

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	Bryn Mawr Community School
Principal	Kristi Ward
Equity Team Lead	Annie Jenkin
Family Liaison	Members of the FIT – E team
Bilingual Family Contact (if other than Family Liaison)	TBD

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: Check All That Apply</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We will host an Open House to welcome new and returning families on August 24, 2017 (month/day/year). <input checked="" type="checkbox"/> We share a welcome packet or school handbook with all of our families on November 2017_(month/day/year). <input checked="" type="checkbox"/> For schools with entering kindergarteners, we will coordinate transition with ECFE and Pre-K. <input checked="" type="checkbox"/> For schools with entering kindergarteners with identified special education services, we will coordinate transition with ECSE and Pre-K.
<p>We believe that all families should feel welcome in our school.</p>	<p>Best Practices: Check All That Apply</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We will work with all school staff to ensure that all families are greeted warmly when they enter the building. <input checked="" type="checkbox"/> We will display culturally-relevant student art and work near the school entrance and around our building. <input checked="" type="checkbox"/> We will create a family “suggestion/comment” box for our main office. <input checked="" type="checkbox"/> We will create a family resource room with community resources and school community partnerships. This room is located in room 138 at the front entrance of the school.

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"> <input type="checkbox"/> We will host a FIP meeting and invite all families on _____(month/day/year). <input type="checkbox"/> We will send home FIP survey to all families on _____(month/day/year). <input type="checkbox"/> We will translate family friendly FIP for all language populations over 10% in our school. <input type="checkbox"/> We will share FIP survey at school events. <input checked="" type="checkbox"/> We will send family friendly FIP to families via email. <input checked="" type="checkbox"/> We will send family friendly FIP to families via backpacks. <input checked="" type="checkbox"/> We will post the FIP on our school website. <input checked="" type="checkbox"/> We will let families know FIP copies are available in the main office. <input checked="" type="checkbox"/> Other strategies (please note): We will include in our Site Council Family Involvement/budget survey components of the FIP. <input checked="" type="checkbox"/> Other strategies (please note): We will continue to provide the annual survey for our families through the work of the site council. <p>Ongoing Equity Impact Assessment of Strategies:</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"> <input checked="" type="checkbox"/> We will review and improve our SIP with our site council on September 19, 2017 (month/year). <input type="checkbox"/> We will invite all families to participate in the SIP review process on _____(month/year). <input checked="" type="checkbox"/> We will review and improve our SIP with our PTA/PTO on November 2017 (month/year). <input checked="" type="checkbox"/> We will share a SIP summary with families at school events on October 12, 2017 (month/year).

	<ul style="list-style-type: none"> <input type="checkbox"/> We will translate our SIP Summary. <input checked="" type="checkbox"/> We will post our SIP on our school website. ADD LINK TO SCHOOL WEBSITE HERE : http://brynmawr.mpls.k12.mn.us/ <input checked="" type="checkbox"/> Other Strategies (please note): Using the Site Council Survey, we will include a section titled SIP input and keep provide the 3 Goals (Literacy, Math and Climate) for parents. <p>Ongoing Equity Impact Assessment of Strategies:</p>
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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> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We will partner with families to review, and revise as needed, our school’s School-Parent-Student Compact on December 2017 Draft #1 and January 2018 Draft #2 with Final done by February 2018 (month/year). ADD LINK TO WEBSITE HERE : http://brynmawr.mpls.k12.mn.us/ <input checked="" type="checkbox"/> We will discuss this School-Parent-Student Compact at our school Parent-Teacher Conferences as the compact relates to the individual child. This will be shared during the February 2018 mid-year conferences.
	<p>Best Practices: Check All That Apply</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We will post our compact on our school website. <input checked="" type="checkbox"/> We will send our compact home by including it in our school Handbook or Newsletter on February 2018 (month/year).
<p>We will look at all family input as a part of our FIP review process</p>	<p>Requirements:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> Include evidence of all family Input. See Attached after Site Council Meeting Notes from Meeting minutes on October 24, 2017 and Survey Results meeting in January/February 2018. <input checked="" type="checkbox"/> Include evidence of how family input was obtained. Survey and Site Council Meetings <input checked="" type="checkbox"/> Include evidence of how family input was used to revise your FIP. Family Input will be identified through a different colored font when adding to the FIP.

<p>We will involve families in how we spend our Title I funding.</p>	<p>Requirements:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We shall provide other reasonable supports for family involvement activities as parents may request. <input checked="" type="checkbox"/> We will conduct a simple Barriers to School-Involvement survey with families and will use it to determine additional supports needed. <input checked="" type="checkbox"/> 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). State of the School Family Presentation October 12, 2017 <input checked="" type="checkbox"/> Include evidence of all family input on Title I spending. Site Council Input and Survey Input <p>Additional Strategies (please note):</p>
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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"> <input type="checkbox"/> We will translate our school to home communications for all family language populations over 10% in our school. <input checked="" type="checkbox"/> We will communicate with families via robo-call both phone calls and email. <input checked="" type="checkbox"/> We will communicate with families via our school website. <input checked="" type="checkbox"/> We will communicate with families via paper updates/newsletters. <input checked="" type="checkbox"/> Other Strategies (please note): A survey will be created for our families where English is a second language to determine their preference for written and verbal communication. <input checked="" type="checkbox"/> Other Strategies (please note): We identify all staff members who speak a second language to support families as needed. <p>Ongoing Equity Impact Assessment of Strategies:</p>
	<p>Best Practices: Check All That Apply</p>

