

Current 2011-12 Division/Office goals, objectives and strategies

Overall Mission Integrate equity and diversity into all aspects of MPS in order to provide the best quality education to our diverse student body and foster lasting relationships with families and community	Specific objectives, over specified time period	Outcome measures and performance targets¹	Strategies	Budget resources secured? • Yes or no? • If no, how much is needed?	Other resources secured or needed?
Diversity Partnerships 1. Build external and internal community support Core Priorities for 2011-12 Strategies for Black and Brown Boys High Priority and Turnaround School Interventions	1.1 Collaborate with corporate employee resource groups and community partners to attract 300 diverse volunteers and create (3) long lasting partnerships with external organizations during 2011-2012	1.2 Increase student relationships to college connections and exposure to post-secondary opportunities 1.3 Increase student participation in 100 Strong 1.4 Increase volunteer and corporate sponsorship participation in 100 Strong	1a. Develop a student centered partnership with the employee resource groups and community organizations. (100 Strong) 1b. Provide resource support to students through inspirational leadership exposure 1c. Develop strategies to connect students to higher education and employment options 1d. Continue to explore life opportunities for students outside of school	Yes	Corporate Employee Resource Groups- Chambers of Commerce Community Organizations Professional Associations Colleges and Universities

¹ Individual strategies will also have measures of their effectiveness, but for this template please focus on the outcome measures of the specific objective.

<p>Business Partner Diversity</p> <p>2. Increase MPS spend with diverse vendors</p> <p>Does not clearly align with Vision, Core Strategies, Foundation or 2011-12 Core Priorities</p>	<p>2.1 Increase proportion of dollars spent with diverse business partners (women and minority owned) businesses during 2011-2012</p>	<p>2.2 Dollars directed toward vendors identified as being diverse divided by total vendor budget</p>	<p>2a. Host (2) MPS business partner diversity networking events with minority, women, GLBT, disabled and veteran business communities</p> <p>2b. Develop customized registration and referral source for MPS departments to retain diverse businesses</p> <p>2c. Assist with the development and implementation of contract management system to measure business partner diversity participation</p>	<p>Yes</p>	<p>Collaborative partnership with MPS Purchasing Department to measure women and minority spend</p> <p>MPS Departments will be accountable for implementing and measuring vendor diversity within their area (</p>
<p>Workplace Inclusion</p> <p>3. Achieve faster resolution of ADA requests and sexual harassment and human rights discrimination complaints</p> <p>Fix policies and practices that enable racial, disability and GLBT inequality</p>	<p>3.1 Reduce average processing time for Equal Employment Opportunity (EEO) and Americans with Disability Act (ADA) filings during 2011-2012</p>	<p>3.2 Successfully resolve EEO and ADA filings within 90 days of intake</p>	<p>3a. Conduct ADA and disability services educational training for principals and supervisors</p> <p>3b. List ADA accommodation and EEO request procedures on MPS website</p> <p>3c. Conduct ongoing system analysis with Legal and Employee Relations Departments regarding interconnectedness between ADA, FMLA, & Worker's Compensation</p>	<p>Yes</p> <p>Training resources needed from fund 18</p>	<p>Collaborative partnership with Legal and HR departments</p>

