



World's Best Workforce & Achievement and Integration Saint Paul Public Schools

2021-2022 Annual Report

Saint Paul Public Schools Mission

To **inspire** students to
think critically,
pursue their **dreams**,
and **change the world**

Strategic Alignment

SPPS Achieves Strategic Plan Adopted December 2018

- Five-year plan; 2018-23
- Minnesota Statutes, section 120B.11: School boards are to adopt a long-term, comprehensive strategic plan to support and improve teaching and learning.
- Reflects SPPS long-term student outcomes, priorities and initiatives to accomplish them
- Revised January 2021, six focus areas, 11 initiatives
- ARP funding Fall 2021 augments investment in initiatives

World's Best Workforce (WBWF) Approved March 2020, Chair Xiong

- Three-year cycle; 2020-23.
Previous cycle 2017-2020 ended June 30, 2020
- Minnesota Statutes, section 120B.11: School boards are to adopt a long-term, comprehensive strategic plan to support and improve teaching and learning.
- **In SPPS, the strategic plan, SPPS Achieves, is our WBWF Plan**

Achievement and Integration (A&I) Approved March 2020, Chair Xiong

- Three-year cycle; 2020-23
- Reflects requirements included in the current achievement and integration statutes and desegregation/ integration rule (Minn. Stat. § 124D.861, Minn. Stat. § 124D.862, Minn. R. 3535.0100-0180)
- SPPS is identified as a Racially Isolated District - District enrollment of protected students exceeds the enrollment of protected students of any adjoining district by more than 20 percentage points

Goal Alignment

SPPS Achieves Strategic Plan	World's Best Workforce (WBWF)	Achievement and Integration (A&I)
Improve kindergarten readiness	All students ready for school	
Increase academic growth in reading	All student in third grade achieving grade-level literacy	Increase the MCA reading proficiency of students receiving free or reduced priced lunches from 27.1% in 2019 to 32.1% by 2023.
Decrease disparities in achievement based on race, ethnicity, culture, and identity	Close the achievement gaps between student groups	
Prepare all graduates for college, life and career	All students career and college ready by graduation All students graduate	
		Increase students' equitable access to racially and ethnically diverse teachers from 20% percent in 2019 to 23% by 2023
		By 2023 increase from 5 in 2019 to 7 the number of student groups identified by race/ethnicity enrolling in SPPS magnet schools at the same rate they enroll into the district within 2 percentage points.

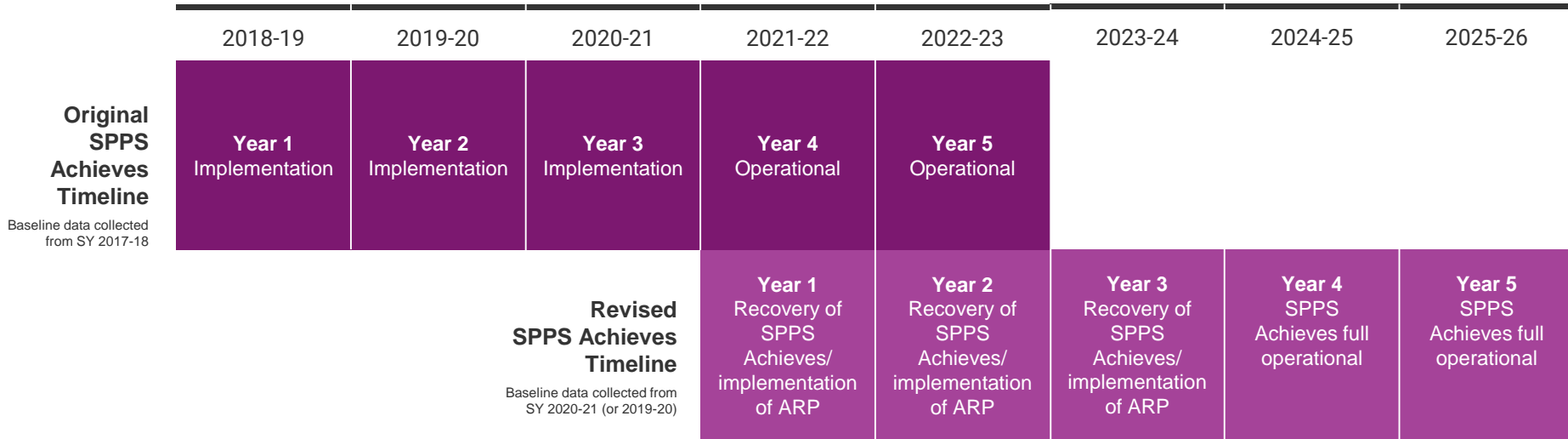
SPPS Achieves Strategic Plan

Systemic Equity	Obj 1. Identify and address institutional and systemic inequities 1.1 Develop and implement a system-wide Equity Plan as defined by Board Policy 101.00
Positive School and District Culture	Obj 2. Create inclusive school and district cultures 2.1 Implement culturally responsive Social Emotional Learning (SEL) districtwide aligned with Positive Behavioral Intervention & Supports (PBIS)
Effective and Culturally Responsive Instruction	Obj 3. Increase our capacity to meet the instructional needs of each learner 3.1 Implement culturally responsive instruction districtwide informed by current research 3.2 Ensure all students have access to a well-rounded education 3.3 Implement a districtwide middle school model 3.4 Address the challenges to academic progress resulting from COVID-19

