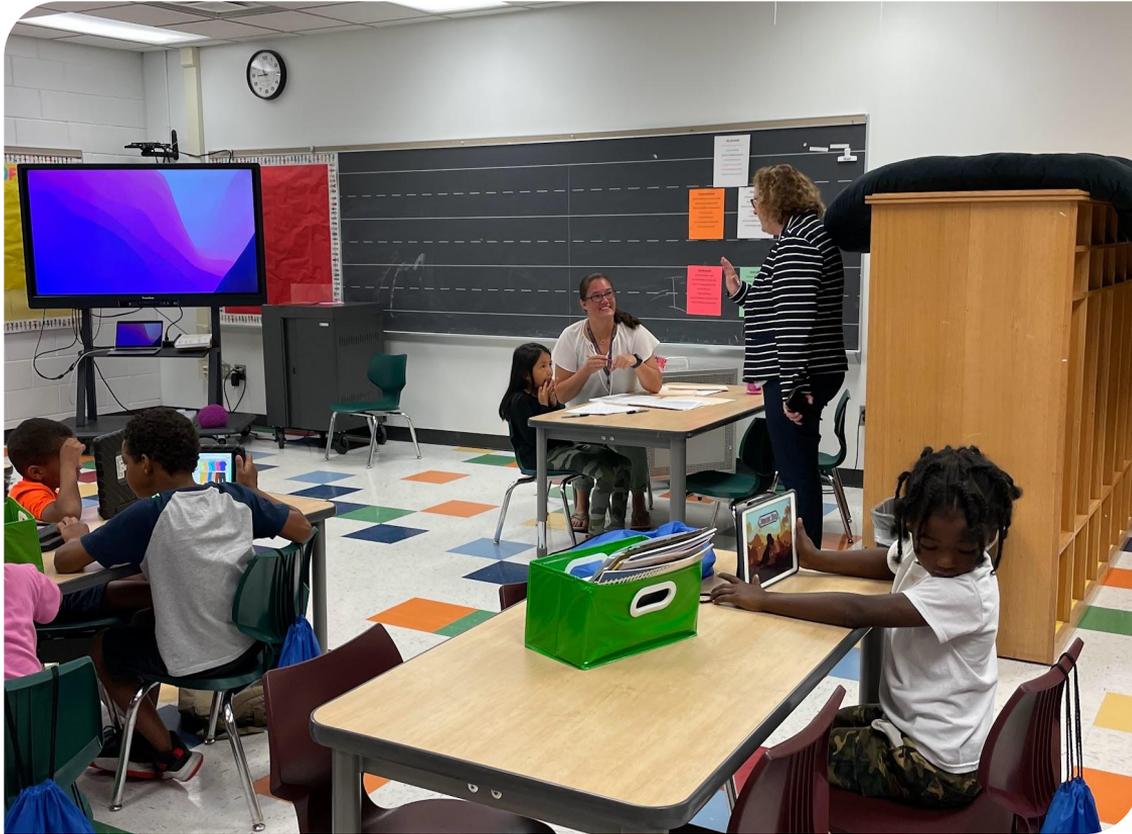


Training and Retreat

Tuesday, May 2, 2023 5:00 PM

Davis Center, 1250 West Broadway Avenue, Minneapolis, Minnesota 55411

- 1) **Materials Provided to the Board**



Strategic Plan Prioritization

**Board of Education
Retreat**

May 2, 2023



Objectives for Retreat

- Review and refine the priority strategies identified by the Board on March 7th
- Review a proposed template that identifies targets, deliverables, and timelines that will assist the Board in performing its oversight and monitoring functions
- Agree on next steps

Strategic Plan Overview with Prioritized Strategies

Prioritized Strategies Overview Task

- Look at the priority areas you identified on March 7th. Articulate your thoughts and questions

MPS Strategic Plan

Mission	Vision	Commitment	Values
<p>Minneapolis Public Schools exist to provide a high quality, anti-racist, culturally responsive education for every Minneapolis student.</p>	<p>All students --regardless of their background, zip code, and personal needs-- will receive an anti-racist, holistic education that builds essential knowledge to prepare students for future success.</p>	<p>To achieve our vision, we will intentionally focus and prioritize resources and actions to significantly improve the experiences and outcomes of Black students, Indigenous students, students of color, and their families.</p>	<ul style="list-style-type: none">• Equity, Representation & Anti-Racism• Physical and Emotional Safety & Wellbeing• Relationships, Trust & Communication• Shared Decision-Making & Voice• Transparency & Accountability• Evidence-Based Strategies

MPS Strategic Plan Goals



Goal 1

Academic Achievement



Every student achieves their full potential through equal access to programming that is academically rigorous and connects learning with student experiences.



