

Achievement and Integration 3 Year Plan (2024-2026) School Board Presentation Monday, Feb. 13, 2023

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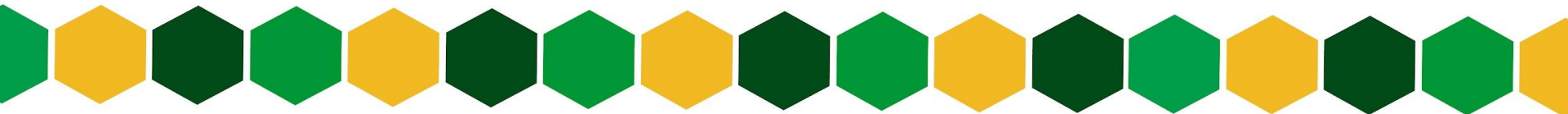


Overview

- Requirements
 - Process for input
 - Learning presented in themes
 - Learning put into a 3 year action plan
 - Goals, strategies, and measurements of progress
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Requirements

- Goal Categories:
 - Reduce academic disparities, promote integration, diversify our staff
- Strategy Categories:
 - Integrated learning environments, family engagement, professional learning focused on academics, rigorous curriculum for underserved student groups, and recruitment and retention of diverse staff
- Metrics: KIPS (Key Indicator of Progress to monitor implementation and impact)
- Three year plan based on various stakeholder feedback



Process for Input: Listening Sessions

- World's Best Workforce Committee
- American Indian Parent Group representatives
- Cultural Liaisons and Equity and Inclusion Specialist
- The Teaching and Learning Department
- Elementary Principals
- Secondary Principals
- Early Learning Coordinator
- High School AVID Coordinator
- Student Focus Group: High School Senior AVID students (40)
- The Multi-Tiered Systems of Support Committee
- High School Counselors
- The Edina/Hopkins A and I Planning Team
- District Office Administrators
- Teaching and Learning Board Committee
- District Equity Advisory Committee

Note: Over 120 stakeholders contributed to the development of the plan.



A and I Plans

Goals (focus on underrepresented student groups)

- Success in gateway classes (top of pg. 72, linked [here](#))
- Meet Fastbridge K-9 Benchmarks in Reading (80%)
- Participation in advanced courses (mirror demographics)
- Diversity of our teachers and administrators (mirror demographics)



A and I Plans

Strategies:

- Develop Career Pathways
- Family engagement support
- FastBridge Reading Assessment System
- AVID programming
- AVID Summer Bridge
- Professional learning
 - MTSS Framework (Multi-Tiered Systems of Support)
 - Culturally Proficient School Systems (Tools of Cultural Proficiency)
- Grow teacher and admin licensure partnerships
- Support retention of staff of color
- Grow student education pathway

- **Key Indicators of Progress**
 - Goal area targets for each year to assess impact and progress
 - Strategy targets for each year to monitor implementation



○ **Budget Parameters:**

- General Budget and Associated Expenditures:
 - Approximately 1.3 million
 - Direct Services (80 %)
 - Intervention Teachers
 - Cultural Liaisons
 - Equity Specialist
 - AVID Elective Teachers
 - AVID Coordinator EHS
 - AVID Programming/Curriculum
 - AVID Tutors
 - AVID Bridge Teachers
 - Transportation
 - Scholarships
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○ Budget Parameters

- Indirect Services (20%)
 - Professional learning
 - Culturally Proficient School Systems
 - Multi-Tiered Systems of Support
 - AVID
 - Administrative oversight



Thank you and what questions do you have?