SPPS Achieves Strategic Plan

College and Career Readiness	Obj 4. Increase opportunities for students to envision their future, explore careers and prepare for postsecondary education 4.1 Strengthen college and career curriculum, instruction, pathways, and personal planning
Program Evaluation/Resource Allocation	Obj 5. Allocate resources based on program effectiveness and organizational priorities 5.1 Implement a system for routinely assessing program effectiveness 5.2 Allocate resources strategically through priority-based budgeting 5.3 Align programs with school facilities
Family and Community Engagement	Obj 6. Improve stakeholder engagement in district decisions 6.1 Implement authentic community engagement planning and strategies

SPPS Achieves Revised Timeline



WBWF and A&I SY 2021-22 Status

WBWF On track to meet

- All students ready for school
- All students graduate

WBWF Not on track to meet

- All students in 3rd grade achieve grade-level literacy
- Close the achievement gap between student groups
- All students career and college-ready by graduation

A&I On track to meet

- Teacher equity
- Integration

A&I Not on track to meet

- Achievement disparity

All children are ready for school

Goal	2020-2021 Result	Goal Status
50% of Pre-K student proficient in language and literacy by 2023	45% of Pre-K students were proficient in language and literacy	On Track

Metric: Work Sampling System

All third graders can read at grade level

Goal by 2023	2020-2021 Result	Goal Status
43.4% of 3rd graders are proficient in Reading by 2023	28.1% of 3rd graders are proficient in Reading	Not On Track

Metric: MCA + MTAS

Test participation: 65% due to Distance Learning during COVID-19

Close the achievement gap(s) between student groups

Goal by 2023	2020-2021 Result	Goal Status
42% of all students proficient in Reading, adjusted for existing racial disparity	25% of all students proficient in Reading, adjusted for existing racial disparity	Not On Track

Metric: MCA + MTAS

Test participation: 56% due to Distance Learning during COVID-19

All students career and college ready by graduation

Goal by 2023	2020-2021 Result	Goal Status
80% of students in grades 3-12 complete at least one portion of their PLP	48.7% of students in grades 3-12 completed at least one portion of their PLP	Not On Track

Metric: Xello

Results impacted by Distance Learning during 2020-21 due to COVID-19

All students graduate

Goal	2019-20 Result*	Goal Status
87% of students graduate in 4 years	78.3% of students graduated in 4 years	On Track

Metric: MDE Report Card

**Lagging indicator*

A&I Goal 1

Goal by 2023	2020-2021 Result	Goal Status
Increase the MCA reading proficiency of students receiving free or reduced priced lunches from 27.1% in 2019 to 32.1%	20.3% of students receiving free or reduced priced lunches were proficient in reading	Not On Track

Metric: MCA + MTAS

Test participation: 51% due to Distance Learning during COVID-19

Goal 1 Strategies

- Racial Equity Professional Development
- Student Leadership
- Student Field Trips
- Summer Programs - Integration with West St. Paul
- Career Exploration– Integration with West St. Paul
- AVID Supports
- College Visits, Career Exploration, and Outdoor Experiential Learning
- Ethnic Studies, Language and Culture Programs

A&I Goal 2

Goal by 2023	2020-2021 Result	Goal Status
Increase students' equitable access to racially and ethnically diverse teachers from 20% percent in 2019 to 23% by 2023	21.4%	On Track

Metric: PeopleSoft

Goal 2 Strategies

- Recruitment and retention of diverse teachers through the Saint Paul Urban Teacher Residency Program.
- Identification and outreach to qualified paraprofessionals through monthly info sessions; blasts on Schoology; posted on PeopleSoft
- Outreach via the SPPS Communications department; The Bridge, Happening Now, SPPS social media accounts/etc.
- Principals, mentors, grads/residents/district employees
- Virtual and in-person career fairs and events
- Community and community partners relationships

A&I Goal 3

Goal by 2023	2020-2021 Result	Goal Status
<p>By 2023 increase from 5 in 2019 to 7 the number of student groups identified by race/ethnicity enrolling in SPPS magnet schools at the same rate they enroll into the district within 2 percentage points.</p>	<p>5 of the 7 race categories are within 2 percentage points difference in magnet enrollment compared to district enrollment</p>	<p>On Track</p>

Metric: BOLT

Goal 3 Strategies

- School Choice Transportation
- Magnet Schools
- Student Placement Center

