Group Norms

❖ Be here now.

❖ Be open-minded.

❖ Assume positive intentions and take responsibility for impact.

❖ We will listen to each other (active listening). Listen to understand.

❖ We will speak respectfully to each other at all times.

❖ Never forget your WHY.

❖ What happens in our BRAVE space stays in our Brave space.

❖ Be empowered to CHAMPION diversity, equity, and inclusion.
Providing each student with what they need to thrive
Root Cause Analysis
Focus on Adult Behavior

Don’t Blame Teachers

Don’t Blame Kids

Don’t Blame Parents
1. The Problem IS...
Problems of Practice

The problem is …33% of MISD students do not read at or above grade level.
Problem of Practice

The problem is... 33% of MISD students do not read at or above grade level.

WHY?

Pandemic
- Parents could not support student learning
- Parents were forced to choose between work and or time with kids

Teachers can't connect to students
- Expectations of feeders is different in areas of the district
- No lived experience
2. If/Then Statement
If/Then Statement

If we were to do this...then...
(this is the root cause)

What - Develop the system
Why - Advocate
How - PDSA
5 Focus Areas

- Vision and Policy
- Academic Achievement
- Equity and Access
- Culture and Climate
- Curriculum
Guiding Statements

1. Students will read on level or higher by the beginning of third grade and will remain on level or higher as an MISD student.
   - Instructional supports, resources, access, and opportunities are equitably allocated based on the individual needs of students
   - Campus culture is responsive to student needs

2. Students will demonstrate mastery of Algebra II by the end of eleventh grade.
   - Instructional supports, resources, access, and opportunities are equitably allocated based on the individual needs of students
   - Campus culture is responsive to student needs

3. Students will graduate life ready.
   - Remove barriers to engage students and parents in gaining access to life-ready experiences
   - Provide access points for students to engage in their learning and social development process
   - Create home and community partnerships that will provide ongoing access to resources and opportunities for students and families

4. Students will graduate college and/or career ready.
   - Ensure all stakeholders, teachers, students, parents, and employees are educated on the readiness components
   - SAT/PSAT and career certification prep opportunities provided for all students

*Bullets represent department focus to support the guiding statements of the district*
Goals

Let’s make a deal!`