ALL FOR ALL

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Edina Public Schools
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STRATEGIC PLAN

January – May 2012

❖ **Mission**

"...working in **partnership**...educate **all** individuals...to thrive in a **rapidly changing, culturally diverse, global society**."

❖ **Outcome: Gaps are not acceptable**

ALL FOR ALL

Measured growth and high achievement for each and every student without predictable links to race and income

ALL FOR ALL - BACKGROUND

We will consider achievement, access and opportunity gaps as "closed" when there is no more than a 5% difference in *student performance on achievement measures* **and/or** *participation in educational programs* that is different than the general population
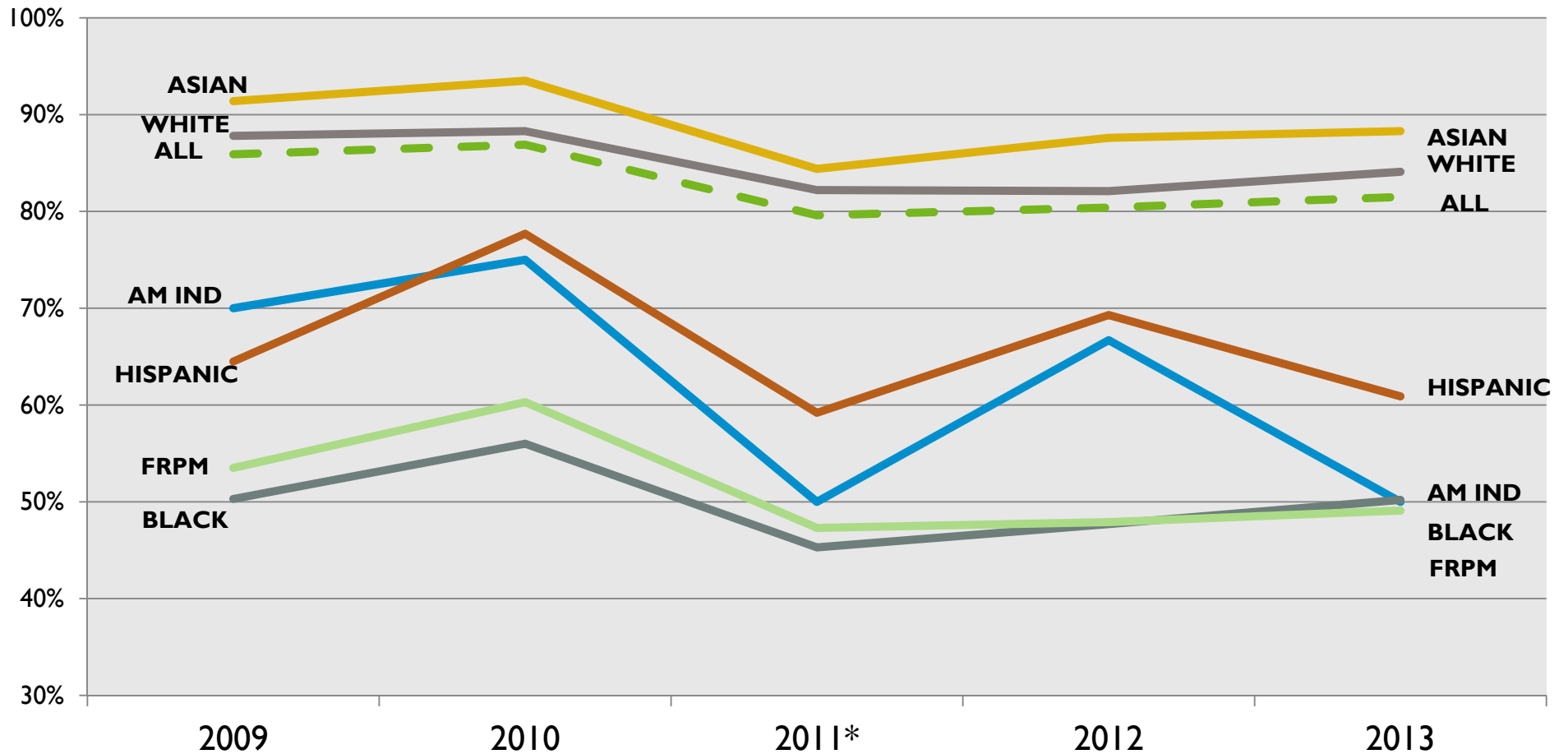
- Achievement measures include ACT/PLAN/EXPLORE, MCA Math & Reading, MAP Math & Reading

