



Integration & School Choice rau MPS

Lub Cuaj Hli Ntuj Xyoo 2019

Ua Tus Thawj Coj Uas Muaj Peev Xwm

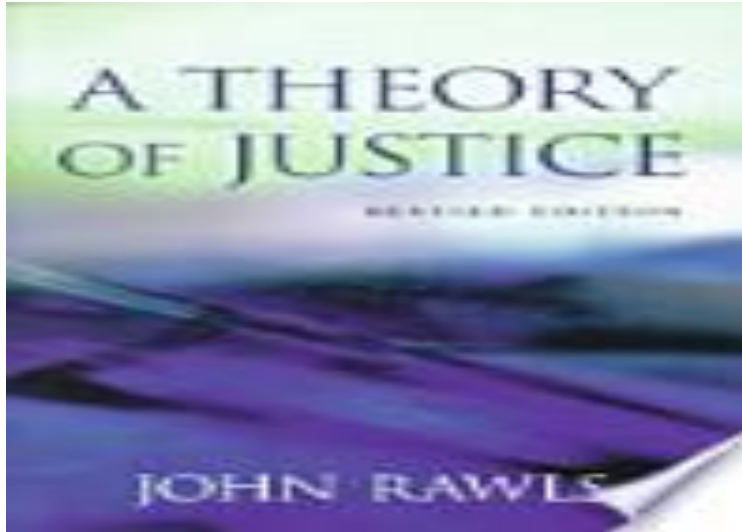


Greatness is telling the truth & being courageous in pursuit of justice. The worst thing you could tell young people is to be successful but become well-adjusted to an unjust status quo as opposed to being great & being maladjusted to an unjust status quo.

— *Cornel West* —

AZ QUOTES

Tib Neeg Muaj Ntau Kev Ntseeg



Kev ntseeg txawv

Kev xav tias neeg yuav tau ua zoo rau yus xwb

Muab nyiaj txiag sib faib dua

Yuav yam khoom uas tsim nyog

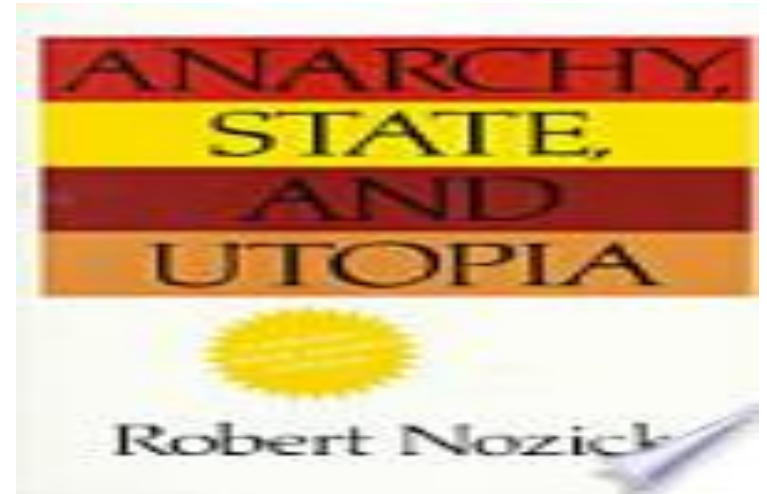
Yog thaum tsis ncaj ncees lawm los tseem tsim nyog thaum pab rau cov neeg txom nyem

Kev ncaj ncees yog ib qho zoo

Kev ncaj ncees yog kev ywj pheej

Cuam tshuam kev khiav haujlwm uas tsis ncaj ncees

Choice thiab cov pom zoo hloov



Tsis hloov nyiaj txaig yog tsis tau pom zoo

Cov Tshwm Sim Tseem Ceeb Dhau Los hauv Choice thiab Integration

1954 Brown foob Tsev Kawm Ntawv Cov Tsav Xwm Board of Education

1964 Txoj Kev Cai Ncaj Ncees Rau Pej Xeem Civil Rights Act

1968 Green foob Pab Tsav Xwm rau lub Nroog New Kent

1969 Swann foob Charlotte –Mecklenburg

1972 Earl Larson tau pom zoo rau Minneapolis cov tsev kawm ntawv koom tes ua ke tom qab Minneaplis “txhob txwm” thiab “tau pom zoo ua” muab cov menyuum sib cais (11,000 tus menyuum caij npav)

1983 Tus xan txiav txim Larson tau tshem Minneaplis ntawm Tsoom Fwv Saib Xyuas. MDE tau yog tus los tswj cov kev cai rau kev koom tes

1988 Txoj cai open enrollment qhib tso npe kawm ntawv rau sab nraud

1990-2000 Cov menyuum uas yog lwm hauv neeg thiab cov noj su Dawb los sis Them Tsawg los tso npe nce ntawm 43 rau 66 feem pua

1995 NAACP rooj plaub

1999 MDE txoj kev cai txwv kev sib cais raws hauv neeg: Thaum pib cov nyiaj pab rau kev sib koom tes thiab kev pab hu ua Choice is Yours Program (cov menyuum caij npav kawm ntawv rau cov zos sab nraud)

2003 Plaub caug rau feem pua ntawm Minneapolis Cov Tsev Kawm Ntawv xov xwm tias cov menyuum kawm ntawv hloov ntawm 81 feem pua rau 100 feem pua uas tsis yog cov neeg tawv dawb.

