

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	The FAIR School
Principal	Mary Pat Cumming
Equity Team Lead	Kayci Rush, School Social Worker
Family Liaison/Bilingual Contact	Kenny Maxey, Kendra Kecker
Associate Principal	Mary Pat Cumming

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>We will host an Open House to welcome new and returning families on August 24, 2017.</p> <p>We share a welcome packet or school handbook with all of our families via School Messenger and our website in September, 2017.</p>
<p>We believe that all families should feel welcome in our school.</p>	<p>We will work with all school staff to ensure that all families are greeted warmly when they enter the building.</p> <p>We will display culturally-relevant student art and work around our building.</p>

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>We will host a FIP meeting and invite all families during spring conferences.</p> <p>We will send family friendly FIP to families via email in October, 2017</p> <p>We will post the FIP on our school website.</p> <p>We will let families know FIP copies are available in the main office.</p>
<p>We will partner with families in the yearly review and improvement of our school SIP (School Improvement Plan).</p>	<p>We will invite all families to participate in the SIP review process on October 26, 2016.</p> <p>We will share a SIP summary with families at school events and have it available in our documents display in the main entrance to the school office beginning October 26, 2017.</p> <p>We will post our SIP on our school website: http://fair.mpls.k12.mn.us</p> <p>Ongoing Equity Impact Assessment of Strategies:</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 October 25, 2017. We will also place a copy of the compact on our website: http://fair.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>We will look at all family input as a part of our FIP review process</p>	<p>We will post our compact on our school website.</p> <p>We will send our compact home by including it in our backpack and on our website in October, 2017.</p>
<p>We will involve families in how we spend our Title I funding.</p>	<p>Requirements:</p> <p>Include evidence of all family Input from our State of the Schools Meeting, October 26, 2017 in preparing the FIP.</p> <p>Requirements:</p> <p>We shall provide other reasonable supports for family involvement activities as parents may request.</p> <p>We will conduct a simple Barriers to School-Involvement survey with families and will use it to determine additional supports needed.</p> <p>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). This meeting was held on October 26, 2017.</p> <p>The Title I budget was discussed at the October 26, 2017 Title I meeting and families were consulted on the use of Title I funds.</p> <p>Additional Strategies (please note):</p>

Communication and Access

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.

We will communicate with families regularly via robe-call and School Messenger email systems.

We will communicate with families via our school website, Facebook and Twitter.

Ongoing Equity Impact Assessment of Strategies:

We will work to ensure families have access to our school meetings.

We will inform all families of meetings in advance so they can make arrangements to attend.

We will provide childcare as needed.

We will provide transportation as needed.

We will conduct home visits/home conferences.

We will conduct phone conferences/conversations as necessary.

Ongoing Equity Impact Assessment of Strategies:

Connecting Families to Resources

<p>We will share information with families about the Minnesota Parent Resource Center (PACER Center).</p>	<p>We will have information on PACER Center available in our Main Office.</p> <p>We will post information on PACER Center on our school website.</p>
<p>We will encourage & support families in more fully participating in their childrens' education.</p>	<p>We will create our own Family Resource Space with Resource Information in our main office entryway.</p> <p>We will connect Community Partners to our Families at events or meetings, or by referral.</p> <p>We will utilize our Social Work Internship program with Graduate level students to provide support to students and families</p> <p>Ongoing Equity Impact Assessment of Strategies:</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>We will encourage families to attend monthly Parent Advisory Council Meetings (Latino PAC, Somali PAC, Hmong PAC, African American PAC, District PAC, & BOE PACs).</p> <p>We will provide technology training for families.</p> <p>We will help families sign up for Parent Portal.</p> <p>Ongoing Equity Impact Assessment of Strategies:</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.</p> <p>We will train a cadre for home visits. We will apply for an Innovation Grant from QComp to support this work.</p> <p>We will invite families to assist with in the planning and implementation of these PDs.</p> <hr/> <p>We will connect community partners to our families at events or meetings, or by referral.</p> <p>Ongoing Equity Impact Assessment of Strategies:</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: We will provide frequent reports to Families on their Students' Progress.</p> <p>We will provide Parents with reasonable access to staff, to their child's classroom, and to Volunteer Opportunities.</p> <p>We will encourage all families to Volunteer by making it fun and by letting them select their volunteer activity.</p> <p>We will create a calendar/plan to ensure more frequent academic achievement-focused calls to families at home for students in High School through our OnTrack system. We will log calls and connections to families to support out MTSS strategies.</p> <p>Ongoing Equity Impact Assessment of Strategies:</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>We will have all staff develop syllabi to be shared with families for each course so they have a clear understanding of the expectations and pathway for each course.</p> <p>We will include copies of all syllabi on our website.</p> <p>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: All Title I Families must be notified in a timely manner about all Title I Programming and enrichment opportunities.</p> <p>We will create a monthly program calendar, and share it via website.</p> <p>We will work to ensure that all families receive this information equitably (same time-frame).</p>

Engaging Families in Academic Achievement (continued)

We want families to be engaged in decisions about their students' education and we want families to feel we are responsive.

We will offer flexible and meaningful opportunities for family involvement in leadership, volunteerism, questions/concerns, and feedback specifically concerning their students' education.

We will conduct home visits or meet with families in locations other than school as needed or requested.

We will respond to family input in a timely manner and will be transparent about how feedback is used.