

# Superintendent Update

Interim Superintendent Rochelle Cox

# 2024–2027 Achievement and Integration Plan and Budget

Executive Director Derek Francis



Desegregated classroom at Field Elementary, ca. 1972.



# Past Funding: 2020–2023 Plan

<b>Direct Student Services</b> At least 80% of total expenditures	\$11,301,566.28	82.33%
<b>Professional Development</b> No more than 20% of total expenditures	\$1,164,948.05	8.49%
<b>Admin/Indirect</b> No more than 10% of total expenditures	\$1,260,211.29	9.18%
<b>Total Revenue Expended – Actual*:</b>	\$13,726,725.62	

*\*FY 2022 actual spending was only 96% of what was proposed (\$14,203,323.00)*

# Past Strategies – the 2020–2023 Plan

	Program	FY 2020	FY 2021	FY2022	FY2023
Academics	MTSS	\$ 900,000.00	\$ 840,000.00	\$ 840,000.00	\$ 840,000.00
Academics	MTSS Interventions		\$ 285,000.00	\$ 285,000.00	\$ 285,000.00
Academics	AVID	\$ 2,942,000.00	\$ 2,942,000.00	\$ 2,942,000.00	\$ 2,942,000.00
Academics	Ethnic Studies	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00
Academics	ACT for ALL	\$ -	\$ 104,000.00	\$ 104,000.00	\$ 104,000.00
Academics	Curriculum Transformation	\$ -	\$ 50,000.00	\$ 50,000.00	\$ 50,000.00
Effective Diverse Staff	Retention/ Recruitment Staff of Color	\$ 465,000.00	\$ 700,000.00	\$ 700,000.00	\$ 700,000.00
Effective Diverse Staff	Practice & Systems Change Equity Framework	\$ 565,000.00	\$ 565,000.00	\$ 565,000.00	\$ 565,000.00
Engagement	PSWE Behavior Standards/ Culture and Climate	\$ 600,000.00	\$ 600,000.00	\$ 600,000.00	\$ 600,000.00
Engagement	Check & Connect	\$ 350,000.00	\$ 350,000.00	\$ 350,000.00	\$ 350,000.00
Engagement	Social Emotional Learning	\$ 500,000.00	\$ 400,000.00	\$ 400,000.00	\$ 400,000.00
Engagement	Student Equity Leadership & Voice	\$ 130,000.00	\$ 170,000.00	\$ 170,000.00	\$ 170,000.00
Enrichment	STEM, GEMS & GISE	\$ 213,000.00	\$ 213,000.00	\$ 213,000.00	\$ 210,000.00
Enrichment	Learning Works	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ 23,000.00
Enrichment	Fast Track Scholars	\$ 13,000.00	\$ 13,000.00	\$ 13,000.00	\$ 12,000.00
Enrichment	Urban Debate League	\$ 119,000.00	\$ -	\$ -	\$ -
Enrichment	Office of Black Male Student Achievement	\$ 300,000.00	\$ -	\$ -	\$ -
Enrichment	Project Success	\$ 110,000.00	\$ 110,000.00	\$ 110,000.00	\$ 110,000.00
Integration	Magnet School Transportation	\$ 4,600,000.00	\$ 1,000,000.00	\$ 1,000,000.00	\$ 1,000,000.00
Integration	Magnet School programming/placement/Marketing	\$ -	\$ 3,600,000.00	\$ 4,500,000.00	\$ 4,500,000.00
Integration	Inter-District Partnership (Required)	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00	\$ 100,000.00
Integration	Achievement & Integration Mini Grants	\$ 70,000.00	\$ -	\$ -	\$ -
Integration	Fair School	\$ 125,000.00	\$ -	\$ -	\$ -
	Program Administration & Evaluation	\$ 800,000.00	\$ 760,000.00	\$ 760,000.00	\$ 760,000.00
	RIS School Allocations	\$ 1,900,000.00	\$ 1,900,000.00	\$ 1,000,000.00	\$ 1,000,000.00
Total Budgeted		\$ 14,927,000.00	\$ 14,827,000.00	\$ 14,827,000.00	\$ 14,821,000.00
Total Allocation Estimated			\$14,827,000	\$14,827,000	\$14,827,000
Remaining Budget			\$0.00	\$0.00	\$6,000.00