Goal 2

Student Well-being



Every student's physical and mental well-being is addressed as an integral part of their education.



Goal 3

Effective Staff



School and central office staff approach all work centered on students and equity.



Goal 4

School and Building Climate



MPS is known by our community as welcoming, responsive, and connected.

Goal One – Academic Achievement

Goal 1: Academic Achievement – Every student achieves their full potential through equal access to programming that is academically rigorous and connects learning in schools with students' experiences at home.

1. Provide standards-based core instruction with a focus on literacy and mathematics.
- 2. Ensure all curriculum and instructional practices are anti-racist and sustain the cultures, languages, and experiences of our students.**
3. Ensure all community schools provide access to STEM, music, art, language, and for high schools, ethnic studies and college credit courses
4. Implement Professional Learning Communities to ensure all students' needs are met through a system of academic support and intervention.
- 5. Provide magnet school pathways that offer innovative thematic instruction and integrated learning opportunities**

Goal Two – Student Well-Being

Goal 2: Student Well-Being – Every Student’s physical and mental well-being is addressed as an integral part of their education.

1. Provide equitable student access to culturally responsive counseling and mental health services
2. Fully implement a restorative approach to student support
3. Integrate social and emotional practices into all classrooms and Out of School Time activities
- 4. Provide physically safe and welcoming school environments through strategic shortening of walk zones, building cleanliness, building improvements, landcare and strong emergency management practices**
5. Support healthy child development through nutritious meals and promotion of physical activity

Goal Three – Effective Staff

Goal 3: Effective Staff – School and district staff approach all work centered on students and equity.

1. Strengthen pathways and reduce barriers for talented and diverse MPS employees and potential employees to become teachers.
2. Maintain Teacher Equity plan focused on staffing needs of MPS' 15 highest need schools
- 3. Deepen strategic recruitment of high quality, diverse teachers and staff**
4. Pursue negotiations strategies that address contractual barriers to the equitable distribution and the recruitment, hiring, and retention of high-quality, diverse teachers and staff
5. Pursue authentic engagement with MPS parents around the design and implementation of equitable HR policies and practices

Goal Four – School and District Climate

Goal 4: School and District Climate – MPS is known by our community as welcoming, responsive, and connected.

- 1. Fully implement the climate framework to ensure all district staff, parents, and students feel heard, valued and respected.**
2. Utilize district equity competencies to inform district hiring and retention practices, professional development opportunities, and professional support systems.
3. Provide consistent opportunities for youth, parents and community members to provide feedback on district policies and practices.
4. Ensure student placement practices support integrated learning opportunities, and increased enrollment and retention
5. Support community partnerships to enhance student experiences and learning opportunities.

Prioritized Strategies

<p>Goal 1: Academic Achievement</p>	<ul style="list-style-type: none">• Ensure all curriculum and instructional practices are anti-racist and sustain the cultures, languages, and experiences of our students.• Provide magnet school pathways that offer innovative thematic instruction and integrated learning opportunities
<p>Goal 2: Student Wellbeing</p>	<ul style="list-style-type: none">• Provide physically safe and welcoming school environments through strategic shortening of walk zones, building cleanliness, building improvements, landcare and strong emergency management practices
<p>Goal 3: Effective Staff</p>	<ul style="list-style-type: none">• Deepen strategic recruitment of high quality, diverse teachers and staff
<p>Goal 4: School and District Climate</p>	<ul style="list-style-type: none">• Fully implement the climate framework to ensure all district staff, parents, and students feel heard, valued and respected.

Discussion/Questions

Proposed Template for Strategies

Template Task

- Looking at Goal 4, review the proposed template that will be used to plan the board's discussion calendar and specify areas for monitoring and oversight.
 - Strengths
 - Other areas you would like considered

Goal 4 Prioritized Strategy: Draft Goal, Metrics, and Deliverables

Prioritized Area: Goal 4- School and District Climate: MPS is known by our community as welcoming, responsive and connected.

Strategy:

Fully implement the climate framework to ensure all district staff, parents and students feel heard, valued and respected.

