

EQUITY IMPACT AND ASSESSMENT

The Opportunity Gap between students of color and white students in Minneapolis Public Schools is unacceptable. Our school is working to change practices and systems using the MPS Equity Framework for Transformational Change.

- We will be working with all staff and students to build capacity for this work because we believe that teaching and learning takes place in the classroom, in the halls, in the staffroom, in the school, and beyond, and involves everyone all the time.
- We will be assessing the equity impact of this Family Involvement Plan (FIP) on a yearly basis.
- We will review attendance patterns for targeted student & family groups.
- We will review and incorporate family feedback for our family engagement strategies.
- We will utilize “Guiding Questions” to ensure that our FIP strategies align with Acceleration 2020, our school’s School Improvement Plan (SIP), and the MPS Equity Framework for Transformational Change.

GUIDING QUESTIONS: Use the following questions as your school develops your FIP, as well as when your school is assessing its FIP strategies.

- Do the strategies listed in your FIP directly support your SIP goals? In what specific ways?
- Do the strategies listed in your FIP directly support Acceleration 2020 Goals? In what specific ways?
- Are the strategies in your FIP successfully engaging targeted student groups and families that have been historically underrepresented? What evidence do you have to support this? Are the parent/family take-aways from these activities helping your school to reach your specific SIP goals?
- Do strategies in your FIP combine academics with relationship-building? In what ways?
- Do strategies in your FIP build on the value of families as partners or family leadership? In what ways?

ASSESSING THE EQUITY IMPACT OF YOUR FIP STRATEGIES:

- Review attendance patterns for targeted student & family groups most impacted by the opportunity gap.
- Utilize the “Guiding Questions” above to monitor the effectiveness of your FIP.
- Summarize & document your findings right on your FIP so that you can refer back to it later.

If you would like more information about please contact **Principal or Equity Team Lead: Name & Contact Information below**

SITE CONTACT INFORMATION

Our school has staff members available for families to discuss this plan, and ask questions about family engagement opportunities.

School	Seward Montessori
Principal	Tammy Goetz
Equity Team Lead	Erin Kasper
Family Liaison	Mary Delander
Bilingual Family Contact (if other than Family Liaison)	Saeed Hussien & Abdullahi Abdulle

Creating a Warm and Welcoming Environment

<p>Transitions between schools can be challenging, and we work to help families as their children start and leave our school.</p>	<p>Best Practices:</p> <ul style="list-style-type: none"> We will host an Open House to welcome new and returning families on August 25, 2016 We share a welcome packet or school handbook with all of our families on October 2016 For schools with entering kindergarteners, we will coordinate transition with ECFE and Pre-K.
<p>We believe that all families should feel welcome in our school.</p>	<p>Best Practices:</p> <ul style="list-style-type: none"> We will work with all school staff to ensure that all families are greeted warmly when they enter the building. We will display culturally-relevant student art and work near the school entrance and around our building. We will create a family “suggestion/comment” box for our main office.

Partnering with Families

<p>We will partner with families every year to rewrite our school FIP (Family Involvement Plan) and will share it with our community.</p>	<p>Best Practices: Check All That Apply</p> <ul style="list-style-type: none"> We will host a FIP meeting and invite all families on January 12, 2017 We will send home FIP survey to all families on December 7, 2016 We will translate family friendly FIP for all language populations over 10% in our school. We will share FIP survey at school events. We will send family friendly FIP to families via backpacks. We will post the FIP on our school website. We will let families know FIP copies are available in the main office. <p>Ongoing Equity Impact Assessment of Strategies: The strategies are aligned to our SIP to build positive relationships with our families and help them make connections at our school to best support their children. We are also transparent with our families and share our SIP, FIP, and gain feedback on our budget to ensure we are meeting the needs of students.</p>
<p>We will partner with families in the yearly review and improvement of our school SIP (School Improvement Plan).</p>	<p>Best Practices: Check All That Apply</p> <ul style="list-style-type: none"> We will review and improve our SIP with our site council on October 2016 We will invite all families to participate in the SIP review process on October 2016 We will review and improve our SIP with our PTA/PTO on January 12, 2017 We will share a SIP summary with families at school events on November 10, 2016 We will translate our SIP Summary. We will post our SIP on our school website. : www.seward.mpls.k12.mn.us <p>Ongoing Equity Impact Assessment of Strategies: The strategies are aligned to our SIP to build positive relationships with our families and help them make connections at our school to best support their children. We are also transparent with our families and share our SIP, FIP, and gain feedback on our budget to ensure we are meeting the needs of students.</p>

