

# Acceleration 2020

A Strategic Plan for Minneapolis Public Schools 2014-2020.

## The Plan Foundation

### Our Mission

We exist to ensure that all students learn. We support their growth into knowledgeable, skilled and confident citizens capable of succeeding in their work, personal, family and community lives into the 21st century.

### Our Vision

Every child college and career ready

### Our Values

- Children first
- Right to quality education
- Importance of family
- Equity
- Diversity
- Respect for employees
- Partnership for youth
- Transparency and accountability

**Our Theory of Action:** Schools as the Unit of Change

## The Plan Goals:

Improved Student Outcomes

All students graduate ready for college and career with global competencies for the 21st century

Equity

Learning for students and student groups is accelerated to transcend disparities and ensure positive educational outcomes

Family and Community Partnership

MPS engages families and the community to support student success

Effective Teachers, School Leaders and Staff

MPS is a learning organization committed to the growth, development and engagement of all staff

Stewardship

MPS is a well-managed organization committed to strong stewardship of resources

Resources for Students and Schools

Resources and services are allocated transparently and equitably to best meet the diverse needs of all students

## Measuring Performance

In addition to the detailed descriptions of the six goals (above) the Minneapolis Public Schools has also adopted specific performance measures with ambitious targets for each goal.

All of our proposed performance targets were developed in the bold, big spirit of what we call the 5-8-10 plan.

- 5 percent annual increase in the number of students proficient in reading and math
- 8 percent annual increase of students meeting or exceeding standards in reading and math for our lowest performing students
- 10 percent annual increase in the four-year graduation rate

These targets are absolutely possible. They are set intentionally high to reignite a sense of urgency in the system and ensure that everyone is operating with a growth mindset. We will achieve our vision of every child graduating college and career ready following this 5-8-10 plan.

Under the 5-8-10 headline measures, there are a number of additional measures and performance targets incorporated into Acceleration 2020 to assess the district's performance on the six goals.



# The Goals in Detail:

## Improved Student Outcomes

### All students graduate ready for college and career with global competencies for the 21st century

- Ensure positive outcomes for students birth to grade 12.
- All students will have engaging and relevant experiences and supports that allow them to be Kindergarten-ready; leave fifth grade ready for a rigorous secondary-level curriculum; middle grades ready for rigorous high school curriculum; and graduate high school ready for college and career.
- Students' global competencies for the 21st century will be built, including recognizing bilingualism and biliteracy as an asset.

## Equity

### Learning for students and student groups is accelerated to transcend disparities and ensure positive educational outcomes

- Maintain high expectations for all students regardless of race, economic status, geography or program (i.e. special education, advanced learners, English language learners, homeless/highly mobile, etc.).
- Increase opportunities and acceleration for previously underserved groups.
- Reduce the academic achievement gap and behavior disparities between white students and students of color.
- Ensure all MPS schools are delivering a high quality education and invest in targeted interventions for those schools that are the furthest behind.

## Family and Community Partnership

### MPS engages families and the community to support student success

- Schools and central office will meaningfully engage with parents and families to help ensure student success.
- Volunteers and partnerships will be intentionally deployed to fill resource or expertise gaps.
- Families and children will be connected to the appropriate early learning supports through targeted partnerships.
- The broader Minneapolis community will be engaged to ensure ALL are invested in the success of our students.
- Partnerships will be pursued to provide high quality school options outside of the core system in order to meet diverse student needs and to learn from their innovations.

## Effective Teachers, School Leaders and Staff

### MPS is a learning organization, committed to the growth, development, and engagement of all staff

- All staff will have clear performance expectations that will drive recruitment, selection, development, evaluation, recognition, and succession planning systems.
- Employees will be engaged in order to build organizational trust and increase productivity.

## Stewardship

### MPS is a well-managed organization committed to strong stewardship of resources

- Systems and structures will be utilized to prioritize the school district's work (programmatically and financially), ensure alignment throughout the system, and successfully execute on our stated priorities.
- Organizational units at all levels will be held accountable and celebrated for results.
- Responsible stewardship of resources will be achieved through improved financial management and planning.

## Resources for Students and Schools

### Resources and services are allocated transparently and equitably to best meet the diverse needs of all students

- 'Shift' central office mindset to be of service to schools.
- Allocate resources based on student needs in a way that is transparent, easily understood and equitable.
- Design and deliver central office services, both academic and operational, to best meet the needs of schools and students.