2007 Yuav tsis xam raws hauv neeg xwb thaum muab menyuum los xaiv rau cov tsev kawm ntawv. Cov tsev kawm ntawv pom zoo koom los tau rau cov txheej txheem xws li kev xaiv choice thiab magnet cov txheej txheem.

2015 Cruz-Guzman foob Lub Xeev Minnesota tau muaj lus sib cav txog lub xeev tau muab neeg sib cais raws hauv neeg rau xya cov tsev kawm ntawv hauv lub nroog thiaj li tau cov tsev kawm ntawv charter uas muaj ib hiaiv neeg kawm xwb thiab cia cov tsev neeg mus tso npe txawv ntawm cov tsev kawm ntawv uas yog lub lawv tau mus kawm.

Ntsiab Lus: Tam Sim No Zoo Li Cas

- Teeb meem rau kev kawm ntawv yeej muaj thooob lub teb chaws, MPS muaj teeb meem uas tau daws hauv cov tsev kawm ntawv thiab rau sab nraud kom muaj kev kawm uas yuav zoo rau txhua yam, kom zoo heev rau txhua tus menyuam, thiab feem ntau pab rau cov menyuam uas tsis muaj kev pab txaus.
- Qhov teeb meem rau tsev kawm ntawv muaj kev sib cais yog pib vim lub zej zos los muaj kev sib cais, thiab tsev neeg muaj coob leej uas xaiv kawm hauv zos thiab rau sab nraud. Thaum koom tes xaiv tsev kawm ntawv ces txoj kev xaiv kuj tsis sib npaug thiab tib neeg txiav txim siab vim lawv saib haiv neeg, nyiaj txiag thiab cov tsev neeg koom tes heev npaum li cas. Ua li no thiaj li muaj pab pawg neeg coob uas tsis kawm rau tej lub tsev kawm ntawv thiab tsis muaj kev kawm uas yuav sib npaug rau cov menyuam kawm ntawv.
- Ntxiv mus, cov xib hwb thiab cov menyuam kev ntseeg txawv txav uas tau pom tias muaj kev cia siab tsawg thiab xav tias cov menyuam tsis keej rau kev sib txuas lus thiab tsis paub tswj lawv tus cwj pwm.