- Educational programs include Gifted/Talented, Special Education, English Learner, Advanced Placement, intervention classes, Pre-K, Student Leadership, Parent/Family Involvement, Athletics, Fine Arts, Activities/Clubs, PSEO/HTC, discipline/suspension, attendance

EPS DEMOGRAPHIC DATA

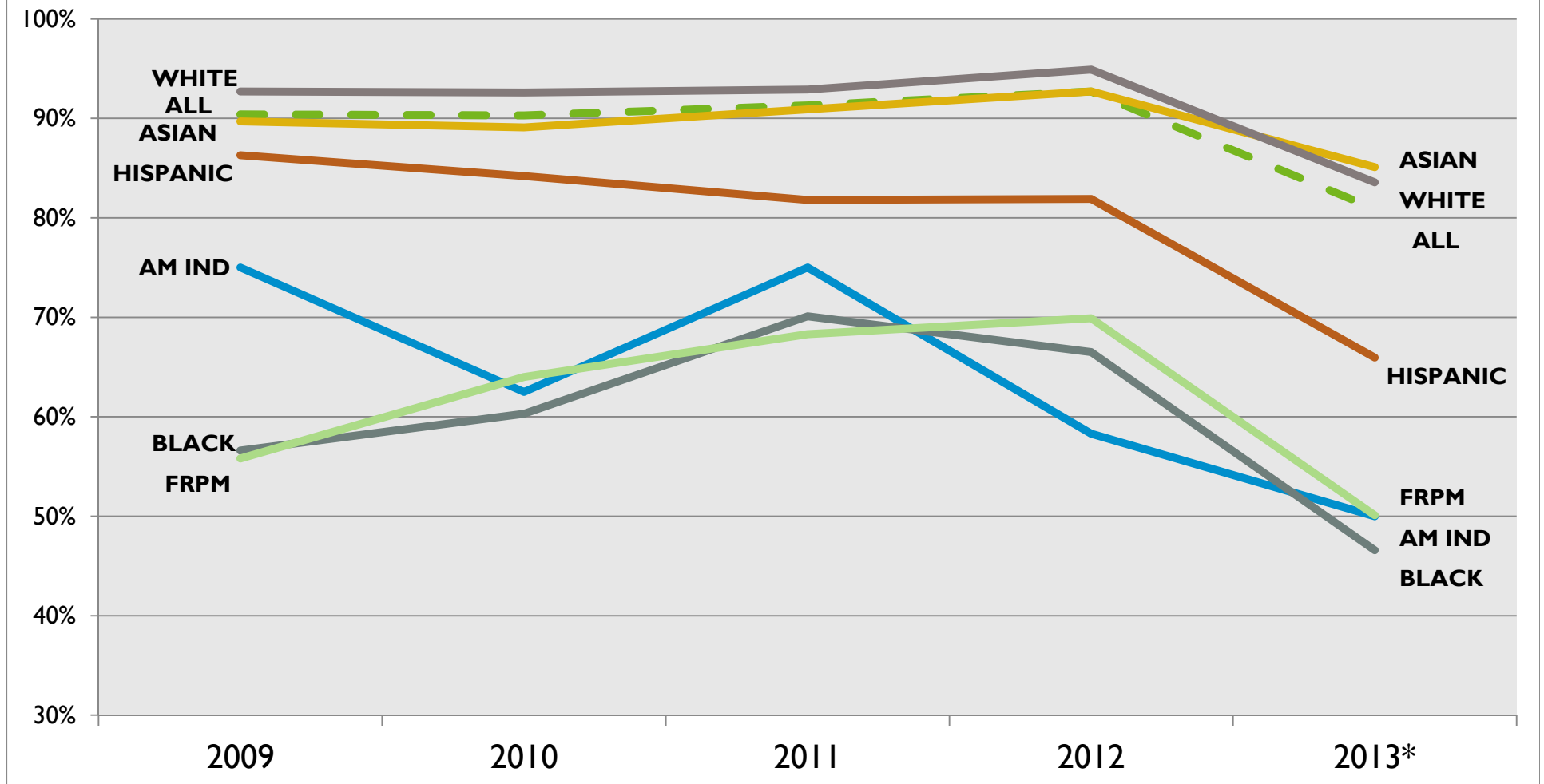|	2009-10	2013-14	Change
White	84.5%	80.0%	- 4.5%
Black	5.8%	5.6%	- 0.2%
Hispanic	2.7%	4.2%	+ 1.5%
Asian	6.7%	9.9%	+ 3.2%
American Indian	0.2%	0.3%	+ 0.1%

