

# ANOKA-HENNEPIN SCHOOLS 2025-26 STRATEGIC PRIORITIES





# LEADING THE DISTRICT'S STRATEGIC PRIORITIES

The Anoka-Hennepin Schools' superintendent and six-member School Board lead the district's strategic priorities. Updates are shared at regular board meetings and online at [ahschools.us/strategicpriorities](https://ahschools.us/strategicpriorities).

Anoka-Hennepin Schools community,

There's little question that achieving the best possible results for students benefits from a system that provides structure, deploys resources and includes a system of evaluation to determine impact and results.

The Anoka-Hennepin strategic priorities system creates a shared expectation for how resources will be utilized along with a disciplined approach from governance, and implementation to measurement. Using a continuous improvement model that notes key dates for action steps throughout the year, the School Board works within a framework to align decisions to meet the mission and vision for the district.

Items selected for strategic priorities include significant staff and community input, including results from community surveys that provide a representative sampling of the wider district population.

The strategic priorities process provides a foundation that helps keep a positive momentum for our schools and one that is being considered by schools across the state and nation.

Thank you for your review of these strategic priorities for the 2025-26 school year. From the School Board to the classroom, the district is working to ensure safe and welcoming schools, academic excellence for each student and operational stewardship in how the resources provided to the district are utilized to reach our mission.

Sincerely,



Cory McIntyre, Superintendent  
2024-2025

*The Anoka-Hennepin School District works to identify strategic priorities on an annual basis. The 2025-26 strategic priorities were identified in November 2024, and approved by the School Board in February 2025.*

## ANOKA-HENNEPIN SCHOOL DISTRICT SCHOOL BOARD MEMBERS



Linda Hoekman  
**DISTRICT 1**



Zach Arco  
**DISTRICT 2**



Kacy Deschene  
**DISTRICT 3**



Matt Audette  
**DISTRICT 4**



Dr. Michelle Langenfeld  
**DISTRICT 5**



Jeff Simon  
**DISTRICT 6**

## SUPERINTENDENT



Cory McIntyre  
**SUPERINTENDENT**



ANOKA-HENNEPIN  
SCHOOLS  
*A future without limit*

2727 N Ferry St.  
Anoka, MN 55303  
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[ahschools.us](https://ahschools.us)



## 2025-26 STRATEGIC PRIORITIES

**MISSION:** To effectively educate each of our students for success.

**VISION:** To be a public school system of excellence, with high quality staff and programs and successful graduates.

**EQUITY COMMITMENT:** Anoka-Hennepin School District is committed to creating equitable learning environments which provide access, representation, meaningful participation, and highly positive outcomes for each student.

**IMPLEMENTING:** Changes that are happening during this school year. Changes may take multiple years to complete.

**REVIEWING AND PLANNING FOR POTENTIAL IMPLEMENTATION:** Studying our current program for possible improvements and making plans for potential implementation. Some of these items may move to implementation immediately while others may not lead to action.

**MONITORING AND CONSIDERING:** Items in this area fall into one of two categories. Some initiatives were recently implemented and are continuing to be monitored to ensure they are meeting intended outcomes (M). Others are potential areas of need that haven't risen to the level of review yet (C).

### SAFE AND WELCOMING ENVIRONMENT

#### BEHAVIOR

- 1.1 Improve student engagement, connection and behavior

### INCREASED STUDENT ACHIEVEMENT

#### LITERACY

- 2.1 Improve literacy at all grades
- 2.2 Prepare students to enter the workforce of the future: Portrait of a Graduate
- 2.3 Provide academic programming to support K-12 students impacted by the effects of the COVID-19 pandemic
- 2.4 Improve instruction and comprehension at the secondary level

### EFFECTIVE ORGANIZATIONAL SUPPORT

#### WORKFORCE

- 3.1 Improve employee recruitment and retention
- 3.2 Analyze district student enrollment trends.
- 3.3 Continue construction and facilities improvements.