# Stakeholders

- American Indian Parent Advisory Committee
- District Parent Advisory Committee
- Black Parent Advisory Committee
- Student Support Services Department
- Academics Department
- Equity and School Climate Team
- Multilingual and Magnets Department
- Associate Superintendents and Superintendent
- Community Collaborative Advisory Group - *consisting of community members, families, and staff*
- Cross District Collaborative - Robbinsdale School District
- MPS Citywide Student Leadership

# Themes

- Early intervention and intentional career and college readiness exposure
- Programming for developing savvy tech skills to meet today's current innovative needs
- Teachers and staff that reflect the diversity of the students
- Counselors to work with families on FAFSA and post high school options
- Culturally responsive family engagement that includes supportive resources and mentoring services
- Curriculum transformation and promoting seeing value in of all our MPS cultures
- Ongoing staff professional development focused on addressing racism microaggressions and bias
- Student leadership opportunities in the district and with neighboring districts

# 2023–2026 Plan Goals

**District Goal #1:** Magnet Schools

**District Goal #2:** Reducing disparities in academic achievement

**District Goal #3:** College and Career

**District Goal #4:** Student Equity and Voice

**District Goal #5:** Equity and Climate: System Support, Change & Practices

**District Goal #6:** Racially Identifiable Schools (RIS)

Each of these has strategies to accomplish them



# Funding of the Six Goals: 2023–2026 Plan

**GOAL #1**



**\$2.3M**

**Magnet  
Schools**

**GOAL #2**



**\$2.5M**

**Reducing  
disparities in  
academic  
achievement**

**GOAL #3**



**\$1.15M**

**College  
and Career  
Readiness**

**GOAL #4**



**\$340K**

**Student  
Equity &  
Voice**

**GOAL #5**



**\$3.9M**

**Equity and  
Climate -  
System  
Support,  
Change &  
Practices**

**GOAL #6**



**\$2.2M**

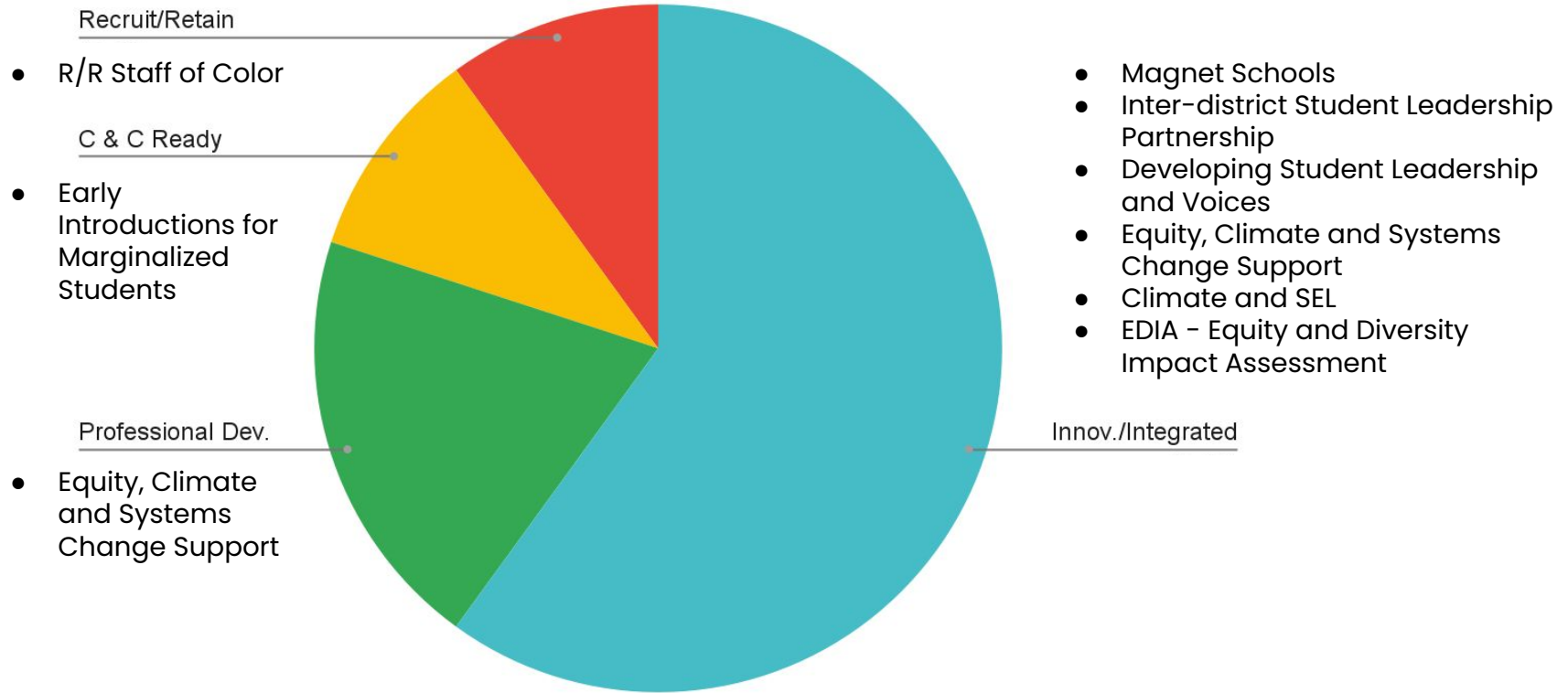
**Racially  
Identifiable  