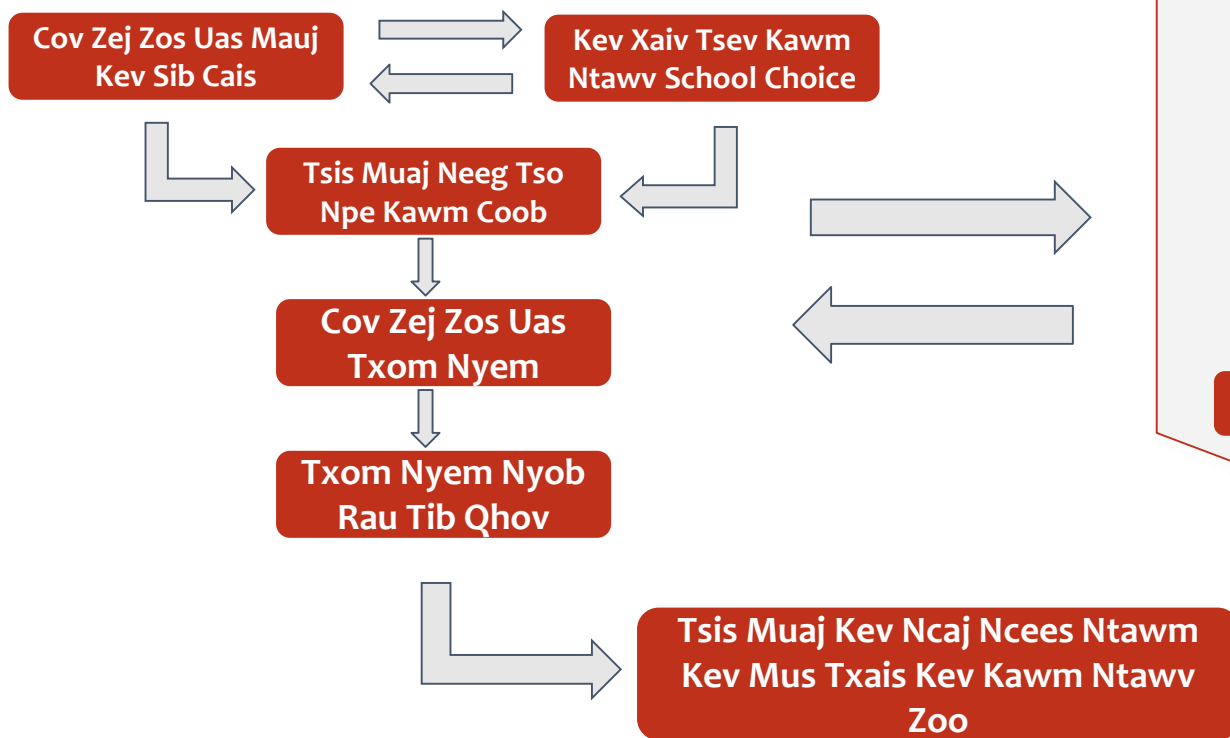
Ntsiab Lus: Tam Sim No Zoo Li Cas

- Cov teeb meem no yog los ntawm cov kev khiav haujlwm tsis zoo ua rau tsev kawm ntawv thiaj tsis khov thiab cov neeg ua haujlwm zoo los tawm zuj zus hauv cov tsev kawm uas tau muaj kev pab ntau.
- Cov txheej txheem npaj cov xib hwb rau kev txawj ntse pab MPS daws teeb meem yeej tsis qhia ib yam thiab feem coob cov xib hwb xaiv ua haujlwm yog cov neeg tawv dawb.
- Cov xib hwb keej feem coob mus ua haujlwm rau cov tsev kawm ntawv uas muaj nyiaj dua, ua rau cov tsev kawm ntawv uas tau muaj kev pab cuam ntau, tau cov xib hwb uas tsis keej txaus thiab muaj haujlwm qhib ntau dua tsis muaj neeg los ua.
- MPS ua tus thawj daws cov teeb meem uas muaj thoob lub teeb chaws es thiaj li yuav los sab laj txog cov teeb meem kom neeg paub, thiab yuav npaj kev ua haujlwm zoo.

Yuav Pab Li Cas Yog Hloov Kev Kawm Ntawv

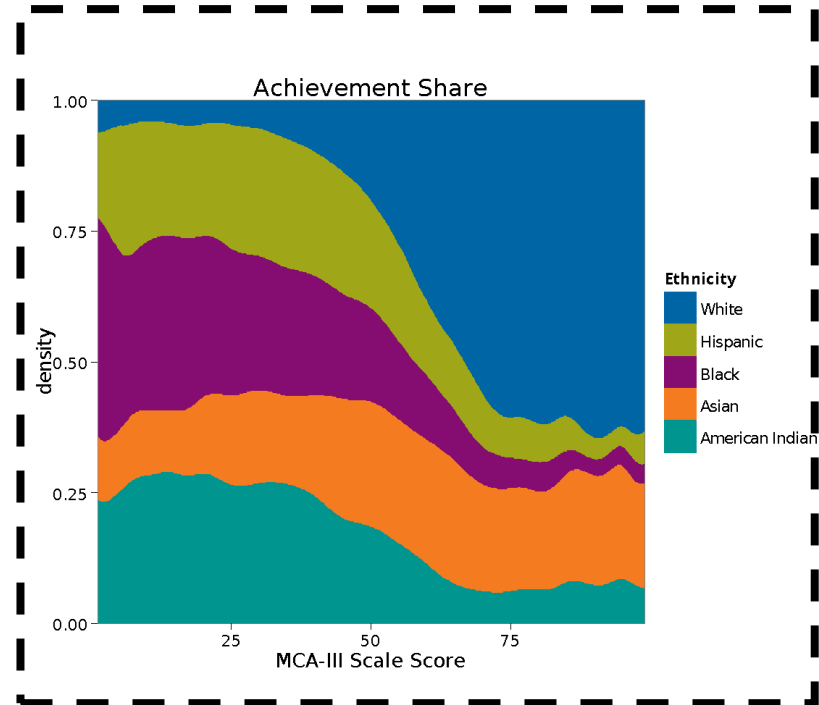
ZOS, XEEV, THIAB CEEB TSAM TSEV KAWM NTAWV

KEV NPAJ RAU CHEEB TSAM TSEV KAWM NTAWV THIAB XIB HWB



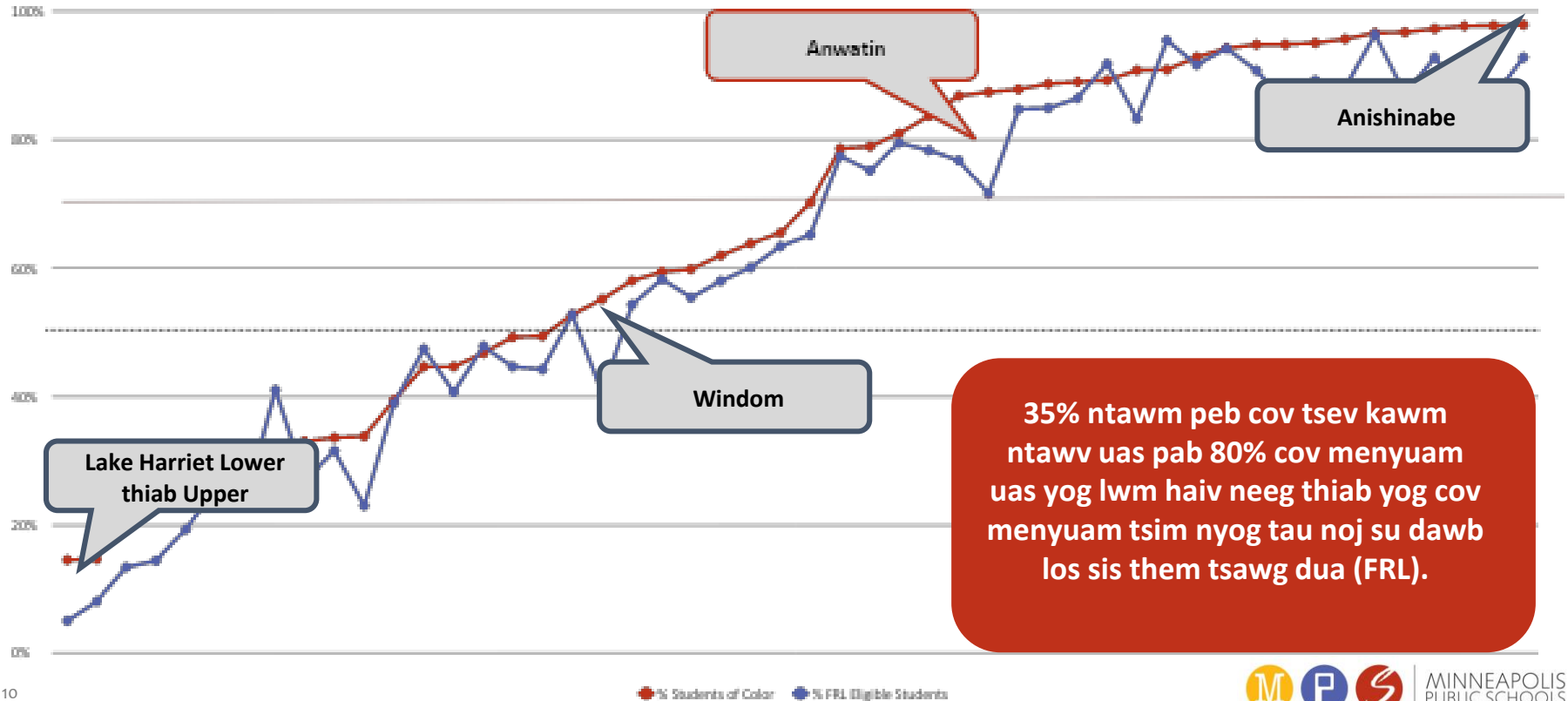
Cov Qhab Nee Zoo Txawv Txav Rau Minneapolis