# A FUTURE WITHOUT LIMIT

*It is the vision of the Anoka-Hennepin School District to be a public school system of excellence, with high quality staff and programs and successful graduates. The primary mission of the Anoka-Hennepin School District is to effectively educate each of our students for success.*

Anoka-Hennepin Schools is a great place to live, work, and learn. Our communities work together to provide residents with safe and friendly neighborhoods, a wide range of business and economic opportunities, beautiful parks and abundant recreational activities and high-quality schools.

## Who we serve

The Anoka-Hennepin School District is Minnesota's largest, serving a diverse population of approximately 37,000 students, 7,150 staff members and 248,000 residents. Anoka-Hennepin has 25 elementary schools, six middle schools and five high schools, plus early learning, alternative, magnet, specialty schools and Community Education programs to serve all the needs of our learners.

## What we do

Anoka-Hennepin Schools staff play a critical role in preparing students for life. We are proud to work together in providing students a future without limit, and our staff make a difference in the lives of our students each day.

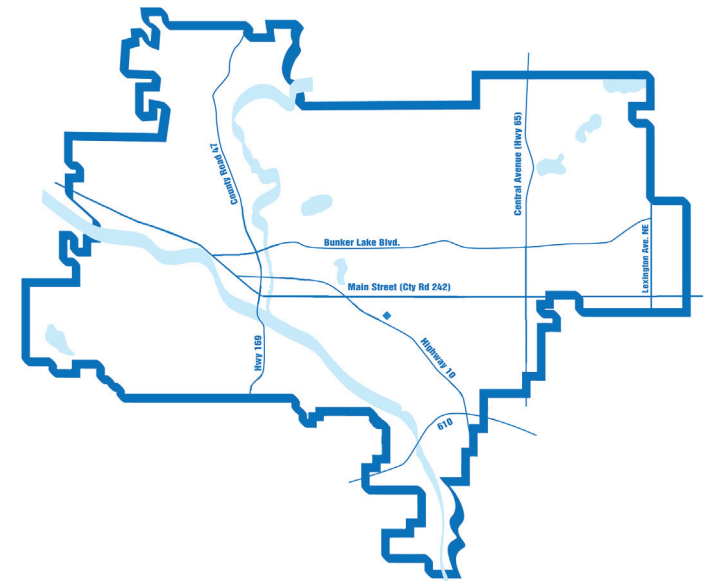
## Where we are

Spread out across 172 square miles, the school district is comprised of 13 suburban communities north of the Twin Cities of Minneapolis and St. Paul:

