

Transforming the Minneapolis Public Schools: Strategic Plan Recommendations - Revised



December 11, 2007

Board of Education values

CHILDREN FIRST

Right to quality education. All children deserve strong, effective public schools that prepare them for post-secondary education, lifelong learning, work and citizenship.

Importance of family. Parents and families want the best for their children. We welcome families into our schools, encourage their partnership and expect their participation in the education of their children.

Equity. Every student deserves equitable access to quality academic programs and the support to be successful, regardless of race, economic status or circumstance.

Diversity. Every student in Minneapolis has outstanding potential, and it is our duty to help him or her realize that potential. A diverse student body and staff is our district's strength.

Respect for employees. We respect and value all MPS employees. Effective teachers and principals are essential for academic achievement and we commit to having and supporting the highest quality staff.

Partnership for youth. Public and private partnerships are essential for strong schools and communities. Everyone has a role in helping future generations succeed.

Transparency and accountability. We commit to being effective and responsible stewards of public and private resources. We pledge transparency and accountability in our finances and operations.

Sustainability. Creating lasting change is our goal. We will manage our facilities, resources, people, programs and infrastructure to maximize efficiency, build on success and plan deliberately for the future.

To move towards fulfilling the mission, MPS will need a stretching and measurable goal

Vision



To move towards fulfilling the mission, MPS will need a stretching and measurable goal

Vision



Achievement Milestones:

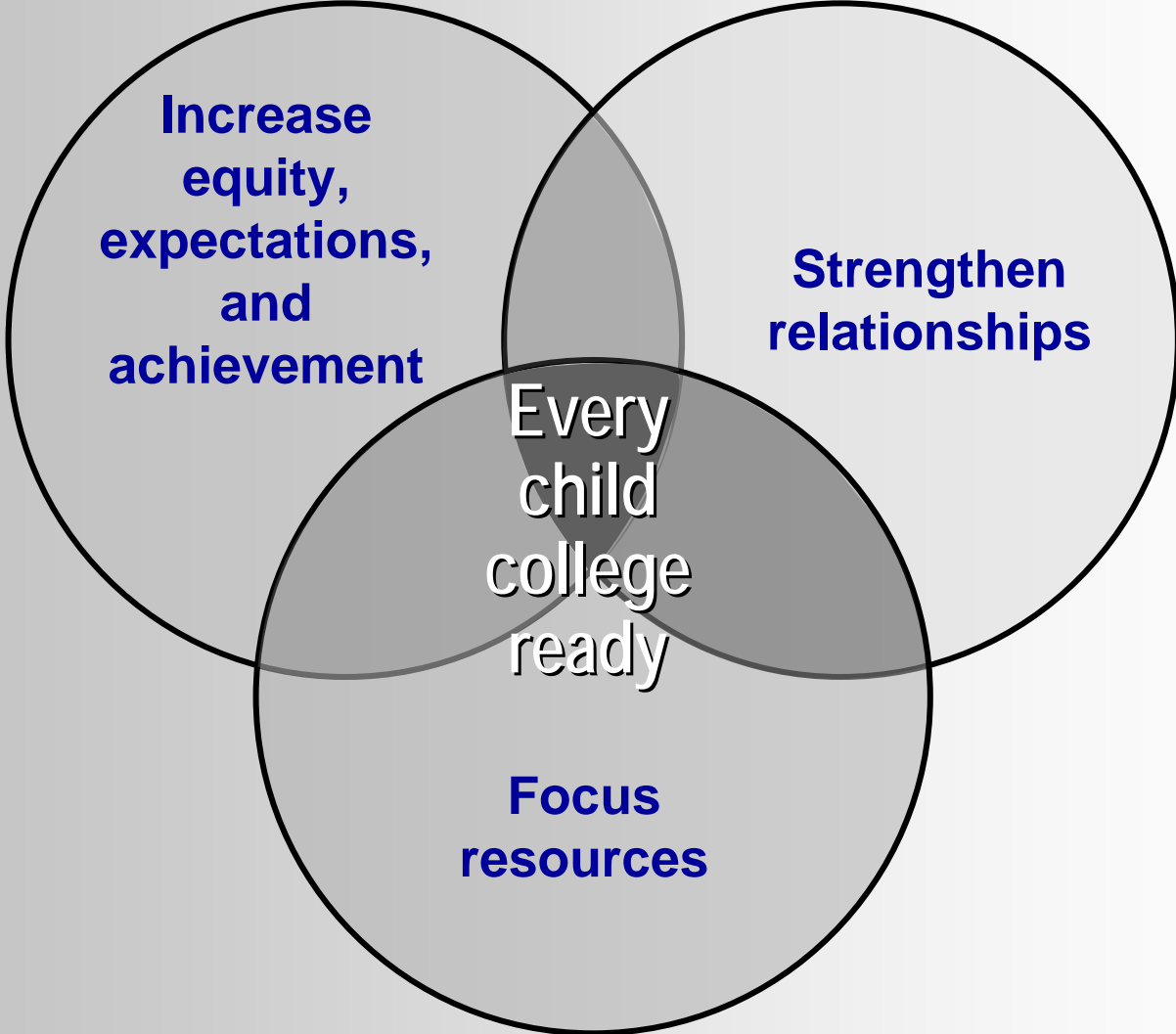
- students ready for Kindergarten
- students reading on grade level by end of 3rd grade
- students taking Algebra in 8th grade

Strategic Planning Measures:

By 2012

- 80% of all MPS students will score proficient or higher on MCA Math and Reading
- 80% of all MPS students reach threshold score on college entrance exam (e.g., ACT)
- Race and income achievement gaps reduced by 75%

Getting “every child college ready” will require a three-pronged approach



Recommendations - Revised

INCREASE EQUITY, EXPECTATIONS AND ACHIEVEMENT

- Raise expectations and academic rigor for all students, aligning pre-K-12 programs to college readiness goal
- Identify and correct practices and policies that perpetuate the achievement gap and institutional racism in all forms
- Develop highly effective principal corps and ensure that they have the capacity to establish and lead outstanding instructional teams
- Develop high performing teacher corps and provide professional development and supports to get excellent results for all students
- Set clear expectations for all staff at every level; reward success, support and develop, but remove low performers when required

STRENGTHEN RELATIONSHIPS

- Transform relationships and partner with families
- Build widespread internal and external support and partnerships to get results

FOCUS RESOURCES

- Restructure the lowest 25% of schools. Increase flexibility and autonomy for lowest and highest performing schools
- Create and sustain a positive financial position