

MONTH	PURPOSE	PROGRESS MONITORING TOPICS (Subject to Change)
August 3, 2023 Retreat	Progress monitoring of district goals to ensure alignment of district efforts, resources, policies, and procedures	Success Planning Board Workshop - Retreat to share annual progress monitoring plan and ensure alignment with Board goals and priorities. Discuss Progress Monitor Plan
August 9, 2023		Overview of Progress Monitoring Plan High-Level Action Card Overview
September 7, 2023		Supporting Every Student - Kindergarten Task Force Update and Summary of Test Results Advancing Equity - Tribal Consultation and Concurrence / Non-Concurrence Update Improving Systems - Recruiting and Retaining - Recruitment Videos/New Hire Orientation
October 3, 2023		Supporting Every Student - Middle School Model and Student Achievement Update (School Improvement Planning Process) Advancing Equity - Plan for 2023-24 Educational Equity Framework Improving Systems - Staffing/Budget Meetings
November 15, 2023		Supporting Every Student - MTSS SEB Updates Advancing Equity - Instructional Leadership Academy Improving Systems - Facilities Capacity
December 5, 2023		Supporting Every Student - World's Best Workforce Advancing Equity - World's Best Workforce Improving Systems - World's Best Workforce
January 9, 2024		Supporting Every Student - Special Education Update Advancing Equity - Equity Committees Updates

		Improving Systems - Retention - Employee Wellness
February 6, 2024		State of the District - Mid-Year Review Supporting Every Student - CTE Career Pathways Advancing Equity - Equity Committees Updates Improving System - Family Engagement
March 5, 2024		Supporting Every Student - Modern Classroom Advancing Equity -American Indian Ed and Achievement and Integration Plan Updates Improving Systems - 2024-2025 Staffing Forecast/ Hiring Timelines, Safety and Security Overview
April 2, 2024		Supporting Every Student - PLC Update Advancing Equity - Recruitment and Retention Efforts - A&I and HR Improving Systems - Preliminary Budget and Resource Allocation
May 7, 2024		Improving Systems - Teachers On Call
June 13, 2024		Supporting Every Student - College Career Readiness, and Duluth Adult Education Advancing Equity -Family and Community Engagement Efforts Update Improving Systems - Budget planning for next year
August 2024		Departmental/School Success Plans Status Update - End of Year Report and Next Steps Success Planning Board Workshop - Retreat to share annual progress monitoring plan and ensure alignment with Board goals and priorities. Discuss Progress Monitor Plan

PROGRESS MONITORING TOPICS for 23-24

MONTH	Supporting Every Student Advancing Equity Improving Systems
August 3, 2023 Retreat	
August 9, 2023	Presentation and Video of the Unity in Our Community Event held August 2022
September 7, 2023	<ul style="list-style-type: none"> *Discussion-School Begins, The last weeks of Summer, and Transportation *Supporting Every Student: Kindergarten Task Force Update-Brenda Spartz <li style="padding-left: 20px;">*Improving Systems: Booster Club Guidelines 23-24-Simone Zunigh <li style="padding-left: 40px;">*Recruiting and Retaining-Theresa Severance *Improving Systems and Enhancing Communication with the Public-John Magas <li style="padding-left: 40px;">*Resolution of Concurrence and Non-Concurrence-Anthony Bonds *Presentation-Student Performance Data and Key Improvements Strategies and Efforts-Binesiikwe
October 3, 2023	<ul style="list-style-type: none"> *Improving Systems: Staffing and Budget Meetings-Booster Club Updates-Simone Zurich *Supporting Every Student: Middle School Model and Student Achievement Update-Jen Larva <li style="padding-left: 20px;">*District Initiative Update: Continuous Improvement Teams (CITs)-Tawnyea Lake *Advancing Equity: 23-24 Educational Equity Framework Development Plan-Nate Smith
November 15, 2023	<ul style="list-style-type: none"> *Improving Systems: Facilities Capacity, Lincoln Park Middle School Occupancy-Theresa Severance *Advancing Equity: Instructional Leadership Academy Board Update-Jen Larva and Brenda Spartz <li style="padding-left: 40px;">*Supporting Every Student: MTSS SEB Updates-Jacob Laurent

	<p>*22-23 Annual Report to the Public about Head Start program from the most recent concluded fiscal year-Sherry Williams</p>
<p>December 5, 2023</p>	<p>*Duluth Community School Collaborative-Full-Service Community School Update for Myers-Wilkins, Lincoln Park, and Denfeld-Kelsey Gantzer (DCSC Executive Director) and Angel Nustad-Peluso (DCSC Program Director)</p> <p>*World Best Workforce Annual Meeting-A Report to the Community-Tawnyea Lake, Jen Larva, Brenda Spartz, Jen Jaros, Heidi Schuchman, Dale Uselman, Lora Thurston, and Danette Seboe</p>
<p>January 9, 2024</p>	<p>*Discussion: Duluth Transit Authority Partnership DTA Pass Program-Adelle Wellens</p> <p>*Presentation: Baird Financial Update to discuss possible referendum in the spring with an overview of district finances for potential referendum-Michael Hoheisel, matt Rantapaa, and Sam Hylle</p> <p>*Advancing Equity: Education Equity Advisory Committee & Subcommittees to provide what the Committee and Subcommittees are-Nate Smith</p> <p>*Supporting Every Student:Special Services Update-Jason Crane and Lora Thurston</p> <p>*Improving Systems: Employee Wellness Initiatives-Kinsey Klasnich, Benefits Coordinator</p> <p>*Presentation: Head Start Governing Board Training-Sherry Williams</p>
<p>February 6, 2024</p>	<p>*24-25 Course Changes to be brought to the Board for Approval-Jen Larva and Dale Uselman</p> <p>*Mid-Year State of the District-John Magas</p> <p>*Advancing Equity: Education Equity Advisory Committee-Nate Smith</p> <p>*Family Engagement Framework-Adelle Wellens and Shalon Monroe</p>
<p>March 5, 2024</p>	<p>*Annual Compliance of Concurrence and Non-Concurrence Overview of District Actions to include Annual Compliance Documents, 22-23 Resolution of Concurrence and Non-Concurrence, Final District Action Steps of Non-Concurrence Mid-Year Check in, and American Indian Parent Advisory Committee Vote of Non-Concurrence 23-24-Anthony Bonds</p> <p>*Advancing Equity: American Indian Education and Achievements-Amber Greensky: Chair of American Indian Education Parent Advisory Committee (Q & A conversation) Presentation from new Coordinator-Jen Garbow</p> <p>*Supporting Every Student: Presentation on Modern Classroom-Sally Weidt</p> <p>*Improving Systems: Safety and Security Overview-Taylor Dickinson CSP</p>