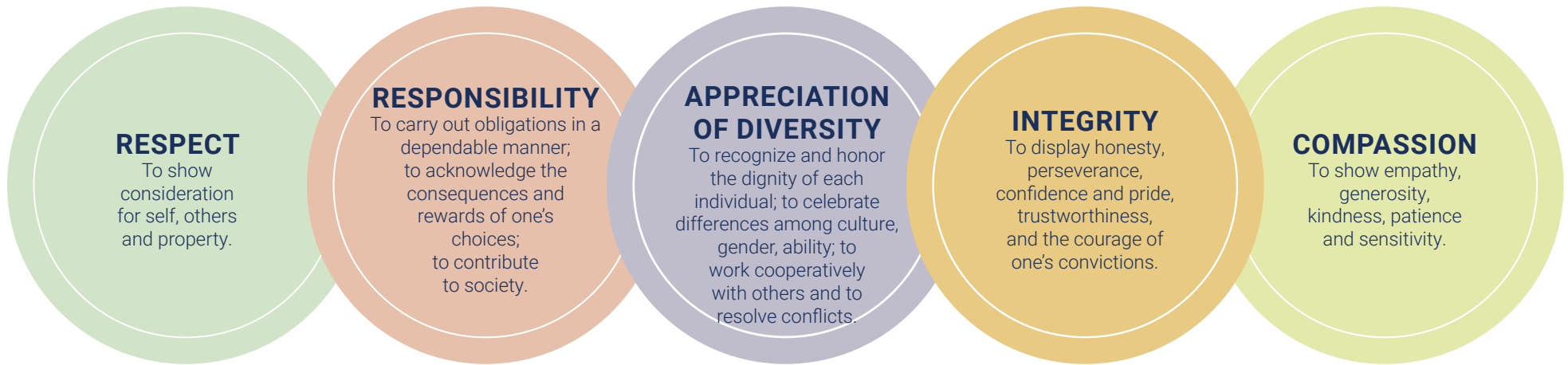


## Who we serve

- Andover
- Anoka
- Blaine
- Brooklyn Center
- Brooklyn Park
- Champlin
- Coon Rapids
- Dayton
- Fridley
- Ham Lake
- Nowthen
- Oak Grove
- Ramsey



# CORE VALUES ARE THE FOUNDATION FOR OUR WORK



## MISSION

*It is the primary mission of the Anoka-Hennepin School District to effectively educate each of our students for success.*

## THIS IS HOW WE PUT CORE VALUES IN ACTION



**Lead:** Educators and staff promote the core values of character education as the foundation for ensuring a respectful learning environment. They strive for consistent application and implementation of anti-bullying and anti-harassment policies across all schools.



**Engage:** Educators and staff engage families and community as partners in anti-bullying and anti-harassment and focus on changing behaviors, not beliefs.



**Assess and Act:** District leaders solicit feedback from a variety of stakeholders (students, staff, families, and the broader community) and effectively implement programming to address identified needs.



**Data-Driven Continuous Improvement:** District leaders regularly assess culture and climate and the degree to which anti-bullying and anti-harassment efforts are successful. Data is used to inform decisions and create plans to promote continuous improvement.



**Safe and Inclusive Schools:** Educators and staff understand that each child is unique and need not sacrifice uniqueness nor risk their safety to enjoy their life and learning in our schools. The world of each child contributes to the quality of this place we call "school" and none shall be excluded.





# ANOKA-HENNEPIN SCHOOLS STRATEGIC PRIORITIES

Making improvements in a school system with over 50 sites and more than 7,150 staff members requires intense planning and coordination. The Anoka-Hennepin School Board relies on a continuous improvement cycle and strategic priorities framework as a system to bring necessary resources to schools, and evaluate and monitor programming for effectiveness.

The continuous improvement cycle provides a framework, which places a value on time and is based on a school-year calendar cycle for decision making to allow staff members time to implement new initiatives.

## Three strategic priorities areas, three-step process

The School Board has established three broad strategic priorities areas listed below, along with a three-step process to guide priority items effectively through the process, listed in the next column:

- Maintaining safe and welcoming schools
- Improving academic performance
- Ensuring effective organizational support

Anoka-Hennepin's data-rich scorecard is used as a tool for the School Board to monitor performance across the district.

Strategic priorities are established and reviewed in alignment with School Board budgetary and operations calendars, ensuring energy is focused on the task prioritized, and assuring that the district has the necessary resources to achieve, sustain and monitor priorities.

## Continuous improvement process

Anoka-Hennepin's continuous improvement system provides structure and discipline, following an order and process for decisions, with the goal of improving outcomes for students:

- **Implementing:** Items in the implementing category are those being completed or have substantial priority in the current year, but may also take multiple years to complete.
- **Reviewing and planning for potential implementation:** Priorities are reviewed and planning is in process for potential future implementation.
- **Monitoring or considering:** Current programs being monitored for effectiveness or possible future priorities for consideration that have not risen to the level of review.

