



Regular Business Meeting

August 16, 2022

Superintendent's Report

Interim Superintendent
Rochelle Cox

Updates

- Community events
- Summer programming
- Welcome back to principals, counselors, and clerical staff
- Black Men Teach conference
- Joint meeting with Minneapolis Park and Recreation Board

We look forward to welcoming back more staff and our students and families!

School Readiness Update

Academics

Professional Development

- Literacy, Math, core content knowledge, pedagogy, cognitive science
- Magnets
- ESP PD Opportunities

Curriculum, Resources and Materials

- K-5 Math Curriculum
- Literacy materials

Internal and External Communications

- Updated internal Sharepoint/websites
- Caregiver engagement and learning

Family Engagement

- **Early Learners Celebration on Wednesday, August 24, 4-7 p.m.**
 - Families with children ages 0-7 are invited to this fun back-to-school event featuring activities, entertainment, music, food, school resources and much more.
 - Mona Moede Early Learning Center
2410 Girard Ave. N.
 - Free food for everyone
 - Free books
 - Free school kits (Backpacks)
 - Free COVID-19 vaccine clinic for all ages
 - Ride a school bus!

Leadership

Associate Superintendent Portfolio Assignments:

Eric Thomas

Bancroft, Bryn Mawr, Dowling, Folwell, HIA, Hiawatha, Howe, Jenny Lind, Keewaydin, Loring, Lyndale, Metro Programs, Northrop, Pratt, Riverbend, Wenonah, Whittier

Laura Cavender

Anishinabe, Armatage, Barton, Borroughs, Cityview, Field, Hale, Kenny, Kenwood, Lake Harriet Lower, Lake Harriet Upper, Lucy Laney, Nellie Stone, Pillsbury, Waite Park, Webster, Windom

Yusuf Abdullah

Middle and Magnet Schools

Michael Walker

High Schools

Leadership

- **Parent Advisory Council Assignments**

District Parent Advisory Council (DPAC)	Associate Supts. and Senior Officer of Schools
Black Parent Advisory Council (BPAC)	Associate Supt. Walker
American Indian Parent Advisory Council (AIPAC)	Associate Supt. Cavender
Hmong Parent Advisory Council (HPAC)	Associate Supt. Thomas
Latino Parent Advisory Council (LPAC)	Associate Supt. Abdullah
Somali Parent Advisory Council (SPAC)	Senior Officer Harris-Berry
Special Education Advisory Council (SEAC)	Senior Officer Harris-Berry

- **Building Leadership**

- Current Assistant Principal Vacancies

Finance

Key Finance personnel contacts:

- Thom Roethke – Budget Director
- Joseph Olson – Interim Director of Accounting & Finance

Payroll Update

- Payroll staff reduced from 4 to 1 between May and June when manager retired and two other staff resigned
- New contract agreements were very complicated for our payroll system, resulting in issues which Payroll is working hard to address
- One staff added to the department so far, with more hiring in the works
- Outsourcing some payroll functions to alleviate heavy burden on our small payroll team.

School Building Readiness and Operations

- **Schools on track** for being cleaned and ready by first day of school
- **Deep-cleaning in schools** used for summer school (14) and those with active construction (9)
 - Staff from those schools will be temporarily moved to other buildings to facilitate cleaning
- **All active construction should be complete** by first day
- **Significant number of openings** still exist for Culinary and Wellness Services

Transportation

- **Thank you to all the families who responded** to the July 29 deadline to ensure bus stop on the first day
- **Every student with special education services has been routed** (regardless of if they requested busing) if transportation is required in an IEP
- **Staff reached out to students experiencing homelessness** throughout summer and made transportation requests into the system
- **Schedulers have left capacity on buses** to accommodate students who request busing when school is back in session
- **Last year there were 3,000 requests made after the first round of changes,** and another 3,000 after the second – after school started

School and Building Climate

- **Professional development** covering equity and MPS school climate framework
- **Introducing newly combined team** supporting schools according to the Associate leading that portfolio
- **Initial meetings** with school equity and engagement teams
- **Proactive relationship-building** with students, staff and families during orientation and back to school

Safety and Security

- Schools will be working on their **Site Emergency Plans**
- **Working with Transportation and Metro Transit** on safety concerns with buses and light rail

