Committee of the Whole

MPS Student Retention
Presentation by members of the MPS Enrollment Taskforce

August 27, 2019
Overview

• Enrollment declining at MPS
• Enrollment affects more than dollars from the legislature
• Enrollment allows MPS to meet educational needs of students in Minneapolis
Overview

Recruitment

+ Retention

Increased Enrollment at MPS
Retention Overview

• MPS lost almost 1,500 enrolled students last year
• More than 80% were students of color and Indigenous
• More than 50% were African American
Most common reasons for leaving:

- Discipline system – as applied to their own children and others
- Unresolved family/student requests
- Seeking door-to-door transportation or shorter walk zones
- Family moving – sometimes related to these issues
Tonight’s Agenda

• To start building common understanding of how school and building culture impacts student retention – and ultimately, recruitment

• To build awareness of role of new Enrollment Taskforce charged with impacting recruitment and retention

• To outline preliminary retention recommendations
From the Office of the Ombudsperson

• Parent requests transfer due to bullying concern that was reported and never resolved

• Parent requests transfer after student with a 504 plan was hurt

• Parent requests transfer because of continued frustration
Goal
Increase retention of students of color

Objective
Encourage a culture and climate throughout our district that nurtures a sense of safety and belonging through establishing safe, predictable, equitable practices around interacting with others – with high expectations for all
Strategies

1. Help MPS staff **understand the need**

2. Provide individualized support to **craft retention plans for all schools focusing on**:
   - Students absent 15-days (or less)
   - North Side Schools
   - 5th-6th transition
   - 8th-9th transitions
   - Registration after enrollment (summer)
   - Retention systems at schools

3. Build on the district’s upcoming **Culture and Climate Framework**, using that as goal for all schools
Strategy 1 – Help Stakeholders Understand Need

- District training for principals and clerical staff
- Design principal train-the-trainer curriculum for staff
- Share with Board
- Develop plans to share with families and students

Measurement of Success (in process)
- Staff surveys about awareness – pre- and post
- School family surveys – pre- and post
Strategy 2 – Build on upcoming MPS Culture and Climate Framework

• Vet proposed framework with school staff
• Tie framework into other existing priorities, including the Four Core
• Create retention plan template based on this framework
• Incorporate retention into School Improvement Plans

Measurement of Success
Deliverables
Strategy 3 – Provide individualized support to craft retention plans for all schools

- Create retention overviews for all schools – trends, losses, demographics – suggesting tangible goals for success
- Distribute retention plan templates with opportunities for individualization according to school need
- Provide individual retention planning support to 25 identified schools with greatest need

**Measurement of Success**
Increased retention over time as outlined in the plan
Retention/Recruitment Activities in Place

• Phone calls to enrolled – but not registered – students
• Summer registration available through Student Placement Office and pop-up sites
• School-by-school absentee assessments; creating better system
• School “relationship” programming (different by school): Link Crew, WEB, YCB, PBIS
• Support programs related to absences/retention/relationships (different by school): OnTrack, Check and Connect, Restorative Work
• Booths at community festivals/events this summer/fall
• Digital ads this summer/fall
• Summer emails encouraging registration to get bus
• “Take a Fresh Look” brochure and video
Taskforce in SY19-20

- Understand Climate and Culture goal state
- Recommend standard retention systems – incorporate into template
- Identify schools for individual attention
- Identify resources needed to provide that
- Evaluate per deliverables