

We  
specialize  
in students



# Strategic Plan 2017-2018

**MINNESOTA TRANSITIONS CHARTER SCHOOL**  
K-12 Academic Community



Draft June 2017

**We build  
relationships  
to support  
each other**

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# **MINNESOTA TRANSITIONS CHARTER SCHOOL**

## **K-12 Academic Community**



Draft June 2017

# MTCS Core Values



## **Be Respectful**

- Show consideration for self, others and property

## **Be Responsible**

- Carry out obligations in a dependable manner
- Acknowledge the consequences and rewards of one's choices
- Contribute to society

## **Appreciate and Celebrate Diversity**

- Recognize and honor the dignity of each individual
- Celebrate differences among culture, gender and ability
- Work cooperatively with others and resolve conflicts

## **Have Integrity**

- Display honesty, perseverance, confidence and pride
- Show the courage of your convictions
- Be trustworthy

## **Have Compassion For Others**

- Show empathy, generosity, kindness, patience and sensitivity



**1. Goal: Increase productivity and align all resources to strengthen and support student success.**

Strategies	Actions	Responsible	Timeline
Strategy 1: MTCS utilizes a leadership structure that supports board development, communication and an active relationship with the legislature, authorizer and other charter schools	Action 1: Develop and implement a legislative platform that supports the needs of MTCS schools, students and programs	Governing Board, Superintendent	Ongoing
	Action 2: Establish Governing Board Committees and train membership to be effective in the governing process (executive, academic, finance and personnel)	Governing Board, Superintendent	July 1, 2017
	Action 3: Governing Board will revise and develop comprehensive and effective policies for MTCS	Superintendent, Governing Board (Legal)	August 1, 2017 and Ongoing
	Action 4: Create a plan/schedule for board training in governance		
Strategy 2: Administrative structure provides a clear and transparent process for leadership in the district	Action 1: Utilize a shared leadership model to ensure quality decisions in planning and implementation	Superintendent, Cabinet	Ongoing
	Action 2: Update district publications, organizational systems and processes (e.g. Management Manual, behavior policies, professional development, registration process, hiring, crisis planning)	Superintendent, Cabinet	October 1, 2017
	Action 3: Establish a clear and regularly used communication process		
Strategy 3: Financial management of MTCS is transparent, thorough and follow state and federally mandated rules and processes	Action 1: Budget development is transparent and monitored monthly	Superintendent, Finance, Cabinet	Ongoing
	Use regular updates and clarification of enrollment to guide a responsible budget		

Strategies	Actions	Responsible	Timeline
	Action 2: Annually review leases, space needs, facility improvements and human resource allocation	Superintendent(s), Finance, Cabinet	Annually
	Action 3: Establish a Fund Balance goal of 8-15%	Superintendent(s), Finance Staff	Ongoing
	Action 4: Develop a salary schedule that is competitive and affordable  Monitor and make salary market adjustments as needed	Superintendent(s), HR, Finance Staff, Cabinet	December 31, 2017



**2. Goal: Increase student engagement, growth and success through an inclusive and strength-based culture.**

Strategies	Actions	Responsible	Timeline
Strategy 1: Deliver a quality education – eliminate the opportunity gap, improve the graduation rate, and provide an equitable education with proficiency and growth targets to scale up student success	Action 1: Collaboratively develop a focused professional development plan to target equity; staff beliefs, knowledge and skills; school climate and behavior; and curriculum and instruction	Director of Curriculum, Cabinet	August 15, 2017
	Action 2: Use multiple data sources, social/emotional learning exemplars, academic standards and best practice interventions to focus and align curriculum development  Use Pillsbury United Communities Performance Framework to guide work	Director of Curriculum and Instruction, Cabinet, Southwest Service Cooperative Advocate and Staff, Pillsbury United Communities leadership	Ongoing

Strategies	Actions	Responsible	Timeline
	Action 3: We will ensure quality instruction by working through culturally proficient systems, multi-tiered systems of support and school-wide restorative practices	Building Leadership, Director of Curriculum and Instruction, Cabinet, Teacher Leaders	Ongoing
Strategy 3: Increase connections and engagement with families	Action 1: Establish a clear communication route with families	Superintendent(s), Director of Marketing/Communication, Cabinet, Staff, Families, Community Partners	Fall 2017 and Ongoing
	Action 2: Increase family voice and engagement in decision making when appropriate	Superintendent(s), Director of Marketing/Communication, Cabinet, Staff, Families, Community Partners	Ongoing
	Action 3: Develop strategies through community participation to increase parent/guardian attendance to academy functions and engagement in the community  Inventory and adjust programmatic and community events to bring families into academies	Superintendent(s), Director of Marketing/Communication, Cabinet, Staff, Families, Community Partners	Fall 2017
	Action 4: Implement a family support program to help parents/guardians navigate and advocate for their children	Superintendent(s), Cabinet, Staff, Community Partners	February/March 2018

