

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 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 Plans and Summary of Test Results) Advancing Equity -Plan for 2023-24 Educational Equity Framework Improving Systems - Staffing/Budget Meetings
November 9, 2023		Supporting Every Student - World's Best Workforce Advancing Equity - World's Best Workforce Improving Systems - World's Best Workforce
December 5, 2023		Supporting Every Student - MTSS SEB Updates Advancing Equity - Instructional Leadership Academy Improving Systems - Facilities Capacity
January 9, 2024		Supporting Every Student - Career Pathways Advancing Equity - Equity Committees Updates

		Improving Systems - Retention - Employee Wellness
February 6, 2024		State of the District - Mid- Year Review
March 5, 2024		Supporting Every Student - Special Education Update Advancing Equity -American Indian Ed and Achievement and Integration Plan Updates Improving Systems - 2024-2025 Staffing Forecast/ Hiring Timelines
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		Departmental/School Success Plans Status Update - End of Year Report and Next Steps
June 13, 2024		Supporting Every Student - Graduation Data and College Career Readiness Advancing Equity -Family and Community Engagement Efforts Update Improving Systems - Budget planning for next year

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