Metric:

- Increase the percent of individuals indicating positive climate in each of the following groups: students, parents, school-based staff, central office staff

Targets and Deliverables:

- Provide increased exposure to students, staff and the community related to the Climate Framework
 - Through professional development for school-based and district staff
 - Presence of materials on the district's internal and external facing websites
 - Provide support to schools' climate and equity teams to implement the climate framework.

Goal 4 Prioritized Strategy: Draft Goal, Metrics, and Deliverables

Targets and Deliverables (continued):

- Support schools in the creation of site-specific climate plans that are embedded in the school's school improvement plan
 - Student feedback:
 - Provide training and support related to the Cultivate Survey, our tool for gathering student perception of classroom climate
 - Field the Cultivate survey twice in the 23-24 school year, such that schools can adjust climate school improvement goals and measure progress toward their prior year's goals
- Develop tools for gathering staff and caregiver feedback to support measurement of climate at the school level:
 - Staff feedback:
 - Revise Climate Rubric tool and then field it as the staff feedback metric related to school climate beginning in spring 2023
 - Caregiver feedback:
 - Create tool and gather information on caregiver perception of MPS climate
- Development of trainings and protocols to address Hate and Bias within the system
 - Provide training for school and district staff on strategies to address incidents of hate and bias
 - Finalize Hate and Bias protocol
 - Installation of the begins in the second half of the 23-24 school year

Reporting Cadence

Deep dives on the identified prioritized strategies at the following Committee of the Whole working sessions:

- August
- November
- February
- May

Summaries of progress toward full implementation of all twenty strategies in the appendix at each of the above board meetings.

Discussion/Questions

Next Steps

Notes from March 7, 2023 Special Committee of the Whole



*Dots are areas that the Board feels that we are doing well.

Board Engagement		
Goal Area	Strategy	Number of Dots
Academic Achievement	Provide standards-based core instruction with a focus on literacy and mathematics	2
Academic Achievement	Ensure all curriculum and instructional practices are anti-racist and sustain the cultures, languages, and experiences of our students	1
Academic Achievement	Ensure all community schools provide access to STEM, music, art, language, and for high schools, ethnic students and college credit courses	3
Academic Achievement	Implement professional learning communities to ensure all student needs are met through a system of academic support and intervention	5
Academic Achievement	Provide magnet school pathways that offer innovative thematic instruction and integrated learning opportunities	1
Student Well Being	Provide equitable student access to culturally responsive counseling and mental health services	0
Student Well Being	Fully implement a restorative approach to student support	0

Notes from March 7, 2023 Special Committee of the Whole

Student Well Being	Integrate social and emotional practices into all classroom and out of school time activities	1
Student Well Being	Provide physically safe and welcoming environments through strategic shortening of walk zones, building cleanliness, building improvements, landcare and strong emergency management practices	3
Student Well Being	Support healthy child development through nutritious meals and promotion of physical activity	7
Effective Staff	Strengthen pathways and reduce barriers for talented and diverse MPS employees and potential employees to become teachers	3
Effective Staff	Maintain Teacher Equity plan focused on staffing needs of MPS' 15 highest need schools	1
Effective Staff	Deepen strategic recruitment of high quality, diverse teachers and staff	0
Effective Staff	Pursue negotiations strategies that address contractual barriers to the equitable distribution and the recruitment, hiring, and retention of high-quality, diverse teachers and staff	2
Effective Staff	Pursue authentic engagement with MPS parents around the design and implementation of equitable HR policies and practices	0
Climate	Fully implement the climate framework to ensure all district staff, parents, and students feel heard, valued and respected.	0
Climate	Utilize district equity competencies to inform district hiring and retention practices, professional development opportunities, and professional support systems.	2

Notes from March 7, 2023 Special Committee of the Whole

Climate	Provide consistent opportunities for youth, parents and community members to provide feedback on district policies and practices.	1
Climate	Ensure student placement practices support integrated learning opportunities, and increased enrollment and retention	0
Climate	Support community partnerships to enhance student experiences and learning opportunities.	6

