching and expanding programs to both recruit and retain teachers of color and Indigenous teachers.
4. Minnesota Department of Education will provide leadership, support, and partnership to every public school district across the state. Among the strategies to accomplish this are:
 - a. Developing a statewide system of supports to partner with public school and districts to meet their strategic goals; and,
 - b. Creating an Equity, Diversity, and Inclusion Center at the MDE designed to provide equity and inclusion training and focus for MDE staff, districts and schools.

The Minnesota Department of Education's Strategic Plan is supported by an internal strategic plan that includes for internal objectives:

1. MDE reflects the changing diversity of our student and family population.
2. MDE will use a learning organization model to support staff in being the leader for educational support.
3. MDE will be the leader for educational support and guidance in teaching and learning.
4. MDE's budget reflects the values and priorities of the agency.

More information: [Read the full Minnesota Department of Education Strategic Plan.](#)