



Minnesota
Education Equity
Partnership

Advancing **Race Equity** & Excellence



February 1, 2021



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> A. Improving learning and development for ALL students B. Strengthening our welcoming, connecting and partnership C. Increasing student readiness for life options after graduation D. Optimizing our management of all types of resources E. Developing our staff’s capacity, skills and accountability



Partnership for Race Equity Action Planning

Develop sustainable anti-racism dialogue, teaching and community-building within Mankato Area Public Schools



Goal 1

Facilitating community engagement and a systemic race equity readiness review (fall 2020)

- *Reviewed current materials and tools*
 - *i.e., Strategic Roadmap, Vision Cards, Life Journey, curricula*
- *Interviewed students, community leaders and district personnel*
 - *i.e., Student lunch bunch meetings, GMDC, staff of color*
- *Surveyed the District Leadership Team*



Goal 2

Leading with an equity lens

- *District Leadership Retreat--December 14-15, 2020*
 - Systemic, structural, etc. etc. etc.
 - Race readiness review findings
 - Strengthen organizational leadership, commitment and governance as related to race equity; Inclusion of BIPOC voice; Increase diversity of staff
 - Shared experience, common language, collective commitment
- *Teaching and Learning*
 - Culturally relevant classrooms and instructional practices
 - Equity-centered professional development
 - Anti-racist school culture



Goal 3

Community Visioning--March to June 2021

- *Cultural specific engagement sessions*
 - *develop a community engagement process to center community voice into a race equity framework, engage in a collective review of*
- *Strategic retreat with community leaders, district leaders, families, students*
 - *engage in a collective review of root causes of inequities and develop collective action steps*
- *Community-wide equity summit*
 - *Share back district commitments and set vision for anti-racist education in MAPS*



“Leaders who do not act dialogically, but insist on imposing their decisions, do not organize the people—they manipulate them. They do not liberate, nor are they liberated: they oppress.”

~Paulo Freire