Prioritization Notes

Goal Area	Strategy	Areas of Focus/Importance
Academic Achievement	Ensure all curriculum and instructional practices are anti-racist and sustain the cultures, languages, and experiences of our students	<ul style="list-style-type: none"> ● Materials are translated ● Materials are anti-racist ● Gains in this area are not represented equitably across the district
Academic Achievement	Provide magnet school pathways that offer innovative thematic instruction and integrated learning opportunities	<ul style="list-style-type: none"> ● Do we feel that magnets are intended to be unique places to receive innovative programming? If so, what is our stance on where community schools are able to offer the same or similar programming? ● Are we going to complete the incomplete pathways?
Student Well Being	Provide equitable student access to culturally responsive counseling and mental health services.	<ul style="list-style-type: none"> ● Need strategic methods to address the lack of counselors ● Ensure all students have discussions with counselors about graduation requirements
Student Well Being	Fully implement a restorative practices	<ul style="list-style-type: none"> ● Student support should look like students conversing

Notes from March 7, 2023 Special Committee of the Whole

	approach to student support.	with those who are supposed to support them
Student Well Being	Integrate social and emotional practices into all classrooms and out of school time activities.	<ul style="list-style-type: none"> • Need to see more examples of how this is in practice • Very broad strategy • Lack of high school counselors • Need to proactive • This cannot be optional
Effective Staff	Deepen strategic recruitment of high quality, diverse teachers and staff.	<ul style="list-style-type: none"> • Continued concerns regarding staff of color predominantly in ESP positions and not teaching positions • Would like more specifics around current practices related to hiring and retention of staff of color, specifically our Grow your Own pathways and an update on our application to become a licensing body
Effective Staff	Pursue authentic engagement with MPS parents around the design and implementation of equitable HR policies and practices.	<ul style="list-style-type: none"> • Highlighted the need for authenticity in this work- this should be tied to increases in climate
Climate	Fully implement the climate framework to ensure all district staff, parents, and students feel heard, valued and respected.	<ul style="list-style-type: none"> • Board requested an update on where we are with this work from staff
Climate	Provide consistent opportunities for youth, parents and community members to provide feedback on district policies and practices.	<ul style="list-style-type: none"> • Allow space for stories to be told. Create more accessible ways for student, staff and caregivers' voices to be heard. • Ensure that the voices of students receiving SPED

Notes from March 7, 2023 Special Committee of the Whole

		services are included
Climate	Ensure student placement practices support integrated learning opportunities and increased enrollment and retention.	<ul style="list-style-type: none">• Build better partnerships between JDC and Minneapolis Schools who receive students who transition back

OPERATING NORMS FOR DISCUSSION

We will speak with one voice.

We will hear each opinion, but ultimately act as one. We will speak candidly and courteously to each other and listen to dissenting or different viewpoints with an open mind. Even when our ideas conflict, we must treat each other with respect and courtesy and agree not to take disagreements personally. We will help each other to “depersonalize” disagreements. Once we reach a decision or compromise as a Board, we will each support the decision in word and deed.

We will recognize a single official “voice” of the Board.

The Chair (or Vice Chair, as appropriate) will speak as the official and public “voice” of the Board.

We will be clear about, and stay true to, the role of the Board.

We will be mindful of the different roles played throughout the school system and the responsibilities associated with those roles (i.e., School Board, Superintendent, administration, staff). We will maintain a focus on policy governance. We will focus on the Board's role of policymaking and evaluation and not become involved in the day-to-day operations of the school system. We will not engage in the resolution of problems. Rather we will refer these concerns to the **Superintendent or designee**. We will also be mindful of the different roles we play as individuals (Board member, citizen, etc.) and act and speak only in role-appropriate ways. We will be focused in our work.

We will build trusting relationships.

We will encourage open and honest dialogue that is inclusive. We will prepare ourselves for and support each other in making difficult decisions or taking risks by maintaining a strong foundation for our actions in research and data, developing a clear understanding of the risks and benefits of each action, and sustaining a climate of trust among ourselves and with the administration.

We will be on time and prepared for meetings.

We will make every effort to be on time for Board meetings and activities. We will read all materials provided to us so we are prepared for meetings. Board members who are absent or tardy will take the initiative to find out what they missed.

We will respect all persons presenting to the Board.

We will respect staff and fellow Board members at ALL times.

We will advocate for Sample Public Schools and public education. We readily accept our roles as ambassadors for the school system, promoting support for public education and spreading the news of our success.

We will communicate positively about other Board members, staff, and the system.

We will strive to represent common interests rather than factions. We will make decisions that are best for students in all cases: ALL means ALL.

We will maintain the confidentiality of privileged information, including statements made in any executive session of the Board.

We will recognize the necessity for professional growth and development as a Board and as individuals, and commit to regular training to increase our experience.

SAMPLE