

**By 2028, MPS will have sufficient schools to offer equitable programming to all students and sufficient fully licensed staffing to fill all classrooms.**

Activities and Milestones	23–24	24–25	25–26	26–27	27–28
By 2028, MPS will have increased the teacher fill rate for CSI schools by 5% each year.	X	X	X	X	X
A larger continuous talent pool will be created using pathways for internal candidates and students as well as out-of-state recruitment.	X	X	X	X	X
A plan will be developed to address census and enrollment patterns, space allocations, equity of programming, and student-teacher ratios to better serve the students and families.	X	X	X	X	X
The school’s day will be redefined to ensure sufficient instructional minutes for students, opportunities for professional learning/collaboration with staff, and extracurricular engagement for students.	X	X	X	X	X

Activities and Milestones	Strategic Planning 2023–2024											
	July	August	September	October	November	December	January	February	March	April	May	June
Human Resources will continue to offer the CSI incentives.	X	X	X	X	X	X	X	X	X	X	X	X
Identify the schools/departments that are in need of additional assistance to improve climate and culture.						X	X					
Analyze referrals, suspensions, and staff and student attendance by school.	X	X	X	X	X	X	X	X	X	X	X	X
Ensure that schools are clean, organized, and welcoming throughout the school year.		X	X	X	X	X	X	X	X	X	X	X
Expand pathways for MPS students to explore careers in education, increasing from two school-based programs to three school-based programs.					X	X	X	X	X	X		
Engage in external job recruitment opportunities.	X	X	X	X	X	X	X	X	X	X	X	X
Develop a part-time <b>school support</b> option that allows local college students to spend 3–15 hours per week in a building to work with the students.						X					X	X



Strategic Planning 2023–2024												
Activities and Milestones	July	August	September	October	November	December	January	February	March	April	May	June
Create a document that presents three options for adult professional learning based on data from districts similar to the demographics of MPS that have shown academic achievement (include the Council of the Great City Schools).			X	X	X	X	X	X	X	X		
Survey staff and administration regarding the three options to determine which is most agreeable.						X	X	X	X	X		
Study the collected feedback and make adjustments.							X	X				
Make recommendations for a new schedule.								X				
Meet quarterly to review data, and adjust the plan based on progress and data.				X			X		X			X