

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										
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 paraprofessional 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 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							
Survey staff and administration regarding the three options to determine which is most agreeable.						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