<p>We will work to ensure families have access to our school meetings.</p>	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> We will inform all families of meetings in advance so they can make arrangements to attend. <input checked="" type="checkbox"/> We will have evening meetings. <input checked="" type="checkbox"/> We will provide childcare as needed. <input checked="" type="checkbox"/> We will provide transportation as needed. <input checked="" type="checkbox"/> We will conduct home visits/home conferences. <input checked="" type="checkbox"/> Other Strategies: We provide the option for phone conferences for families to engage in their child’s education. <p>Ongoing Equity Impact Assessment of Strategies:</p>
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<h2>Connecting Families to Resources</h2>	
<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"> <input checked="" type="checkbox"/> We will have information on PACER Center available in our Main Office. <input checked="" type="checkbox"/> We will post information on PACER Center on our school website. Link will be posted on website. <input checked="" type="checkbox"/> 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"> <input checked="" type="checkbox"/> We will create our own Family Resource Space with Resource Information. <input checked="" type="checkbox"/> We will connect Community Partners to our Families at events or meetings, or by referral. <input checked="" type="checkbox"/> We will host CPEO at our school. <input type="checkbox"/> If appropriate, we will coordinate with Pre-K/ECFE on Family Involvement Activities. <input type="checkbox"/> Other Strategies: <p>Ongoing Equity Impact Assessment of Strategies:</p>

Capacity Building	
<p>We will help build the capacity of families to support their children’s academic achievement.</p>	<p>Requirements:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We will provide materials and training to help parents work with their children to improve student achievement. We have implemented a new Homework Policy – Bryn Mawr Bulldogs Read. This comes translated in all languages with activities that families can do with their children. <hr/> <p>Best Practices: Check All That Apply</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We will host CPEO at our school. <input type="checkbox"/> 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 type="checkbox"/> We will provide literacy training for families. <input type="checkbox"/> We will provide technology training for families. <input type="checkbox"/> We will, if applicable, help families sign up for Parent Portal. <input checked="" type="checkbox"/> Other Strategies: Students in K-5 grades receive a home-family connection for the Social Emotional Learning Curriculum that is used at Bryn Mawr. This curriculum is Second Step. <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:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We will provide staff PD around the value of and best practices for collaborating with families. This PD is provided through our partnership with the Office of Black Male Achievement. <input checked="" type="checkbox"/> We will invite families to assist with in the planning and implementation of these PDs. In the monthly Bulldogs newsletter, a section will be created inviting families to share their educational/cultural stories with staff and/or student groups.
	<p>Best Practices: Check All That Apply</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We will create our own family resource space with resource information. <input checked="" type="checkbox"/> We will connect community partners to our families at events or meetings, or by referral. <input checked="" type="checkbox"/> We will host CPEO at our school. <input type="checkbox"/> If appropriate, we will coordinate with Pre-K/ECFE on family involvement activities. <input type="checkbox"/> Other Strategies: <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:</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We will provide frequent reports to Families on their Students' Progress. <input checked="" type="checkbox"/> We will provide Parents with reasonable access to staff, to their child's classroom, and to Volunteer Opportunities. <hr/> <p>Best Practices: Check All That Apply</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We will encourage all families to Volunteer by making it fun and by letting them select their volunteer activity. <input checked="" type="checkbox"/> Some teachers will send short, informative notes to report student progress weekly or bi-weekly. This is encouraged to all teachers to do, and when parents request, teachers provide this information. <input type="checkbox"/> We will create a calendar/plan to ensure more frequent academic achievement-focused calls to families at home. <input type="checkbox"/> Other Strategies: <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>Best Practices: Check All That Apply</p> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We will host a meeting to go over grade-level content and achievement standards. Curriculum night was added for the 2017-2018 school year – October 12, 2017 <input checked="" type="checkbox"/> We will inform families about how to read test results via email, website, robocall, or paper sent home. <input type="checkbox"/> We will include this information in our school Handbook or Newsletter. <input checked="" type="checkbox"/> We will make sure information is translated so it is useful to Families, either by the state, the district, or our school.
<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> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> All Title I Families must be notified in a timely manner about all Title I Programming and enrichment and /or intervention opportunities. <hr/> <p>Best Practices: Check All That Apply</p> <ul style="list-style-type: none"> <input type="checkbox"/> We will create a monthly program calendar, will translate it and share it via website & backpack. <input type="checkbox"/> We will work to ensure that all families receive this information equitably (same time-frame).

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> <ul style="list-style-type: none"> <input checked="" type="checkbox"/> We will offer flexible and meaningful opportunities for family involvement in leadership, volunteerism, questions/concerns, and feedback specifically concerning their students' education. <input checked="" type="checkbox"/> We will respond to family input in a timely manner and will be transparent about how feedback is used.