Feem coob cov menyuam tawv dawb kawm rau MPS yeej keej nyeem ntawv, tiam sis cov menyuam uas yog lwm haiv neeg tsis keej.



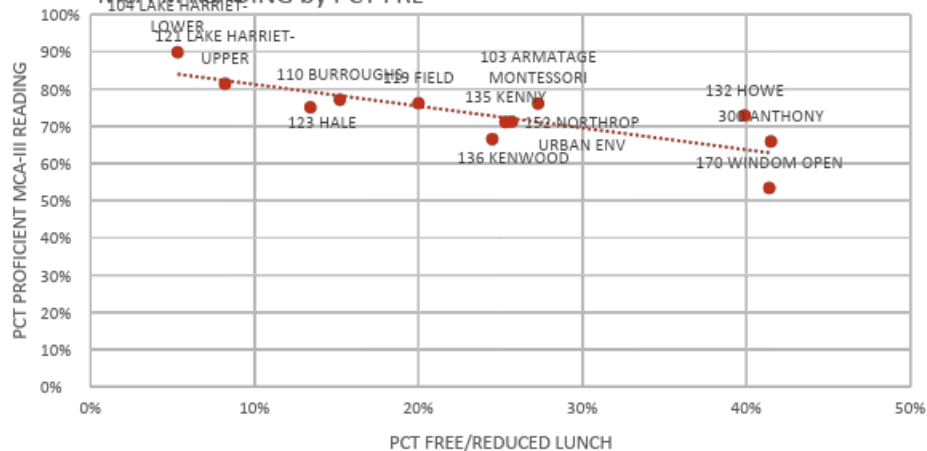
Yog Ua Li Cas Thiaj Li Muaj Feem
Rau Haiv Neeg, Nyiaj Txiag, thiab
Kev Kawm Ntawv Kom Zoo?