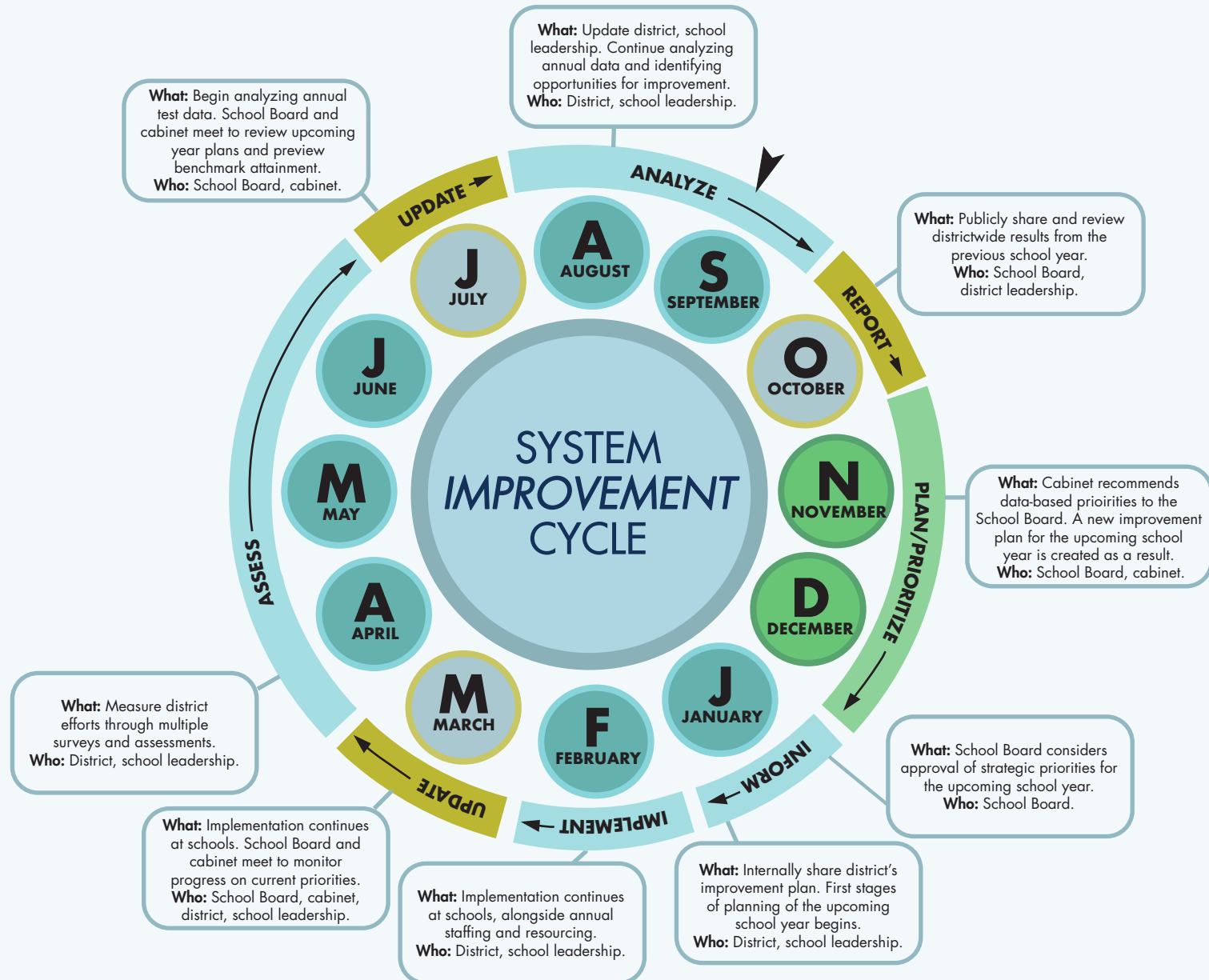
*A traditional planning model for districts includes an annual summer retreat to review data and actions from the previous year and actions to finalize plans for the upcoming year. This model leaves little time or ability to implement emerging ideas for the upcoming year. In addition, student performance data from the previous year is not often available to use in decision making.*

