



2020–2021 Superintendent Goals Update

February 16, 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



Evaluation Process Overview

- Superintendent evaluation process
 - Strategic Roadmap and Vision Cards A–E
 - Self-assessment and Individual School Board member assessment:
 - Instructional Leadership
 - Performance Management and Continuous Improvement
 - Resource Management
 - Employee, Parent and Community Engagement
 - Leadership in the Public Arena
 - School Board Relations
 - Board Chair compilation
 - Late spring/early summer work session



Goals Established in '20-'21

- Revamp the district vision cards and district wide objectives that this represents, to create something more reflective of the priorities of the district at this point in time, as well as something that is more easily conveyed to the community.
- Increase the number of teachers of color in Mankato Area Public Schools.
 - For the 2021, a 2% increase in teachers of color within the district.
 - Over the next three years, increase the teachers of color within the district to 10%.



Vision Card Refresh

Strategic Directions

- 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



Review Process

- Superintendent goal set by School Board
- Cabinet data collection and review
- Cabinet vision card review and work groups established
- District Leadership Team (DLT) presentation
- DLT/Lead Principal preparation work
- Principals work session at K-12 Principals meeting
- World's Best Workforce work session
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- TeamWorks-Cabinet check
- School Board update
- School, department, program, student input/feedback
- Cabinet and DLT review--final revisions
- School Board update and preparation for '21-'22

July 2020

September 2020

October 13, 2020

November 2020

December 8, 2020

January 6, 2021

January 12, 2021

February 2, 2021

February 15, 2021

February 16, 2021

February 16, 2021

March 2021

April 2021

May 2021



Emerging themes

A–Disparities across student groups

B–Equitable practices, equity lens application

C–Rigor

D–Fund balances

E–Alignment and measurement



Teachers of Color

- MAPS baseline and demographics
- Regional and statewide focus
- Minnesota State University–Mankato collaboration
 - Minnesota Education Partnership
- MAPS–MnEEP Partnership



Best Practice--a systemic approach

Recruiting--Inclusive marketing, strategic institutional relationships & ongoing relationship-based recruiting, outreach beyond individual networks

Selecting & Hiring--Inclusive hiring teams, review & revise hiring practices to avoid bias, multiple measures to screen and evaluate applicants, hire early

Retaining --Intentionally assign BIPOC teachers in schools, high-quality induction and early support, build capacity in school leaders to support diverse staff, invest in mentorship and leadership opportunities for BIPOC teachers to become school leaders



Inclusive Staffing Task Force

CABINET - PRINCIPALS - TEACHERS - STUDENTS - COMMUNITY PARTNERS

Serve as a steering committee to guide our practices for building a diverse licensed workforce and increase the number of teachers in our classrooms who are Black, Indigineous, and people of color.

NEXT STEPS

Finalize task force members (Teachers, Students, Community Partners)

Review & revise current practices using an equity lens

Develop comprehensive plan and framework

Expand grow-your-own and other partnerships

Establish new incentives to recruit and support BIPOC teachers



Thank you!