



Mahtomedi Public Schools

Independent School District #832

Dellwood, Grant, Hugo, Lake Elmo, Mahtomedi, Oakdale, Pine Springs, White Bear Lake, and Willemie

Diversity/Integration Plan 2008-2009

Independent School District #832

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Purpose:

To address the Minnesota Desegregation Law in collaboration with North St. Paul/Maplewood/Oakdale District 622, EMID District 6067, and Mahtomedi's District 832 to provide equal educational opportunities for all students.

District 622 Integration Equity Mission Statement:

"District 622 will create positive school and community environments, which provide equal opportunities for all students to be academically successful and multi-culturally literate citizens."

EMID Program Goals:

Student Achievement-

EMID will support inclusive learning environments of high expectations where all students have opportunities to achieve academic success.

Racial Integration-

EMID will design and strengthen initiatives that increase interracial contact, expand cultural understanding and support academic achievement.

Leadership-

EMID will promote high-level collaboration among member districts.

District 832 Goals:

- 1. Increase student performance and overall school excellence through continuous improvement strategies.*
- 2. Plan strategic program development and collaboration with racially isolated sites to improve student outcomes.*
- 3. Create classrooms that reflect the belief that there are individual differences in student and teacher talents, cultural and cognitive styles, and experiences that address the climate of culturally compatible classrooms.*

Goal 1: Increase Interracial/Intercultural Student Contact

Target Areas, Strategies and Evaluation:

Area A: *Increase student participation in culture/diversity groups (such as Interact, Shades of Youth, language clubs).*

Strategies include but not limited to:

- Work with NSP/EMID to provide training for these groups and their advisors
- Encourage and provide opportunities for partnerships with North St. Paul and/or St Paul students

Evaluation:

- Identify and count number of students participating in activities sponsored by these groups and partnerships within the district

Area B: *Diverse ethnicities will be reflected in curriculum, activities, and artifacts, throughout the schools during the 2008-09 school year.*

Strategies include but not limited to:

- Staff will be paid to create inclusive curriculum and activities
- Provide additional Trunk Training from the Multicultural Resource center
- Incorporate culturally specific speakers, films and performers in schools and individual classrooms for students, staff and community members

Evaluation:

- Track number of materials borrowed from MRC libraries
- Evidence of multiple perspectives will be seen in curriculum and activities created by staff members

Area C: *To increase number of North St. Paul/ St Paul partnerships, during the 2008-09 school year over the number of partnerships in 2007-08.*

Strategies include but not limited to:

- Use technology, such as the Video Conference equipment to help overcome distance and travel barriers
- Provide substitute or stipend for planning time
- Support building Principals and staff with partnership opportunities

Evaluation:

- Identify and count partnerships
- Collect student and staff reactions to partnerships

Goal 2: Improve Academic & Behavioral Programs and Student Activities to help close the Achievement GAP

Target Areas, Strategies and Evaluation:

Area A: Differentiate the instructional strategies to meet the needs of the students at their appropriate instructional level and learning style.

Strategies include but not limited to:

- Providing opportunity for students to practice at retrieval
- Vary the conditions of learning
- Disaggregate student data and use this information for instructional strategies
- Provide staff training for different instructional strategies
- Organize learner center environment
- Using technology to allow students alternate forms to represent their knowledge
- Use MAP and CBM testing to accurately place new and returning students in reading and math flexible Tiers of instruction
- SIOP for ESL Cluster teachers

Evaluation:

- Collect assessment data and disaggregate to review for strengths and weakness in curriculum areas.

Area B: Create and support after school programs and summer activities to increase academic skills that will help close the achievement GAP.

Strategies include but not limited to:

- Review student assessment and CBM to isolate the need area of academic instruction
- Distribute flyers and information about the Zephyr Action Program
- Support staff training and organization of program development
- Create scholarships to all day kindergarten for students on free and reduces lunch
- Create/support summer programming for at risk students

Evaluation:

- Evaluate student area of targeted improvements

Area C: *Decrease the number of office referrals for behavior incidence by providing a structured culturally responsive classroom.*

Strategies include but not limited to:

- Continue to communicate specific anti-bullying statements and procedures in all buildings
- Providing suggestions and training on Responsive Classroom
- Work with the buildings to develop Positive Behavioral Interventions across all settings

Evaluation:

- Review Building office referral data
- Review data according to student ethnicity
- Compare minor and major infractions

Goal 3: Through professional development create classrooms that reflect the individual differences in students.

Target Areas, Strategies, and Evaluation:

Area A: Create classrooms that reflect the belief that there are individual differences in student and teacher talents, cultural and cognitive styles, and experiences that address the climate of a culturally compatible classroom.

Strategies include but are not limited to:

- In-depth Knowledge of Different Cultural Groups
- Determination and Desire to Establish a strong student-teacher relationship with each student
- Ability and strategies to build bridges between the community culture and school culture
- Extensive variety of Instructional Strategies
- Continue to provide SEED opportunities in collaboration with NSP/EMID.
- Offer training specifically for support staff
- Promote regional/local diversity training speakers
- Offer staff a variety of diversity training opportunities
- Encourage Building Liaison initiatives
- Promote staff development partnerships with NSP/EMID Districts and schools including Technology Training

Evaluation:

- Training evaluation forms
- Staff development participation sheets

Goal 4: Improve communication and collaboration with NSP, EMID, and SPPS.

Target Areas, Strategies, and Evaluation:

Area A: *Educate families, students, and communities of Mahtomedi, North St. Paul/Maplewood/ Oakdale, and St. Paul about the school district and the district's integration programs.*

Strategies include but not limited to:

- Use communication devices already in place to communicate programs with families/community.
- Develop district and building marketing plan to welcome all families, including those from diverse populations and lower socio-economic households.

Area B: *Increase staff, student, and community understanding/involvement in EMID/NSP programs and activities.*

Strategies include but not limited to:

- Staff updates
- Coordinator meets with staff at each site each year
- Include articles in individual school newsletters.
- Encourage mention of NSP/EMID activities in the Globe, as part of individual school columns.
- Provide a link to NSP/EMID on our website

Evaluation:

- Track communications
- Track attendance.