

Minneapolis Public Schools Family Involvement Plan 2019-20 School Year

Vision of MPS: “Every Child College and Career Ready.”

Mission of MPS: 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.

Mission of The office of Communications Engagement and External Relations (OCEER): The Office of Communications Engagement and External Relations will work with students to engage them in their education, collaborate with parents/families to empower them to be stronger advocates for their children’s education and partner with community organizations to help support student success and parent involvement.

MPS Four Strategic Priorities

Equity
Literacy
Social Emotional Learning
Multi-tiered Systems of Support

To achieve our vision MPS has adopted six key district goals:

- 1) Improved Student Outcomes: All students graduate ready for college and career with global competencies for the 21st century.
- 2) Equity: Learning for students and student groups is accelerated to transcend disparities and ensure positive educational outcomes.
- 3) Family and Community Partnerships: MPS engages families and the community to support student success.
- 4) Effective Teachers, School Leaders and Staff: MPS is a learning organization committed to the growth, development and engagement of all staff.
- 5) Stewardship: MPS is a well-managed organization committed to strong stewardship of resources.
- 6) Resources for Students and Schools: Resources and services allocated transparently and equitably to best meet the diverse needs of all students.

To achieve our Family and Community Partnerships Goal MPS has adopted five key strategies:

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

Academic Achievement Goal for Student, Parent & Community Engagement/Involvement Goal:

Increase opportunities to build partnerships and develop learning strategies that enable parents to learn from district staff and staff to learn from parents.

DISTRICT EXPECTATIONS

Minneapolis Public Schools (MPS) agrees to implement the following requirements:

- Minneapolis Public Schools will design and implement programs, activities, and procedures for the engagement of parents in its schools with Title I programs. These programs, activities, and procedures will be developed and managed with meaningful consultation with parents of participating children.
- Minneapolis Public Schools will work with its schools to ensure that the required school-level Family Involvement Plans meet the Title I requirements and include, as a component, a school-parent compact.

- Minneapolis Public Schools will incorporate this district-wide Family Involvement Plan into its district plan.
- In carrying out the Title I family involvement requirements, to the extent practicable, Minneapolis Public Schools district and its schools will provide full opportunities for the participation of families with children with limited English proficiency, families with children with disabilities, and families of migratory children, including providing information and school reports in an understandable and uniform format and, including alternative formats upon request, and, to the extent practicable, in a language families understand.
- If the Minneapolis Public Schools district plan for Title I is not satisfactory to the parents and/or guardians of participating children, the school district will submit any family comments with the plan when the school district submits the plan to Minnesota Department of Education.
- If applicable, Minneapolis Public Schools will involve the families of children attending Title I schools in decisions about how the one percent of Title I funds reserved for parental involvement is spent, and will ensure that not less than 95 percent of the one percent reserved goes directly to the schools.

Our District Family Engagement Goals and Plan

1. All families feel welcome at Minneapolis Public Schools and have equal access to opportunities to be involved in district decisions and events.

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| <ul style="list-style-type: none"> ● Support and engage parents in the Parent Advisory Councils (PACs) of the District: <ul style="list-style-type: none"> ○ Establish a calendar for regular meetings ○ Share relevant information with PACs such as: District Budget, Comprehensive Design, Curriculum Adoptions, etc. ○ Provide opportunities for PACs to partner with the District and co-create programs and/or initiatives (i.e.: Parent Participatory Evaluation) |
| <ul style="list-style-type: none"> ● Promote and observe community-building and cultural events throughout the year: <ul style="list-style-type: none"> ○ African American Family Involvement Night ○ Hmong American Heritage Night ○ Latino Culture and Heritage Night ○ Native American Family Involvement Night ○ Somali Independence Day ○ District Cultural Art Exhibitions |
| <ul style="list-style-type: none"> ● Use relevant communication channels to inform all families of how to get involved in the events listed on this plan and how to access district family engagement staff through: <ul style="list-style-type: none"> ○ District calendar ○ Social media ○ PACs presentations ○ Community Partners presentation/resources ○ Robo calls and emails (in English, Spanish, Hmong and Somali) ○ Website ○ Local media partners, etc. |
| <ul style="list-style-type: none"> ● Eliminate participation barriers by ensuring all families engagement activities have: <ul style="list-style-type: none"> ○ Childcare and food available ○ Interpreters or bi-lingual support ○ Translated documents in the district four main languages: Hmong, English, Somali and Spanish ○ Consult parents, check calendar of observed holidays before determining the meeting dates and if possible offer multiple dates for meetings where key information is distributed ○ Provide transportation when needed |

- Seek feedback from parents
 - Ensure information shared at events and meetings is clear to families
 - Consult PACs and other parent leaders about District-wide FIP goals and activities
 - Allow opportunities for parents to provide feedback about key district-wide initiatives and decisions (i.e.: Budget, Comprehensive Design, SEL and Athletics, etc.)