Haiv Neeg thiab Nyiaj Txiag Zoo Ib Yam Li Cas



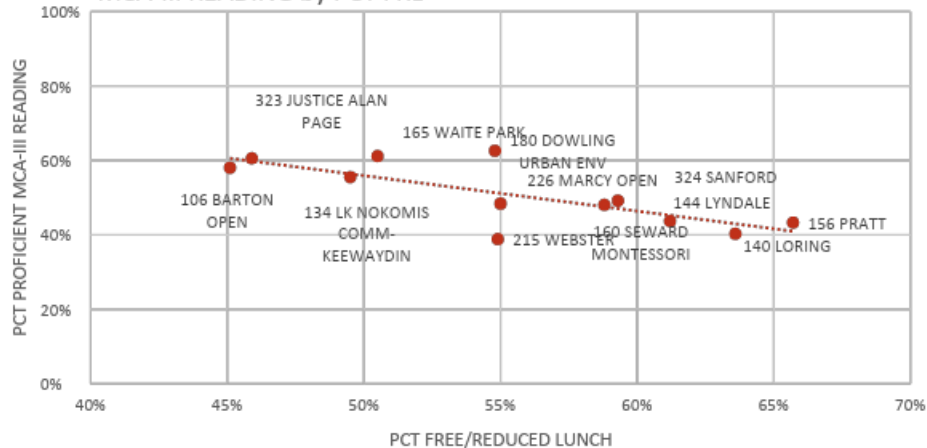
MPS K-8 SCHOOLS (FRL FIRST QUARTILE) - PCT PROFICIENT 2018

MCA-III READING by PCT FRL



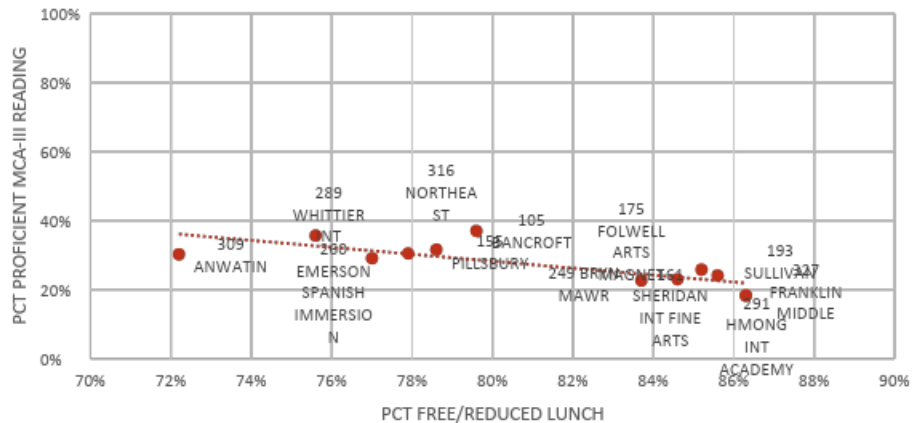
MPS K-8 SCHOOLS (FRL SECOND QUARTILE) - PCT PROFICIENT 2018

MCA-III READING by PCT FRL



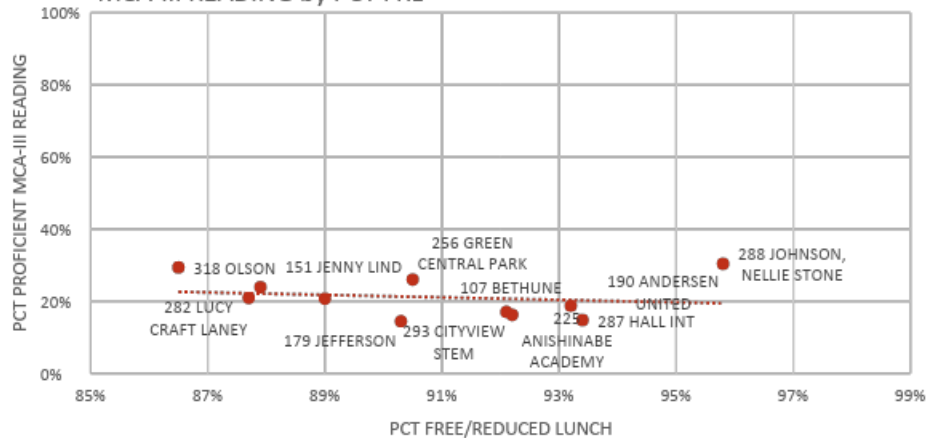
MPS K-8 SCHOOLS (FRL THIRD QUARTILE) - PCT PROFICIENT 2018

MCA-III READING by PCT FRL