Partnering with Families (continued)

<p>We believe that shared responsibility between our school, families, and students is critical for high student academic achievement.</p>	<p>Requirements:</p> <p>We will partner with families to review, and revise as needed, our school’s School-Parent-Student Compact on January 2017 www.seward.mpls.k12.mn.us</p> <p>We will discuss this School-Parent-Student Compact at our school Parent-Teacher Conferences as the compact relates to the individual child.</p> <p>Best Practices: Check All That Apply</p> <p>We will post our compact on our school website. We will send our compact home by including it in our school Handbook or Newsletter on October 2016</p>
<p>We will look at all family input as a part of our FIP review process</p>	<p>Requirements:</p> <p>Include evidence of all family Input. Include evidence of how family input was obtained. Include evidence of how family input was used to revise your FIP.</p>
<p>We will involve families in how we spend our Title I funding.</p>	<p>Requirements:</p> <p>We shall provide other reasonable supports for family involvement activities as parents may request. We will conduct a simple Barriers to School-Involvement survey with families and will use it to determine additional supports needed. We will host an annual Title I meeting to involve families in how we spend Title I funds and to inform them of their right to be involved (can be in conjunction with other meeting). Include evidence of all family input on Title I spending.</p> <p>Additional Strategies (please note):</p>

Communication and Access

<p>We believe that ALL families should have equitable access to information from our school. We will communicate equitably with families in a way that works for families, including LEP, HHM, SpEd, and Migratory Families.</p>	<p>Best Practices: Check All That Apply</p> <ul style="list-style-type: none"> We will translate our school to home communications for all family language populations over 10% in our school. We will communicate with families via robo-call. We will communicate with our families via school website We will communicate with families via paper updates/newsletters. <p>Ongoing Equity Impact Assessment of Strategies: Our SIP goal for attendance is specifically around engaging our new to Seward families in the building. The goal is to help families become familiar and comfortable with the school and ensure their children attend school everyday. By communicating with them frequently via phone calls, robo-calls, emails, and backpack letters we are supporting our SIP goal. In addition, our goal is to translate communication home in Somali for our non-English speaking families to ensure they are receiving the same messaging as our English speaking families.</p>
<p>We will work to ensure families have access to our school meetings.</p>	<p>Best Practices: Check All That Apply</p> <ul style="list-style-type: none"> We will inform all families of meetings in advance so they can make arrangements to attend. We will provide childcare as needed. We will conduct home visits/home conferences. <p>Ongoing Equity Impact Assessment of Strategies: We family our families are our partners, and therefore we need to make school events accessible for all families to attend. Our school social worker will conduct home visits with teachers if it is needed to best support a child.</p>

Connecting Families to Resources

<p>We will share information with families about the Minnesota Parent Resource Center (PACER Center).</p>	<p>Best Practices: Check All That Apply</p> <ul style="list-style-type: none"> We will have information on PACER Center available in our Main Office. We will post information on PACER Center on our school website. We will refer families to PACER as needed.
<p>We will encourage & support families in more fully participating in their childrens' education.</p>	<p>Best Practices: Check All That Apply</p> <ul style="list-style-type: none"> We will connect Community Partners to our Families at events or meetings, or by referral. If appropriate, we will coordinate with Pre-K/ECFE on Family Involvement Activities. <input type="checkbox"/> <p>Ongoing Equity Impact Assessment of Strategies: 2016-17 is our first year with High 5 program, with the goal to have a larger impact on our community from a younger age. In addition, the more we can engage our families are welcome them to Seward, the higher our attendance and academic performance will be.</p>