2. All families are informed of the steps the district is taking to improve student outcomes and achieve equity.

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| <ul style="list-style-type: none"> ● Offer training for parents, community members and volunteers with information on what the state’s academic content and achievement standards are, Title I, and on what culturally/linguistically appropriate and family-friendly methods MPS is using to help students to reach these academic standards. |
| <ul style="list-style-type: none"> ● Develop an educational piece with information about assessments including alternate assessments which will be shared with families via above trainings, Parent Advisory Councils, on district and school websites. |
| <ul style="list-style-type: none"> ● Develop communications (written, verbal, social-media forms) for families on how to navigate the MPS system including how to collaborate with your child’s teachers, and tips on helping your child achieve grade level standards which will be shared via trainings, Parent Advisory Councils, on district and school websites. |
| <ul style="list-style-type: none"> ● Continue to offer Parent Academy Program (CPEO) to Title I schools: <ul style="list-style-type: none"> ○ Five-Weeks program that provides parents with the necessary tools and skills to develop strong and positive home-school partnerships and support the academic achievement of students ○ This program brings schools, parents and the community together as equal partners in education so that all students can achieve their greatest academic potential. ○ Develop and pilot a ‘CPEO-Seminar Model’ where the District shares information about specific topics in response to families’ interests such as: Bullying, Navigating Special Education and other. |

3. Families will play an important role in developing Minneapolis Public Schools’ Family Involvement Plan and the district’s plan for the use of Title funds.

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| <ul style="list-style-type: none"> ● Title I Parent Advisory Group will review the Title I plan and make recommendations. |
| <ul style="list-style-type: none"> ● MPS staff will seek input from parents of Title I students to ensure their voices are represented in the plan as well as all Title I programs and services provided under Title I at MPS is useful and is clear to families. |
| <ul style="list-style-type: none"> ● Will work with parents of Title I students through local Title I school sites, CPEO, DPAC, Cultural PACs, and during school-site-based State of School Meetings, etc. to review funding for MPS family |

involvement activities for 2019-2020 school year.

4. Minneapolis Public Schools central office staff will support Title I schools as they work to implement their own family engagement strategies

- Professional Development for Title I schools:
 - OCCEER (Office of Community, Engagement & External Relationship) provides monthly professional development for all schools' family/community liaisons or assigned staff on the following topics:
 1. Information on Title I documentation, implementation, and requirements.
 2. Best practices around family engagement strategies.
 3. Strategies to support capacity- building/information-sharing with families at a school-site level
 4. Cultural Humility
 5. SEL, Equity and other district priority focus areas
 6. Information on how to write and disseminate effective family involvement plans (FIPs)
- OCEER will conduct training, consultation, and facilitation of Parent Academy [CPEO] school site staff on how to work with and engage parents and family members.

5. Minneapolis Public School will provide opportunities for MPS staff to attend professional development on effective strategies for family engagement and parent involvement as equal partners.

- Appropriate staff from the CEER will attend professional development trainings that will then be shared with school site liaisons on parent/guardian involvement activities that include strategies effective in engaging all communities, including how to measure engagement outcomes, and on understanding the FIP (Family Involvement Plan).
- Appropriate staff MPS Staff will seek professional development opportunities to enhance family engagement
- Expand the use of Cultural Humility & Customer Service through training and coaching
- Staff from CEER will pursue training on Title parent engagement requirements and how to support school with creating FIP plan.

6. Minneapolis Public Schools will coordinate and integrate its family engagement activities with other programs in our district

- MPS will coordinate and integrate parental engagement programs and activities with ECFE, Multilingual department, Parent Child Home Program, Head Start, Community Early Childhood Education Providers and Public Pre-school and other programs and conduct other activities, such as

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| <p>parent resource centers and increased Home visits that encourage and support parents in more fully participating in the education of their children.</p> |
| <ul style="list-style-type: none"> ● CEER and the OECE (Office of Early Childhood Education) will share event information with each other and invite parents/staff from OECE to present at the culturally PACs meetings. |
| <ul style="list-style-type: none"> ● OECE and Cultural Specific PACs will send a parent representative to the District Title I Advisory to review the plan. |
| <ul style="list-style-type: none"> ● CEER and OECE staff will partner with multiple Community Partners to share information about district initiatives and how to engage families. (YMCA, Asian Media Access, Laos Assistance, and other partners) |
| <ul style="list-style-type: none"> ● The Office of Early Childhood Education (OECE) Dept. staff will participate in meetings with Head Start on the joint Transition to Kindergarten Committee |
| <ul style="list-style-type: none"> ● OECE staff will participate and support parent education in collaboration with public and private early childhood education providers including: Northside Achievement Zone (NAZ), HeadStart, Way to Grow, and the YWCA Minneapolis. |

7. Minneapolis Public Schools will conduct annual assessments of the effectiveness of the activities laid out in its Family Involvement Plan.

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| <ul style="list-style-type: none"> ● All participants of the Parent Academy (CPEO) to provide feedback on the effectiveness of the program |
| <ul style="list-style-type: none"> ● In partnership with the Office of Research, Evaluation, Assessment and Accountability (OREEA), CEER will assess the effectiveness of the Family Involvement Plan at the end of the school year by engaging families who are active in Site Councils, DPAC, Cultural PACs Title I Advisory and etc. |
| <ul style="list-style-type: none"> ● OREEA will support the Office of Communications, Engagement and External Relations in conducting an evaluation of the district’s Family Involvement Plan and family engagement activities. The results of this evaluation will inform the decision around which evidence-based family engagement activities to implement in the 2019-2020 school year and any changes that will be made to the district Family Involvement Plan. |

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