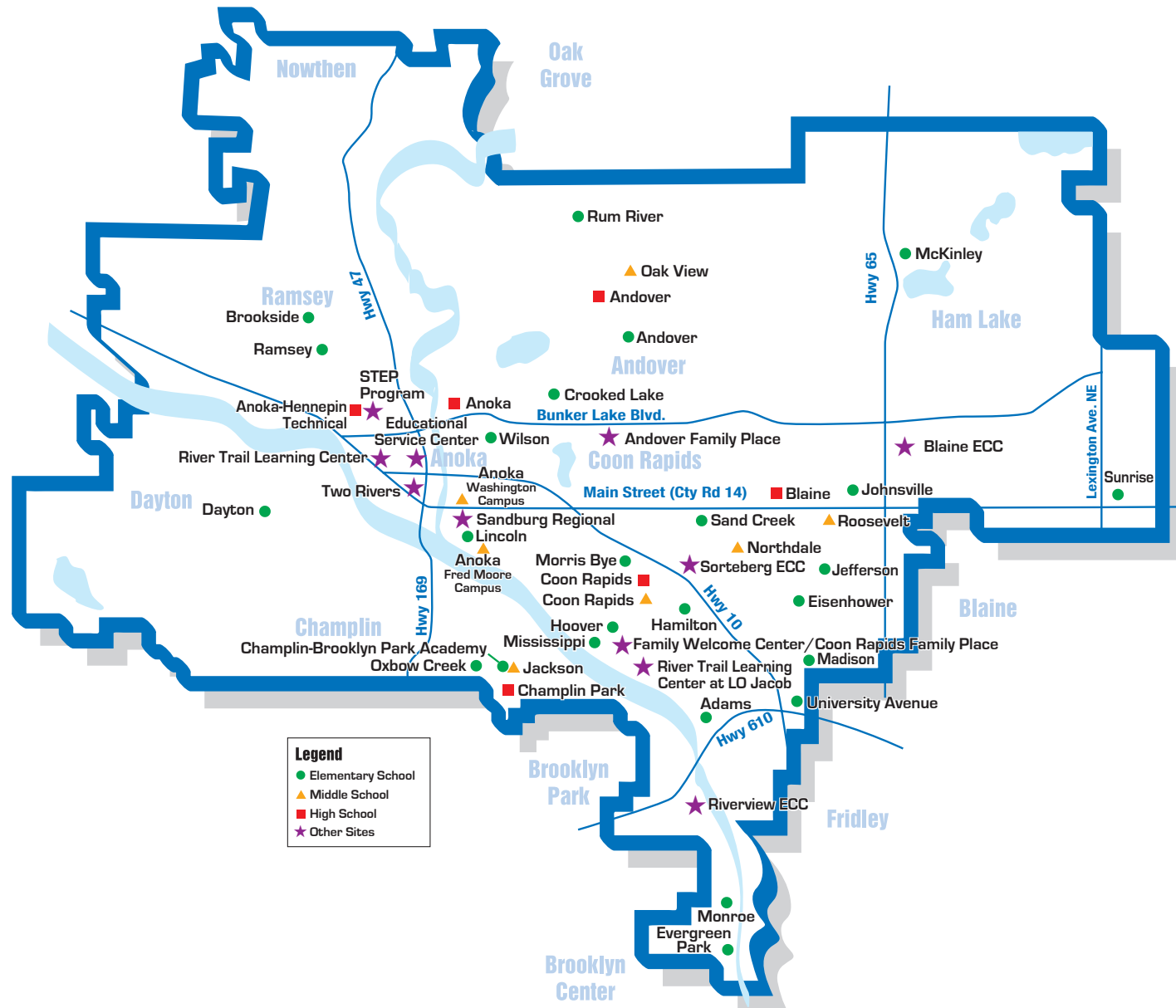
*The Anoka-Hennepin continuous improvement cycle has been presented at state and national leadership conferences for other districts to adopt as a "best practice" planning model to ensure efficient and effective allocation of resources and governance.*



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# ANOKA-HENNEPIN SCHOOLS CONTINUOUS IMPROVEMENT MODEL





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