Capacity Building

<p>We will help build the capacity off families to support their children’s academic achievement.</p>	<p>Requirements: We will provide materials and training to help parents work with their children to improve student achievement.</p> <hr/> <p>Best Practices: Check All That Apply</p> <p>We will encourage families to attend monthly Parent Advisory Council Meetings (Latino PAC, Somali PAC, Hmong PAC, African American PAC, District PAC, & BOE PACs) <input checked="" type="checkbox"/> We will, if applicable, help families sign up for Parent Portal.</p> <p>Ongoing Equity Impact Assessment of Strategies: We share this information through our school monthly newsletter, the SPLASH. This is published and sent home and also on the school website. Our middle school team and counselor consistently and on-going help families sign-up for the parent portal.</p>
<p>We will build the capacity of our school staff to increase family engagement.</p>	<p>Requirements: We will provide staff PD around the value of and best practices for collaborating with families. We will invite families to assist with in the planning and implementation of these PDs.</p> <hr/> <p>Best Practices: Check All That Apply</p> <p>We will connect community partners to our families at events or meetings, or by referral. If appropriate, we will coordinate with Pre-K/ECFE on family involvement activities.</p> <p>Ongoing Equity Impact Assessment of Strategies: Our family liaison connects our families with organizations along with our school social worker and counselor.</p>

Engaging Families in Academic Achievement	
<p>We believe that engaging families in their students' academic achievement is extremely important. When families have the Information they need they are able to better advocate for their students.</p>	<p>Requirements:</p> <ul style="list-style-type: none"> ☑ We will provide frequent reports to Families on their Students' Progress. ☑ We will provide Parents with reasonable access to staff, to their child's classroom, and to Volunteer Opportunities.
	<p>Best Practices: Check All That Apply</p> <p>We will encourage all families to Volunteer by making it fun and by letting them select their volunteer activity. Parents can sign up through the school website to volunteer. We will communicate with families about student progress via phone calls and emails throughout the school year.</p> <p>Ongoing Equity Impact Assessment of Strategies: Through our school website, families can volunteer at Seward. We also make this information available to families at our open house, curriculum nights, and conferences, as well as through backpack letters home. Teachers consistently communicate with families through newsletters, emails, phone calls, and the Middle School update.</p>
<p>We understand that it is valuable for families to understand grade-level content & achievement standards, how to read results for state and local tests, and how to monitor their student's progress.</p>	<p>Best Practices: Check All That Apply</p> <p>We will host a meeting to go over grade-level content and achievement standards. We will inform families about how to read test results via email, website, robocall, or paper sent home. We will include this information in our school Handbook or Newsletter. We will make sure information is translated so it is useful to Families, either by the state, the district, or our school.</p>
<p>We want to inform families about how we spend our school's Title I dollars, and about our school's academic enrichment programs.</p>	<p>Requirements:</p> <p>All Title I Families must be notified in a timely manner about all Title I Programming and enrichment opportunities.</p>
	<p>Best Practices: Check All That Apply</p> <p>We will create a monthly program calendar, will translate it and share it via website & backpack. We will work to ensure that all families receive this information equitably (same time-frame).</p>

Engaging Families in Academic Achievement (continued)

<p>We want families to be engaged in decisions about their students' education and we want families to feel we are responsive.</p>	<p>Best Practices: Check All That Apply</p> <p>We will offer flexible and meaningful opportunities for family involvement in leadership, volunteerism, questions/concerns, and feedback specifically concerning their students' education.</p> <p>We will respond to family input in a timely manner and will be transparent about how feedback is used.</p>
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