Schools**

# MDE Strategy Types

MPS' District and School Strategies fall under these "types" identified by MDE:


1. Innovative and integrated preK-12 learning environments
2. Family engagement to increase academic achievement
3. Professional development for academic achievement
4. Career and College readiness and rigorous coursework for underserved students
5. Recruitment and retention of racially/ethnically diverse teachers and administrators
6. Equitable access to effective and more diverse teachers

# District Strategies




# District Goal #1: Magnet Schools




WBWF Alignment: All racial and economic achievement gaps between students are closed.

MPS A&I Strategy Under this Goal	Highlights of MPS A&I Strategy	Alignment to MPS Strategic Plan Goal	MDE Strategy Area
<p><b>Magnet Schools</b></p>	<ul style="list-style-type: none"> <li>• Welcome students from all over the district</li> <li>• Additional programming in arts, global studies and humanities, STEM, STEAM, dual language, Montessori</li> <li>• Enrichment offerings</li> <li>• Professional Development</li> <li>• Targeted student placement staff and recruiters</li> <li>• Transportation costs</li> </ul>		<p>Addresses all strategies</p>


# District Goal #2: Reducing Disparity in Academic Achievement

MPS A&I Strategy Under this Goal	Highlights of MPS A&I Strategy	Alignment to MPS Strategic Plan Goal	MDE Strategy Area
<b>Professional Development Opportunities</b>	<ul style="list-style-type: none"> <li>Detailed approach to K-1 Reading and Math, 2-5 Reading and Math, 6-8 Reading and Math.</li> </ul>		Professional development for academic achievement
<b>Innovative and Integrated Learning Environment</b>	<ul style="list-style-type: none"> <li>Detailed approach to K-1 Reading and Math, 2-5 Reading and Math, 6-8 Reading and Math.</li> </ul>		Innovative and integrated preK-12 learning environments
<b>Family Engagement</b>	<ul style="list-style-type: none"> <li>Online resource: MPS Learns for guidance and ideas outside of the school day.</li> </ul>		Family engagement to increase academic achievement