Staffing

- **Pushing hard to address staffing shortages**
 - Working with schools to keep candidate queues moving to schools still in need
 - Second budget tie out (BTO) meant we lost candidates to other districts
 - Offers made within 24-48 hours of notice to HR
 - Approximately 300 openings remain
- **Prioritizing strategies about special education** staffing shortage, a nationwide issue

Technology

- **Thanks to the 70+ ESPs** working with IT to clean/prep devices in schools; on track for first-day readiness
- **We encourage families** to take advantage of free or low cost internet service at home

Enrollment Update

Executive Director of Engagement and External Relations
Tyrize Cox

Enrollment by Race

ENROLLMENT BY RACE/ETHNICITY	ENROLLMENT JULY 23, 2021	ENROLLMENT JULY 25, 2022	ENROLLMENT DIFFERENCE
White students	12,942	12,291	-651
African American students	11,606	9,640	-1,966
Hispanic students	5,740	5,236	-504
Asian students	1,885	1,661	-224
American Indian students	1,151	1,160	+9
Total	33,324	29,988	-3,336

Enrollment Objective

Increase enrollment overall by 10% (2025–2026)

- Increase kindergarten enrollment
- Increase student retention at schools
 - All schools fall within 8–20% range
- Increase market share percentages

Focus over the next two months

- Target three schools with low enrollment
 - Increase kindergarten enrollment
 - Increase student retention at schools
 - Focus on transition grades (K, 6, 9) for enrollment growth

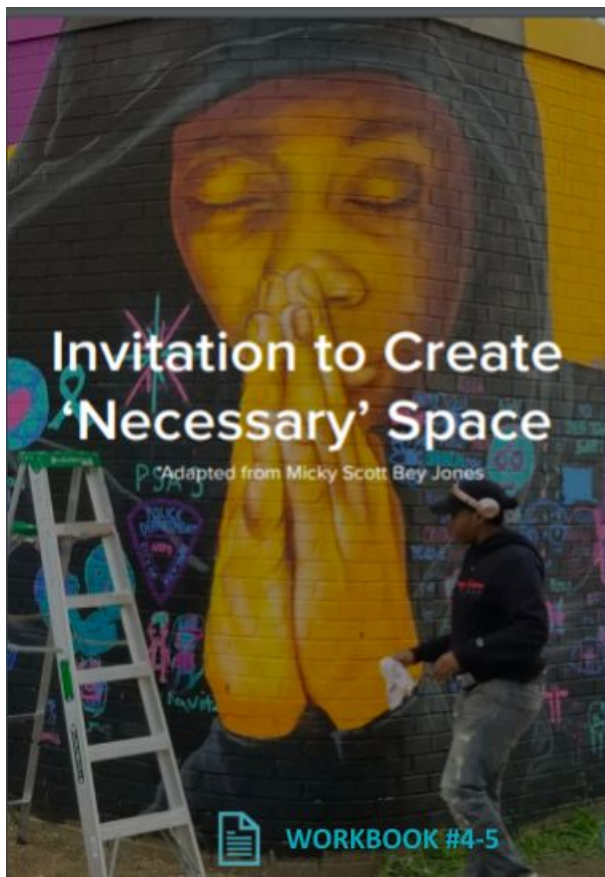
Strategic Plan Update

Executive Director of Strategic Initiatives
Sarah Hunter

Retreat for cabinet and school leaders

- Launched year together as an MPS Community
- Established culture of the MPS community by building relationships through trust and communication
- Committed leaders to the Strategic Plan and seeing themselves and their work within it
- Reconnected and reflected on plan in an intentional way

Retreat created a necessary space



*Together we will create "necessary" space
Because there is no such thing as a "safe
space."*

*We exist in the real world
We all carry scars and we have all caused
wounds.*

*In this space
We seek to turn down the volume of the
outside world,
We amplify voices that fight to be heard
elsewhere,*

*We call each other to more truth and love
We have the right to start somewhere
and continue to grow.*

*We have the responsibility to examine
what we think we know.*

*We will not be perfect.
This space will not be perfect.
It will not always be what we wish it to be*

*But
It will be our necessary space together,
And
We will work on it side by side*

Retreat emphasized importance of strategic plans

Strategic Plans:

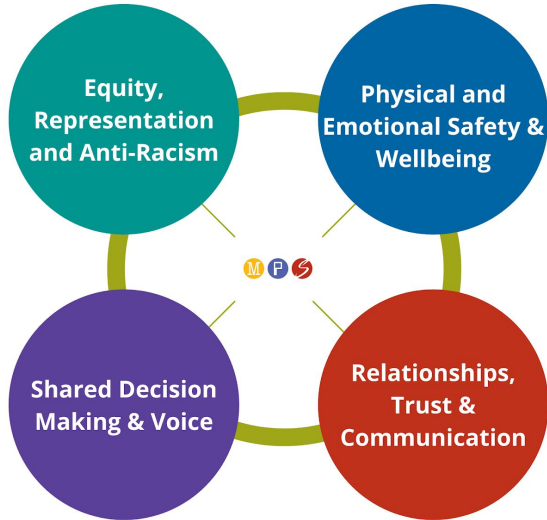
- ✓ Prevent CHAOS
- ✓ Provide direction
- ✓ Promote performance
- ✓ Prepare for the future
- ✓ Point to a goal(s)

**A goal without a plan
is just a wish**

-Antoine de Saint-Exupéry



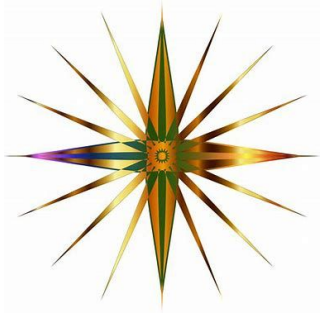
Retreat outlined shared leadership norms



- Equity, Representation and Anti-Racism
- Shared Decision Making & Voice
- Physical and Emotional Safety and Wellbeing
- ***Relationships, Trust & Communication****

*Cabinet members agreed to focus on the last climate framework value to start off the 22-23 school year, as we believe building strong trusting relationships will be essential as we launch this year together

Leaders identified “Personal North Stars” at retreat



Leaders were asked to engage in the following activities:

- What do you hope will be true in MPS in June 2023? (your professional North Star)
 - **Place your North Star** on the part of the Strategic Plan it is mostly directly connected to.
-
- Write what each of the elements of the strategic plan would **look like, sound like and feel like** when we are able to make them a reality through our collaborative work.
 - Record as well **the barriers you see in front of us** in order to make this plan a reality.

Vision, Mission, Commitment and Values

VISION

All students – regardless of their background, zip code, and individual needs – will receive an anti-racist, holistic education that builds essential knowledge to prepare students for future success.

MISSION

Minneapolis Public Schools exist to provide a high-quality, anti-racist, culturally responsive education for every Minneapolis student.

COMMITMENT

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.

VALUES

- Equity, representation, & anti-racism
- Physical and emotional safety, and well-being
- Relationships, trust and communication
- Shared decision-making and voice
- Transparency and accountability
- Evidence-based strategies

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.