			<p>3d. Communicate with staff, students, families and community about the provision of services and accommodations for the disabled</p> <p>3e. Conduct “Toolkit for Diversity” training and coaching for school and department leadership</p>		
<p>Workplace Inclusion</p> <p>4. Create an environment characterized by trust, respect and understanding that leverages equity and diversity</p> <p>Fix policies and practices that enable racial, disability and GLBT inequality i</p> <p>Deepen parent/family/(community) relationships)</p> <p>Organizational Health/Culture</p> <p>Specific Strategy for Brown and Black Boys</p> <p>ELL Strategy</p> <p>Strengthen Leadership</p>	<p>4.1 (1) Equity Listening Session and (4) Equity Leadership Sessions in 2011-12</p> <p>4.2 (4) District Equity Leadership Sessions in 2011-12</p>	<p>4.3 Cabinet and Board understanding of Equity and how to use Equity Problem Solving Lens</p> <p>4.4 New ELL Teachers understanding of Equity and how to use equity strategies to achieve academic results for students</p> <p>4.5 New Teacher Coaches understanding of Equity and how to use equity strategies to mentor/coach fellow teachers</p>	<p>4.a Conduct Equity Leadership Institutes</p> <p>4.b Conduct District Equity Leadership Team trainings</p> <p>4.c Communicate with staff, students, families and community about how equity leadership will improve student academic success for all students</p>	<p>Yes (Integration resources for 2011-12 and 2012-13)</p> <p>Resources will need to be replaced for 2013-2014</p>	<p>Collaboration with various departments to allocate time for professional development</p> <p>Commitment for MPS Cabinet to continue as Equity Leaders</p>

<p>Workplace Inclusion</p> <p>5. Recruit and retain workforce diversity to best serve diverse student body</p> <p>Specific Strategies for Black and Brown Boys</p> <p>Organizational Health/Culture</p>	<p>5.1 Increase recruitment and retention rates for diverse teachers and staff during 2011-2012</p>	<p>5.2 Hiring and Attrition rates of diverse staff</p>	<p>5a. Develop multicultural partnerships and collaborations to diversify talent pool for interview and selection process</p> <p>5b. Retain workplace diversity through professional development and staff support</p> <p>5c. Assist Human Resources in establishing a performance management system that recognizes and rewards diverse employee retention</p> <p>5d. Assist Human Resources in creating employee resource groups</p>	<p>No</p>	<p>Human Resources Collaboration (Strategic Workforce and Office of Professional Development)</p>
<p>Workplace Inclusion</p> <p>Out 4 Good</p> <p>6. Create an environment where all GLBT students, families, community members and employees are welcomed, valued, appreciated and treated with dignity and respect</p> <p>Build external and internal community support</p> <p>Organizational Health/Culture</p>	<p>6.1 Create safe and supportive schools for gay, lesbian, bisexual and transgender students, staff and families during 2011-2012</p>	<p>6.2 Decrease GLBT student bullying during 2011-12</p> <p>6.3 Increase GLBT focused leadership, reporting and solutions training for MPS leadership</p> <p>6.4 Increase GLBT focused equity and diversity training attendance during 2011-2012</p>	<p>6a. External Consultant providing training and consultant services</p> <p>6b. Increase partnerships with employee resource groups</p> <p>6c. Implement, measure and monitor GLBT Resolution</p>	<p>No</p>	<p>Collaborative Partnership with OCR, REA, Associate Sups and Human Resources</p>

<p>Equity and Closing the Opportunity Gap (Integration)</p> <p>7. Provide system-wide oversight, direction and support of the District integration plan</p> <ul style="list-style-type: none"> a) Increase interracial student contact b) Eliminate racial predictability of student achievement <p>Specific Strategies for Black and Brown Boys</p> <p>High Priority and Turnaround School Intervention</p> <p>Organizational Health/Culture</p>	<p>7.1 Design and support an evaluation process to measure progress of the integration plan goals during 2011-2013</p>	<p>7.2 Increased interracial student contact within schools and throughout school district</p> <p>7.3 Eliminate racially isolated schools</p> <p>7.4 Decrease the racial achievement/opportunity gap</p>	<p>7a. Increased achievement for all students with emphasis on protected class students</p> <p>7b. Increased cultural proficiency of teachers and school staff</p> <p>7c. AVID</p> <p>7d. AchieveMpls</p> <p>7e. Check and Connect</p> <p>7f. Magnet Schools</p> <p>7g. Equity Training</p>	<p>Yes, until Integration Funding ends in FY 2013-14</p>	<p>Minnesota Department of Education</p> <p>MPS Departments</p> <p>Finance Department</p> <p>Academic Department</p>
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