# District Goal #3: College and Career Preparation Supports

MPS A&I Strategy Under this Goal	Highlights of MPS A&I Strategy	Alignment to MPS Strategic Plan Goal	MDE Strategy Area
<p><b>Early College and Career Introduction for Marginalized Students</b></p>	<ul style="list-style-type: none"> <li>● My Life Plan Elementary Classroom Curriculum               <ul style="list-style-type: none"> <li>○ All students - Academic, College and Career, Social Emotional Learning</li> <li>○ 12 specific classroom lessons</li> <li>○ 3 College and Career Classroom lessons each year</li> </ul> </li> <li>● 1 on 1 Student Advising Interventions</li> </ul>	<p>1 2</p>  	<p>Career/college readiness and rigorous coursework for underserved students, including students enrolled in ALC.</p>
<p><b>ACT for All</b></p>	<ul style="list-style-type: none"> <li>● Tutoring and support for all student who choose to participate</li> <li>● ACT free of charge at least once</li> </ul>	<p>1</p> 	<p>Innovative and integrated preK-12 learning environments</p>

# District Goal #4: Student Equity Leadership and Voice

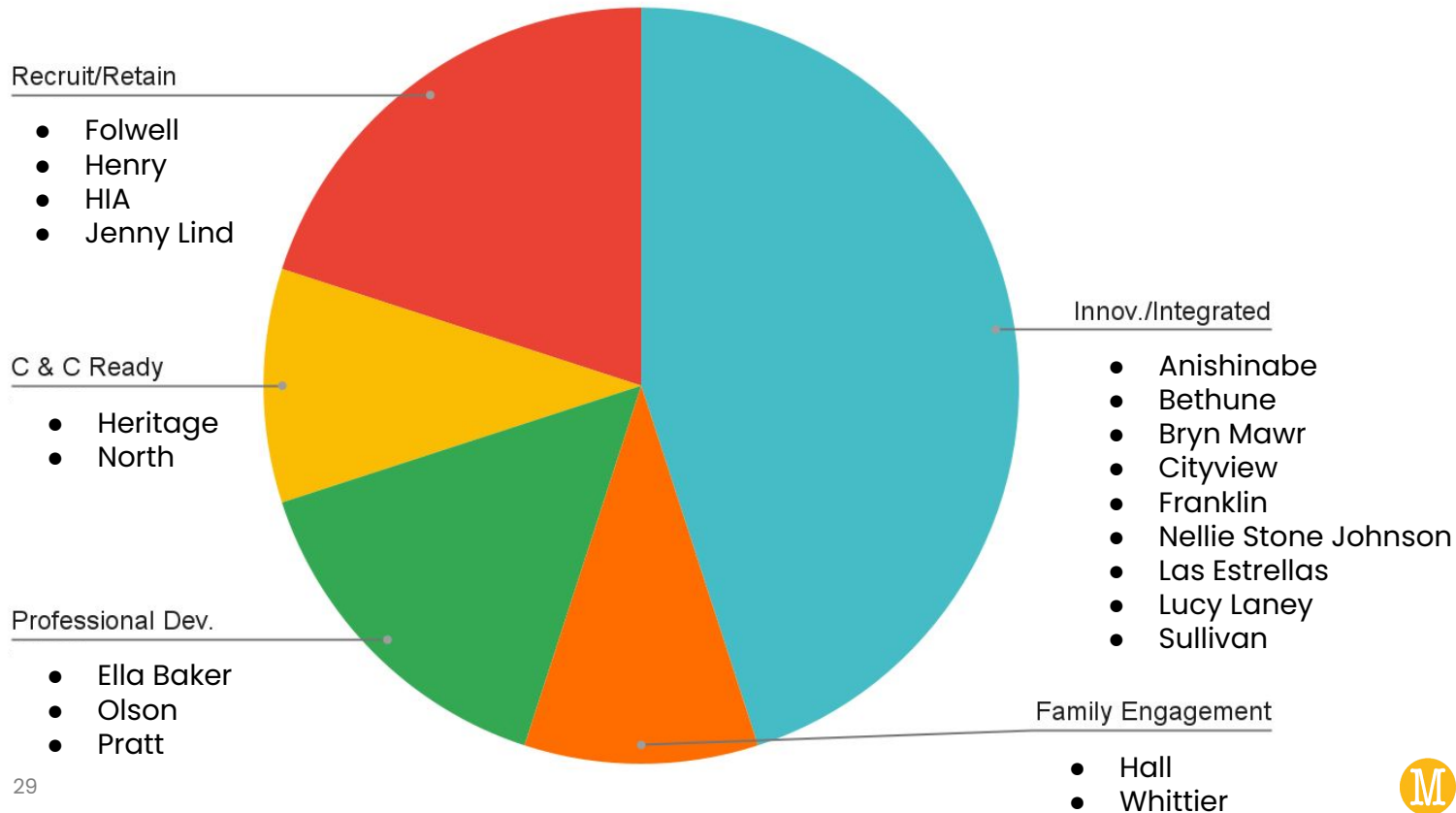
MPS A&I Strategy Under this Goal	Highlights of MPS A&I Strategy	Alignment to MPS Strategic Plan Goal	MDE Strategy Area
<b>Interdistrict Student Leadership Partnership</b>	<ul style="list-style-type: none"> <li>• Student LEADERSHIP Council</li> <li>• Plan and hold Student Leadership Summit</li> </ul>		Innovative and integrated preK-12 learning environments
<b>Developing Student Leadership and Voice</b>	<ul style="list-style-type: none"> <li>• Dare 2 Be Real</li> <li>• Youth Participatory Evaluation (YPE)</li> <li>• Civil Rights Experience</li> <li>• Student Groups</li> </ul>		