EPS ACHIEVEMENT GAP TRENDS

MCA Math

EPS ACHIEVEMENT GAP TRENDS

MCA Reading

ALL FOR ALL - BACKGROUND

Educational Delivery Committee

❖ PK-12 Representation
- *Student Support Services, T&L, R&E, Equity & School Improvement, DMTS, and Building Administrators*

❖ Charge = Advance strategic initiatives and ensure high levels of learning for all

ALL FOR ALL - BACKGROUND

Educational Delivery Committee

August – December, 2012

- ❖ Inclusive Lens
- ❖ Address "Close the Gap Now" needs, defined goals, developed common vocabulary, determined data to collect (access/opportunity and achievement), conducted comprehensive literature review

January – March, 2013

- ❖ Draft plan
- ❖ Develop recommendations

ALL FOR ALL

Closing the ... Gap

- ❖ **Leadership**
- ❖ **Belief**
- ❖ **Preparation**
- ❖ **Teaching & Learning**
- ❖ **Time**

ALL FOR ALL: LEADERSHIP GAP

❖ Implement PK-12 Response to Instruction and Intervention Framework with fidelity

❖ Recruit, hire and retain high-quality, racially conscious teachers and administrators

ALL FOR ALL: BELIEF GAP

❖ Train and educate all staff in supporting academic achievement for all learners from diverse cultures, incomes and ability levels

❖ Identify and clarify beliefs about learning expectations for each and every student

ALL FOR ALL: EQUITY TRAINING

- ❖ NUA - National Urban Alliance

- ❖ Pacific Education Group

- ❖ Hackman Consulting

- ❖ DELT-District Equity Leadership Team

- ❖ District Equity Advisory Council

- ❖ Site Equity Teams

- ❖ Training of Trainer Model

- ❖ WMEP Cultural Collaborative Classes *(251 staff members attended classes)*

- ❖ SEED Classes *(Four levels since 2002, 564 staff have participated)*

ALL FOR ALL: PREPARATION GAP

- ❖ Implement a screening tool to assess developmental milestones and social/ emotional development for infants and toddlers

- ❖ Outreach to parents and families with focus on race, lower SES and cultural diversity

- ❖ Coherent and comprehensive preschool program encompassing all Early Childhood services and programs that aligns with K-5

ALL FOR ALL: TEACHING & LEARNING

❖ Grow and support effective Professional Learning Communities

❖ Grow student engagement to enhance their ownership of learning

ALL FOR ALL: TIME GAP

- More time for learning during the school day, outside the school day, during the school year and beyond the school year

- Utilize technology to extend student opportunities to learn. Anytime, anywhere learning modules available year-round.

ALL FOR ALL: IMPLEMENTATION

	2012-13	2013-14	2014-15
Leadership	Recruit/Hire HQ Teachers RtI Audit	SIP: Equity-focused Goals Study Tchr Observation	Equity-focused Mentoring Calibrated Tchr Observations
Belief	Clarify Beliefs Pathways to Success E-Team Audit	Communication RE: Beliefs Equity: Train-the-Trainer	Equity PD in PLCs
Preparation	Study Census Data	Clarify Developmental Steps Outreach to EC Parents Study EC Screening	Develop Parent Ed Model Study HQ Preschools Pilot EC Screening Tool/s
T&L	PLC Training	PLC Protocols Study Student Engagement	Collaboration Time Adv Student Engagement
Time	Grow Ecademy	Ext. School Day and Year Tech check-out Opportunity	Intervention/Enrichment Saturday School

PROGRESS MONITORING

Intentional and On-Going Review of Data

Achievement

❖ Growth Data – PLC & Problem-Solving Teams

❖ Tier 2 and Tier 3 Interventions

- *Special Education*
- *Gifted and Talented*
- *Tier 2 Learning Specialists*

Educational Programs

❖ Participation/Engagement Data

NEXT GENERATION WORK

❖ Secondary Academic Program Evaluation
  ▪ *2012-13: data collection, research, recommendations to the School Board*
  ▪ *2013-14: implementation planning (Tactical Team)*
  ▪ *2014-15: implementation (phase in)*

❖ Birth – Grade 5 Program Evaluation

❖ Strategic Special Education Study
  ▪ *Federal Levels 1 and 2 Services and Programs*

QUESTIONS