<p>April 2, 2024</p>	<p>*Improving Systems: RFPs, Bids, and Quotes FY25 Budget Timeline and Overview-Purchasing Protocol-FY25 Proposed Budget Working Doc-Simone Zunich</p> <p>*24-25 Staffing Forecasting and Hiring Timelines-Theresa Severance</p> <p>*Head Start Self Assessment, Analysis of 22-23 Program Year-Head Start Federal Grant-Head Start Transportation Waiver-Sherry Williams</p> <p>*Supporting Every Student: PLC (Professional Learning Community) Update on District PLC Committee work and Progress-Breda Spartz</p>
<p>May 7, 2024</p>	<p>*Advancing Equity: Office of Education Equity Achievement Integration Plan-Nate Smith</p> <p>*Supporting Every Student: Secondary Updates-Plans and Recommendations on Middle School Model and 7 Period Day 24-25 School Year-Jen Larva and Danette Seboe</p> <p>*Improving Systems: Teachers On Call, Duluth Mid-Year Review-Theresa Severance</p> <p>*FY25 Proposed Budget-Simone Zunich</p> <p>*Early Childhood Family Education (ECFE) Updates and 50th Anniversary and Reunion (ECFE)-Jen Jaros</p> <p>*Check and Connect Updates 23-24 School Year with testimonials from Students and Families-Sarah Laulunen</p> <p>*Duluth Adult Education Update (DAE) Update-Angie Frank</p>
<p>June 13, 2024</p>	<p>*Discuss Progress Monitoring Calendar-Look for Gaps and Updates for 24-25 School Year</p> <p>*Advancing Equity: Family Engagement Efforts Update- Adelle Wellens and Shalon Monroe</p> <p>*Supporting Every Student: Student Handbook to come forward-</p> <p>*Improving Systems: Budget Planning for Next Year-Simone Zunich</p>
<p>August 2024</p>	<p>*Departmental/School Success Plans Status Update - End of Year Report and Next Steps</p> <p>*Success Planning Board Workshop - Retreat to share annual progress monitoring plan and ensure alignment with Board goals and priorities</p>

Supporting Every Student

Duluth Public Schools staff will work in collaboration to determine all students' learning, behavioral, and social-emotional strengths and challenges. We will utilize a multi-tiered system of supports to improve instructional practices to best meet the needs of every learner. Strategies will be implemented to create positive and safe learning environments. Students will be provided additional support to grow and improve through intervention and enrichment.

To accomplish this, we are committed to:

- Improving schedules and programming for our elementary, middle and high schools to allow for students to have multiple options for courses including “real life” classes and extracurricular activities.
- Focusing on literacy across all content areas with additional focus on early literacy
- Providing Social Emotional Learning for all pre-K-12 students and give access to resources that support their mental health and social-emotional learning.
- Implementing restorative practices and alternatives to suspension allowing us to improve behavior and treat students respectfully when they make a mistake.
- Improving comprehensive supports for high school students by expanding our Check & Connect program so students feel welcomed, heard, engaged and happy at school.
- Developing career pathways for all students to ensure engagement and success after high school.

Advancing Equity:

Duluth Public Schools will be a place where everyone feels a sense of belonging and accomplishment. We are committed to strengthening relationships and building trust with all communities. We are dedicated to advancing an Education Equity Framework implementation and accountability plan to increase our ability to think, behave, work, and lead with an equity mindset. As part of the plan, all staff will receive on-going diversity, equity, and inclusion training.

To accomplish this, we are committed to:

- Building trust with diverse communities through family and community engagement through multiple communication methods
- Aligning systems to the Minnesota 10 Commitments of Equity to provide equitable resources to sustainably support students' academic, social-emotional behavioral, and socio-economical needs
- Engaging in implicit bias training for staff and equity-based instructional leadership training for administration
- Diversifying staff at all levels of our organization, which values relationships, teamwork and inclusivity
- Partnering through frequent tribal consultation with the Fond du Lac Ojibwe Tribe.

Improving Systems:

Duluth Public Schools engages in continuous improvement to support services, processes, and resource allocation. Our continued focus on recruiting and retaining highly effective, dedicated, and diverse staff will ensure our ability to educate, support and inspire our students to reach their full potential. We will ensure clean, safe and appropriate learning environments. We are committed to a budget that meets the educational needs of our students through improved financial forecasting to better align our resources with our district priorities.

To accomplish this, we are committed to:

- Recruiting and retaining world-class staff while engaging in a Grow Your Own staff diversification program
- Analyzing capacity and programing needs throughout the district to allow for appropriate class sizes and individualized student attention to meet needs
- Providing equitable food and nutrition to give students a variety of options
- Providing safe, high quality environments for students, staff and families
- Continuing to seek out new grants and revenue opportunities to meet our needs