# District Goal #5: Equity and Climate: System Support, Change and Practices

MPS A&I Strategy Under this Goal	Highlights of MPS A&I Strategy	Alignment to MPS Strategic Plan Goal	MDE Strategy Area
<b>Equity, Climate and Systems Change and Support</b>	<ul style="list-style-type: none"> <li>• Equity Coaching</li> <li>• Seeking Educational Equity and Diversity (SEED)</li> <li>• District-Wide Professional Development</li> <li>• Anti-Bias Anti Racist Support (ABAR)</li> </ul>	 	<p>Innovative and integrated preK-12 learning environments</p>
<b>Climate and Social Emotional Learning</b>	<ul style="list-style-type: none"> <li>• School cohorts focused on developing adult SEL and instruction</li> <li>• Responsive classroom, Developmental Designs for Middle School, and Caring School Communities</li> </ul>		<p>Professional development for academic achievement</p>
<b>EDIA</b>		<b>ALL 4 GOALS</b>	<p>Innovative and integrated preK-12 learning environments</p>
<b>Retention/Recruitment Staff of Color</b>	<ul style="list-style-type: none"> <li>• HR recruitment results</li> <li>• Grow Your Own Educator Pipeline Program</li> <li>• Affinity groups</li> </ul>		<p>Recruitment and retention of racially and ethnically diverse teachers and administrators.</p>



# District Goal #6: Racially Identifiable Schools (RIS) Strategies



# Rationale for Determining the Strategies

- Understanding the historical purpose of A&I
- Alignment with district strategic plan
- Stakeholder engagement and conversations including internal (staff, departments) and external community/family partners
- Having measurable and meaningful outcomes
- Awareness of current social realities: post-pandemic and racial tensions in Minneapolis, need for climate improvement

# Questions?

# Resources

2020–2023 Achievement and Integration Plan:  
[https://equity.mpls.k12.mn.us/equity\\_and\\_integration](https://equity.mpls.k12.mn.us/equity_and_integration)

[2023–2026 Achievement and Integration Plan](#)

[2023–2026 Budget Allocation](#)