Strategies	Actions	Responsible	Timeline
Strategy 4: Develop structures for improvement that include external partnerships and agreements based on the needs of our students and their families	Action 1: Create a comprehensive plan for student success, including mental health, medical, dental, social services and other needs for a high poverty, high homelessness and large Special Education population (Expand work if applicable)	Superintendent(s), Cabinet	Ongoing
	Action 2: Expand connections with effective partners and work closely with city, county and state agencies that assist in supporting student success	Superintendent(s), Cabinet	Ongoing
	Action 3: Partner (and purchase where necessary) with nonprofit, foundations and other organizations that can support student learning and student activities, e.g. YMCA, Sanneh Foundation, Youth Determined to Succeed and others	Superintendent, Cabinet	Ongoing
	Action 4: Research and implement successful methods for engaging families in urban education settings such as ours Implement school improvement plans based on this research	Cabinet, Building Leadership, Families, Partner Agencies	Ongoing
Strategy 5: Use the lens of racial equity in program development and cultural competency in curriculum development and instruction	Action 1: Provide ongoing and comprehensive cultural awareness and competence professional development to all employees and board members (Training to be comprehensive, ongoing and embedded in all district-wide PD and monthly in school-wide PD)	All employees/Governing Board	Fall 2017 and Ongoing

Strategies	Actions	Responsible	Timeline
	Action 2: Curriculum development and resource selections should be holistic and reflect the students in our schools	Director of Teaching and Learning, Curriculum Director	Ongoing
	Action 3: Behavior approaches and processes should disrupt the school to prison pipeline for select groups of students	Superintendent(s), Cabinet and Building Administrators	Summer 2017
	Action 4: Implement Restorative Practices and behavior approaches that create a building climate that is positive, inclusive and conducive to a quality education for each student	All Employees	Summer 2017 and Ongoing



### 3. Increase engagement and establish a clear and consistent identity of MTCS

Strategies	Actions	Responsible	Timeline
Strategy 1: Develop a communication structure that is transparent and comprehensive, serves to maintain strong connections within the district and grows the enrollment of students	Action 1: Establish and utilize internal/external communication and marketing plans to provide a clear understanding of district work	Superintendent(s), Director of Marketing/ Communications	July 1, 2017 and Ongoing
	Action 2: Strategically work to establish a positive and effective brand to expand recruitment and retention efforts	Superintendent(s), Director of Marketing/ Communications	Ongoing
	Action 3: Promote what is unique and compelling about MTCS to the community through earned, owned, shared and paid marketing	Superintendent(s), Director of Marketing/ Communication, Staff, Families & Community	Ongoing



Strategies	Actions	Responsible	Timeline
Strategy 2: Complete needs assessment and refresh of needed parts of branding, including marketing components, customer experience and product	Action 1: Improve quality of content and strategic use of marketing/communications (Base decisions on organization's strategic goals and evidence collected)	Superintendent(s), Director of Marketing/ Communications	July 1, 2017 and Ongoing
	Action 2: Develop procedures, templates and staff development for branding guidelines to increase the number of brand advocates	Superintendent(s), Director of Marketing/ Communications Director	August 1, 2017 and Ongoing
	Action 3: Address targeted components of customer experience (space presentation, staff/community relations, consistency, culture, inclusion/ equity, expectations, etc.)	Superintendent(s), Director of Marketing/ Communication, Cabinet, Staff	Sept 1, 2017 and Ongoing
	Action 4: Use academically rich opportunities, choice and student voice to increase equitable, valued and personalized learning	Superintendent(s), Director of Curriculum, Site Administrators, Staff, Students, Families	Ongoing
Strategy 3: Explore identity and potential new brand development	Action 1: Collect evidence of brand awareness	Director of Marketing/ Communications	Ongoing
	Action 2: Follow rebranding steps if evidence continues to point to the need	Director of Marketing/ Communication, Community Representatives	Fall 2017