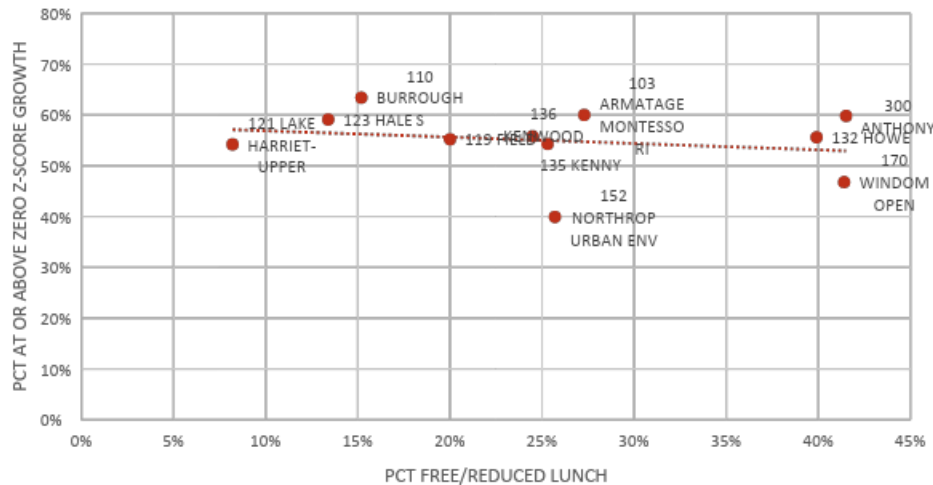


MPS K-8 SCHOOLS (FRL FOURTH QUARTILE) - PCT PROFICIENT 2018

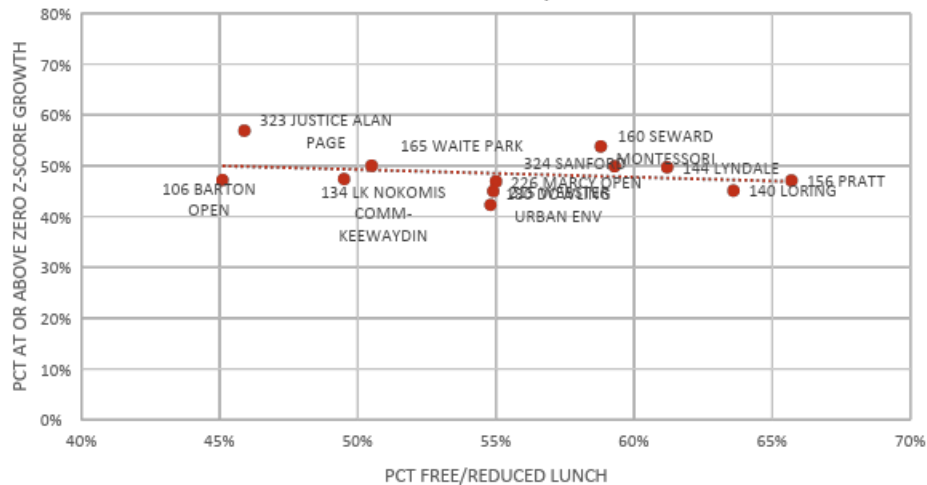
MCA-III READING by PCT FRL



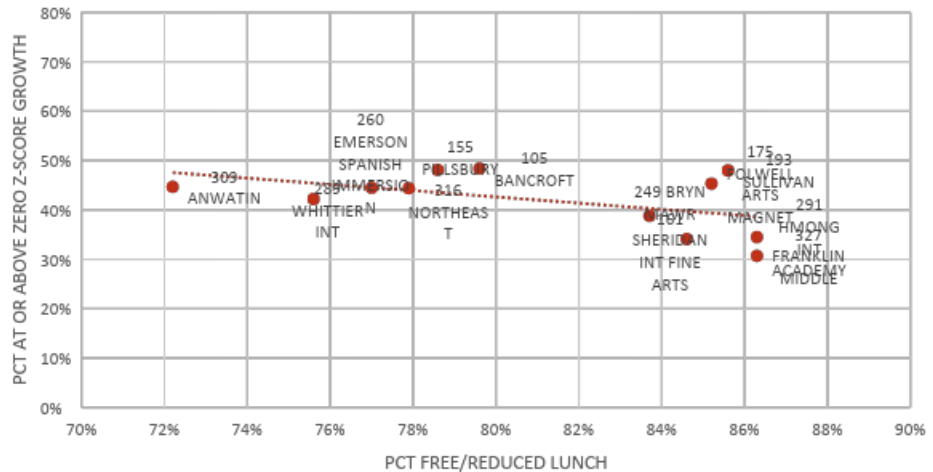
MCA-III READING GROWTH: FIRST QUARTILE FRL PCT



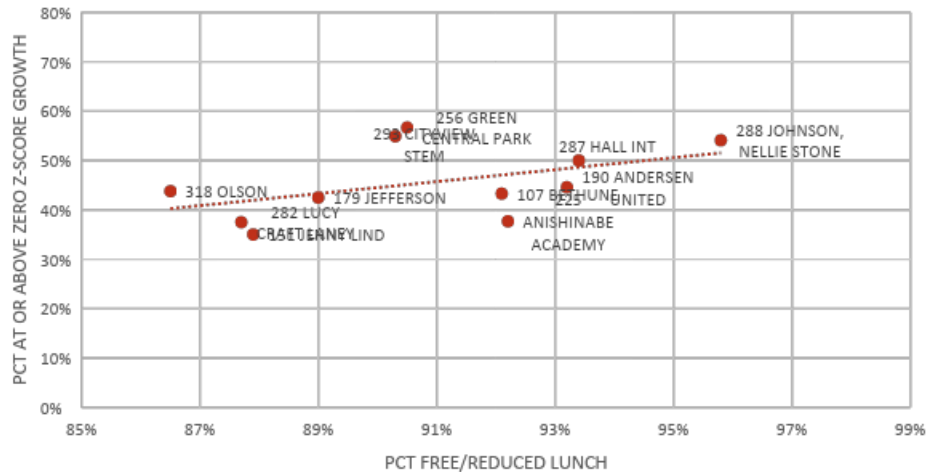
MCA-III READING GROWTH: SECOND QUARTILE FRL PCT



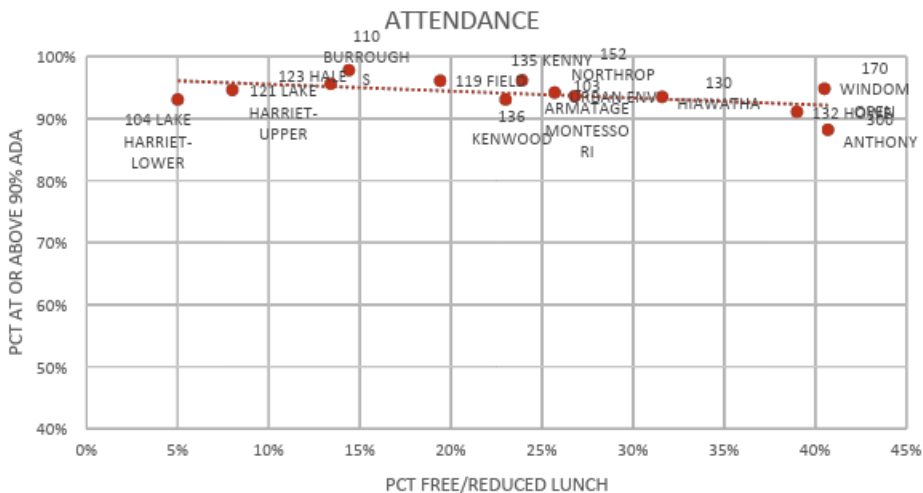
MCA-III READING GROWTH: THIRD QUARTILE FRL PCT