MPS leaders in action



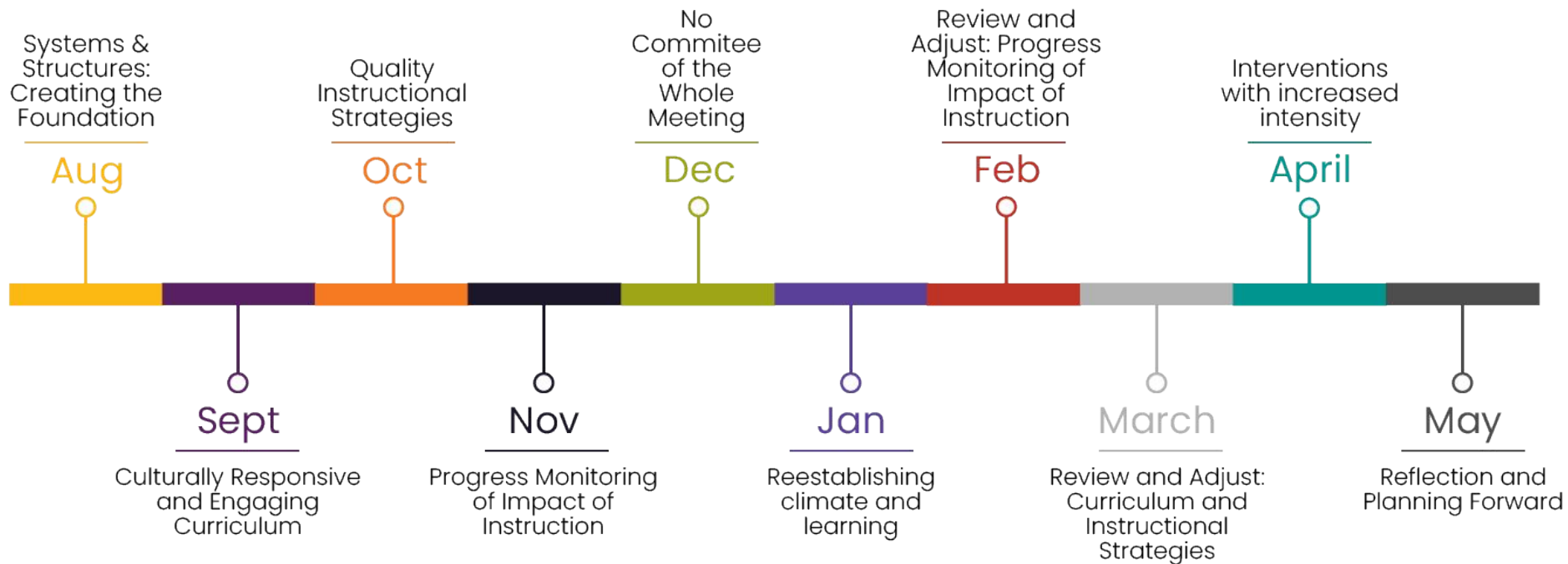
Goal One – Update on conditions

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.

Condition	Current Status
All schools follow an academic schedule and calendar that supports academic priorities as identified in CDD and strategic plan	Associate superintendents will review each school's schedule to confirm alignment to academic priorities
Additional time needed for required professional development	Professional Development is now embedded in the school year in the new calendar
All teachers use district-approved curriculum and appropriate interventions	Ex: Starting this fall, all K-5 teachers district-wide will be using our newly adopted math curriculum, supported by ongoing professional development throughout the school year

Updated Committee of the Whole Structure

Monthly reporting focus for Committee of the Whole



Committee of the Whole Structure

Each Committee of the Whole meeting will be focused on four key areas:

- Literacy
- Math
- School Improvement
- Climate

Each of the presenters will base their presentations on the month's theme.

The meeting will be divided into three forty-minute segments:

- Central Office Presentation
- Principal Presentation
- Questions/Discussion

Calendar for Updated Metrics

Progress Monitoring Our Strategic Plan

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When will we have new data for our goals? – Goal 1 Update



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.

October: K-9 Fall Screener

February: Winter Growth

March/April: Graduation Rate

July: College Credit Coursework

Board Reflection Question

At the close of our retreat, we asked leaders to reflect on ensuring our community can see and feel our leadership with the strategic plan as our North Star.

We ask the Board now to reflect on the following between now and the August Committee of the Whole meeting:

- How will people know that I am leading with the Strategic Plan as my North Star?
- What will it look like, sound like and feel like to me?
- How will the MPS community know that WE ARE leading with the Strategic Plan as OUR North Star?
- What will it look like, sound like and feel like to them?

Appendix

Conditions to be Reviewed in Future Meetings

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.

Conditions necessary for Goal 2 strategies to be effective:

1. Mental health supports appropriately resourced and staffed
2. Diverse pool of mental health professionals available and hired
3. District adopted social and emotional curriculum
4. Adequate fill rate of operation positions including child nutrition, building engineers and bus drivers
5. Districtwide restorative practices plan appropriately resourced and staffed
6. Youth enrichment programming appropriately resourced and staffed across the district (Student Activities, Athletics, After-School)



Goal Three – Effective Staff

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

Conditions necessary for Goal 3 strategies to be effective:

1. Sustainable funding for and commitment to pathway programming
2. Competitive wage and benefits packages
3. Sufficient vacancies for recruiting staff of color, which may be impacted by enrollment (ex. Early retirement incentives)
4. Board support on negotiation strategies that address contractual barriers. This may include modifying language around seniority, which in many cases privileges white staff members
5. Positive organizational climate

Note: Deep interdependencies with Goal 4: School and District Climate

Goal Four – School and District Climate

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

Conditions necessary for Goal 4 strategies to be effective:

1. Policy 1692 (site council policy) implemented with fidelity
2. Equity competencies embedded into performance management and professional development systems
3. Full implementation of Student placement EDIA
4. Continued board support of climate framework implementation
5. Continued support and sustainable funding for stakeholder voice structures (YPE, PPE, EDIA, CityWide student government, Parent Advisory Councils) to support planning and decision making
6. K-12 magnet pathways are clearly articulated; funding for thematic instruction and integrated learning opportunities are sustainable and predictable.

