



Achievement and Integration Plan

February, 2019



Strategic Roadmap

There is alignment of the Achievement and Integration criteria with our District Strategic Roadmap. This will allow us to identify opportunities in the work we are doing and learn what else we can do.

Mankato Area Public Schools District Strategic Roadmap



MISSION STATEMENT <i>(Our core purpose)</i> Assuring learning excellence and readiness for a changing world	CORE VALUES <i>(What drives our actions and words)</i> ● Integrity <i>Doing the “right thing” at all times with honesty and authenticity</i> ● Respect <i>Embracing of our differences, treating others as we wish to be treated</i> ● Excellence <i>High expectations for all and in all we do and the courage to challenge for it</i> ● Adaptability <i>Engaging in flexible, continuous and purposeful change grounded in data</i> ● Responsibility <i>Shared stewardship of and accountability for our words, acts, choices and results</i> ● Engagement <i>Actively participating with a mission-focus and values-driven attitude</i> ● Collaboration <i>Operating with a preference and capacity for partnership across our community</i>
VISION <i>(What we commit to create)</i> <u>Learner Success</u> through ● Aligned and relevant curriculum meeting individual needs ● Learner excellence and readiness <u>Sustainable Systems & Structures</u> through ● Sustainable resources for continued growth; freedom from scarcity ● Quality, professional and respected staff ● Sustainable leadership philosophy, practice, and culture <u>Community Culture of Excellence</u> through ● Recognizing who we are and embracing who we may become ● Collaboration and communication as core competencies	STRATEGIC DIRECTIONS <i>(Our focus for continuous improvement)</i> - Improving learning and development for ALL students - Strengthening our welcoming, connecting and partnership - Increasing student readiness for life options after graduation - Optimizing our management of all types of resources - Developing our staff’s capacity, skills and accountability



Purpose

- Pursue racial and economic integration.
- Increase student achievement.
- Create equitable educational opportunities.
- Reduce academic disparities based on students' diverse racial, ethnic, and economic backgrounds in participating schools and districts.



Why do we qualify?

Based on school year 2017-2018 fall enrollment data, Mankato Area Public Schools is considered a racially isolated district due to our enrollment being 20% more diverse than any one of our adjoining districts.

(St. Clair, Cleveland, Nicollet, St. Peter, Lake Crystal-Wellcome Memorial, Waterville-Elysian-Morristown, Janesville-Waldorf-Pemberton)



Equity Criteria

The process is built around four research-based concepts, referred to as equity criteria:

- Access
- Participation
- Representation
- Outcomes

The following equity criteria provide an equity lens that is intentionally used to steer the planning process.



Access

Students and their families have access to rigorous, high-quality educational experiences, decision-making, initiatives, and resources.





Participation

Enrollment and meaningful participation in rigorous career and college readiness and other academic programs as well as enrichment and extra-curricular programs are proportionate to enrollment when disaggregated by race, ethnicity, and economic background.



Representation

School culture, climate, staff, curriculum are inclusive, culturally relevant, and representative of the diversity of the students and the school community.



Outcomes

Efforts result in positive measurable outcomes that are not predictable by race, ethnicity, or economic background.



Achievement and Integration Goal Types

The Achievement and Integration plan must contain three types of goals, at least one for each of the following:

1. Reducing the disparities in academic achievement among all students and specific categories of students excluding the categories of gender, disability, and English learners.
2. Reducing the disparities in equitable access to effective and more diverse teachers among all students and specific categories of students excluding the categories of gender, disability, and English learners.
3. Increasing racial and economic integration (Minn. Stat. § 124D.861, subd. 2 (a)).



Achievement and Integration Plan Goal 1

Goal #1: *The percent of students of color and those who qualify for Free-Reduced Price Lunch (FRPL) enrolled in a Parent Aware program will increase from 50.7% to 55.7% by the end of the 2021-2022 school year.*

Aligns with WBWF area: All children are ready for school.

Goal type: Reducing the disparities in academic achievement among all students and specific categories of students excluding categories of gender, disability, and English Learners.

Strategy Name and # Pre-K Student Identification and Enrollment 1.0

Utilize Achievement and Integration revenue to increase the enrollment of students from racially and economically diverse backgrounds participation in Pre-K in our District and community.

- Scholarships for students to attend Parent Aware Certified Early Learning environments Transportation will need to be accessible for families
- Transportation will need to be accessible for families
- Licensed Reading teacher for early learning to bridge community partnerships
- Pay for a Southern MN Children's Museum membership for our students from racially and economically diverse backgrounds.

Type of Strategy: Innovative and integrated pre-K learning environments.



Achievement and Integration Plan Goal 2

Goal #2: *The percent of All students that meet or exceed on the 3rd-grade Reading MCA will increase from 65.1% to 70.1% by the end of the 2021-2022 school year.*

Aligns with WBWF area: All racial and economic achievement gaps between students are closed.

Goal type: Reducing the disparities in academic achievement among all students and specific categories of students excluding categories of gender, disability, and English Learners.

Strategy Name and # Culturally Relevant Teaching Practices 2.0

Utilize Achievement and Integration revenue to support teachers in culturally relevant teaching practices.

- Have mentor/access/equity trained teacher at each K-5 building to support teachers with culturally relevant best practices
- Partner with MSU-Mankato with their mentoring and induction department to train teachers in the NTC model
- Equity Summit- Summer of 2020 (integration activity)
 - Students and Teachers
- Parent Coaches - Early Learning and K-5 model
- School/Community Liaisons
- Community Health Worker to assist families with wellness for school readiness

Type of Strategy: Professional development opportunities focused on academic achievement of all students.



Achievement and Integration Plan Goal 3

Goal #3: *The percent of All students in each student group that participate in an education career pathway in grade 8 will increase from 0% to 5% by the end of the 2021-2022 school year.*

Aligns with WBWF area: All students are ready for career and college.

Goal type: Reducing the disparities in equitable access to effective and more diverse teachers among all students and specific categories of students excluding the categories of gender, disability, and English learners.

Strategy Name and # Expanding career and college pathways to support our diverse population 3.0

Utilize Achievement and Integration revenue to support students and employees of color in education pathways.

- Education Pathway at Middle Schools
- Campus visits for our students in our education pathway
- MSU-Mankato pathway to teacher licensure for our employees of color
- School/Community Liaisons: Provide interpretation and family support with community agencies for school/parent engagement

Type of Strategy: Recruitment and retention of racially and ethnically diverse teachers and administrators.



Achievement and Integration Plan Goal 4

Goal #4: *The percent of students of color and Free-Reduced Price Lunch (FRPL) enrolled in integration career pathway activities will increase from 0% to 12% by the end of the 2021-2022 school year.*

Aligns with WBWF area: All students are ready for career and college.

Goal type: Increasing racial and economic integration.

Strategy Name and # Career Pathway Access 4.0

Utilize Achievement and Integration revenue to provide integration career pathway activities across all student groups (across district integration activity).

- Interdistrict field trips (integration activity)
 - Transportation
 - Scrubs Camp
 - Camp Invention
 - Higher Ed/Career Visits
- Student Participation in Its Time to Talk

Type of Strategy: Career/college readiness and rigorous coursework for underserved students, including students enrolled in alternative learning centers.



Questions?