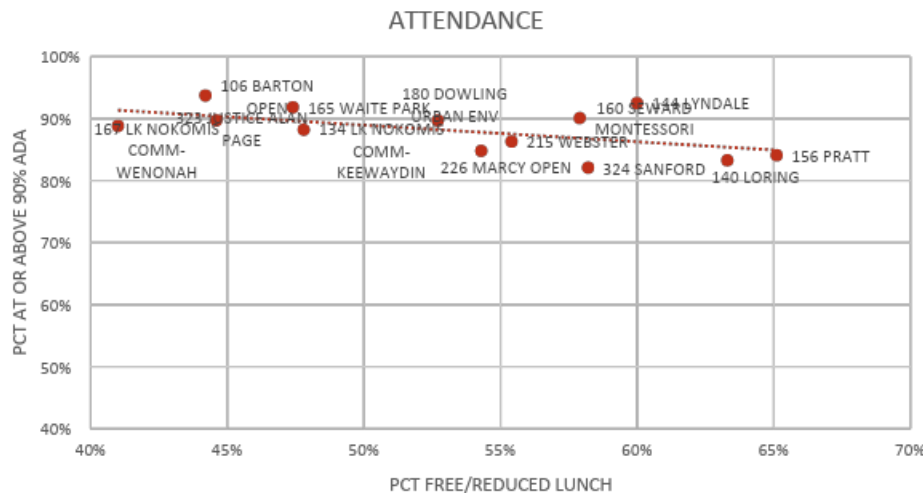
MCA-III READING GROWTH: FRL PCT



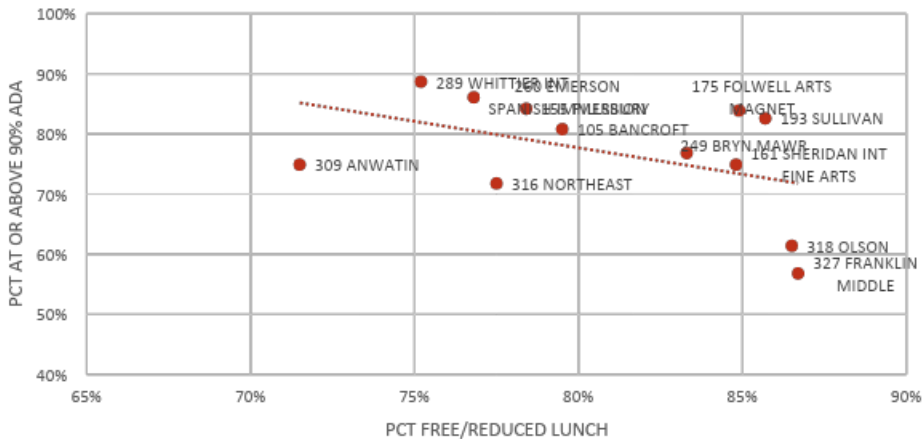
K-8 FIRST QUARTILE FRL - AT OR ABOVE 90% AVG DAILY ATTENDANCE



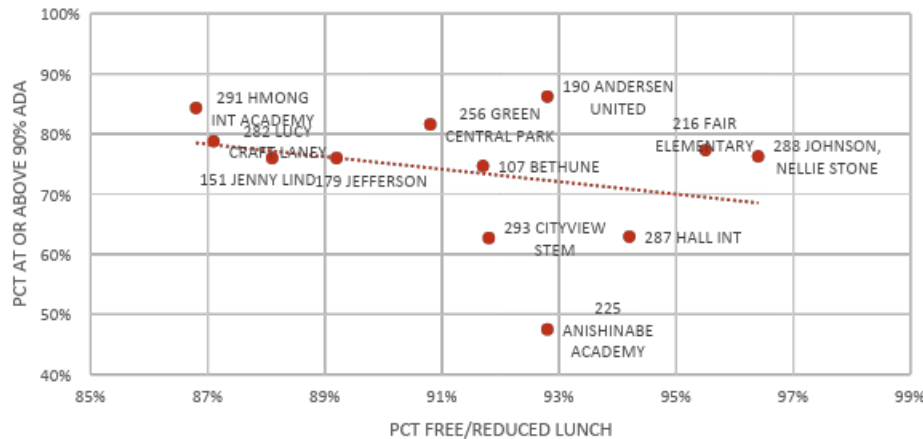
K-8 SECOND QUARTILE FRL - AT OR ABOVE 90% AVG DAILY ATTENDANCE



K-8 THIRD QUARTILE FRL - AT OR ABOVE 90% AVG DAILY ATTENDANCE



K-8 FOURTH QUARTILE FRL - AT OR ABOVE 90% AVG DAILY ATTENDANCE



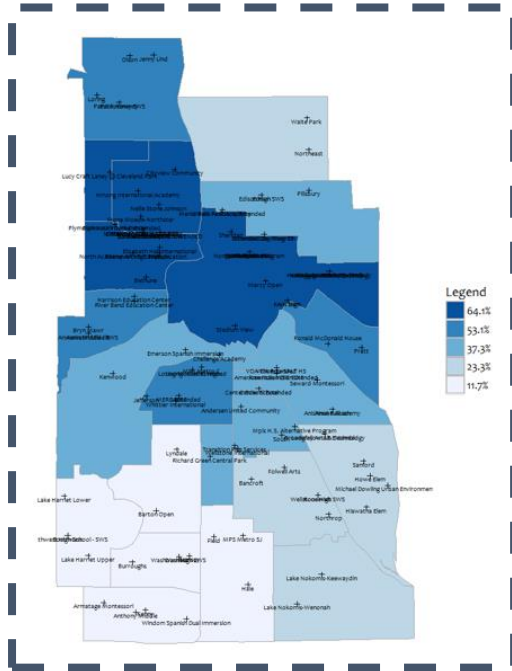
Nyuab Rau Cov No

<p>Cov Zej Zos Uas Mauj Kev Sib Cais</p>	<p>Kev sib cais ntawm tib neeg thiab kev xaiv choice tau muaj feem rau cov neeg txom nyem los nyob ua ke rau tej cheeb tsam thiab muaj tej pab menyuam uas kawm ntawv tsis zoo. Thaum kawg ua rau pom tias kev kawm ntawv zoo ces yeej yog ib qho uas twv tau raws haiv neeg thiab nyiaj txiag.</p>
<p>Lub caij qhib rau neeg tso npe kawm ntawv rau lwm lub zos</p>	<p>Kev xaiv Choice muaj feem rau kev sib cais raws haiv neeg, cais raws cov muaj nyiaj thiab cov tsis muaj nyiaj, thiab cov leej niam thiab txiv khiav tawm ces ua rau tej chaws haj yam muaj pab pawg neeg txom nyem. Rau ib tug menyuam uas tau los kawm, MPS poob 22 tug menyuam vim kev xaiv tsev kawm ntawv sab nraud.</p>
<p>Magnet School Integration</p>	<p>Txawm cov txheej txheem los ntawm Magnet yeej pab tau kom muaj kev sib koom tes, yeej tsis tau pom kev hloov ntau los ntawm MPS Magnet School cov tswv yim.</p>
