



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.

Strategies:

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

Metrics:

1. Percent of 2nd–8th grade students scoring in the proficient range as measured by Fall aReading FAST
2. Percent of 2nd–8th grade students scoring in the proficient range as measured by Fall aMath FAST
3. Percent of students scoring 4 and above on iStation in the fall (Dual Language Spanish Literacy)
4. Percent of 2nd–8th grade students meeting or exceeding expected growth targets in reading as measured by Fall to Winter growth on aReading
5. Percent of 2nd–8th grade students meeting or exceeding expected growth targets in math as measured by Fall to Winter growth on aMath
6. Percent of Kindergarten students scoring in the proficient range as measured by Fall earlyReading
7. Percent of Kindergarten students scoring in the proficient range as measured by the Three Aspects of Number subtest on the Fall Kindergarten Concepts of Math (KCoM)
8. Percent of students graduating in four years
9. Percent of students who enroll in at least one advanced course and receive a passing grade (AP, IB, CIS, Advanced CTE, PSEO)



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

Strategies:

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

Metrics:

1. % of students indicating Almost Always *“feel safe in school”*
2. % of students indicating Almost Always *“feel that I belong at this school”*
3. % of students indicating Almost Always *“teachers care about me”*
4. % of students highly rating student voice
5. % of students highly rating affirmed identity
6. Reduce the disparity between BIPOC students and White students as measured by the risk ratio for BIPOC students suspended one or more times



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

Strategies:

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

Metrics:

1. Increase the percent of employee retention overall and by race
2. Increase the percent of staff of color and Indigenous staff overall and in each of the following groups: teachers, Education Support Professionals, and school leaders
3. Decrease the percent of classroom vacancies at the start of each school year
4. Increase the percent of racial diversity of new hires in each of the following groups: teachers, Education Support Professionals, and school leaders



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

Strategies:

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.

Metrics:

1. Increase the percent of parents indicating Almost Always, "*I feel welcome at my child's school*"
2. Increase the percent of site councils with proportional representation by race
3. Increase the percent of publicly educated Minneapolis-resident students choosing MPS (market share)
4. Increase the percent of staff completing equity training
5. Increase the percent of individuals indicating positive climate in each of the following groups: students, parents, school-based staff, central office staff
6. Increase the percent of Climate Indicators met (Climate Index)