<p>Kev Ntseeg Txawv Txav</p>	<p>Txhais tias kev ntseeg ntawm leej niam thiab txiv rau lawv cov menyuam ua tau ntau npaum li cas thiab kev ntseeg ntawm cov neeg laus tim MPS yeej txawv ntau thiab yeej tsis zoo ib yam.</p>
<p>Muaj Cov Xib Hwb Uas Yog Lwm Haiv Neeg thiab Kev Npaj</p>	<p>Cov neeg xeeb los qhia tej hoob tsis muaj sib npaug raws li cov tsev kawm ntawv tau muaj cov los qhia (xws li cov xib hwb qhia keeb kwm teb chaws social studies thiab cov xib hwb qhia cov menyuam uas tsis keej kawm ntawv speical education). Feem coob cov xib hwb tshiab yog neeg tawv dawb thiab cov xib hwb uas yog lwm haiv neeg muaj tsawg, feem ntau nhriav neeg nyuab los ua. MPS kuj pom tias kev npaj qhuab qhia haujlwm rau cov xib hwb tshiab los tsis qhuab qhia ib yam.</p>
<p>Kev Qhia Ntawv Tsis Muaj Qhia Zoo Rau Txhua Lub Tsev Kawm Ntawv</p>	<p>Thaum muaj kev sab laj thiab xaiv xib hwb ua haujlwm ces yeej yog cov xwb hwb hauv MPS thaum qhia ntawv ntev zuj zus ces tawm ua haujlwm mus rau lwm lub tsev kawm ntawv uas tsis tshuav muaj cov neeg txom nyem kawm hauv. Yog ua li no ces cov tsev kawm ntawv uas tau muaj cov xib hwb keej qhia ntawv zog no muaj tsawg los sis tsis muaj rau cov tsev kawm ntawv no.</p>

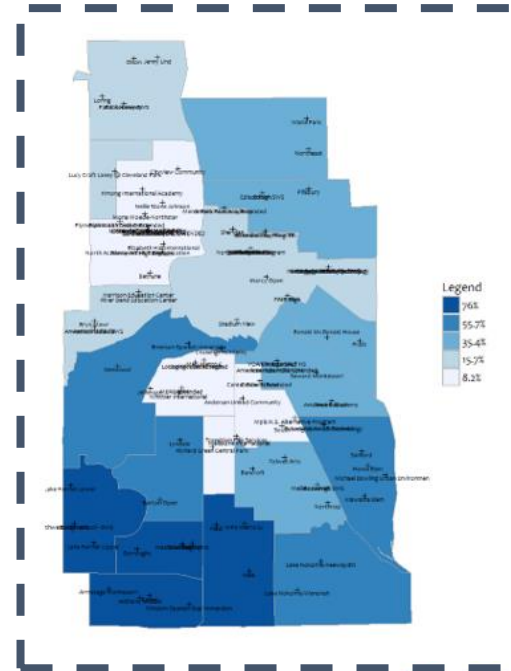
Cov Zej Zos Uas Mauj Kev Sib Cais

Haiv Neeg Raws Zej Zos

Feem pua cov menyuam uas qhia tias yog Neeg Taww Dub African Ameslivkas



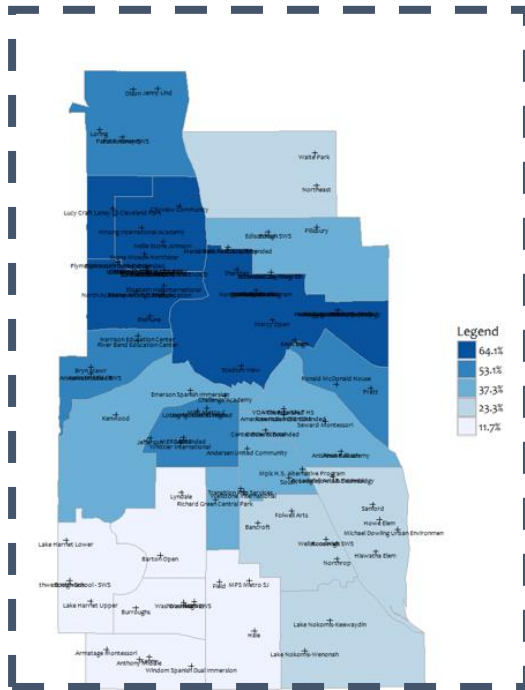
Feem pua cov menyuam uas qhia tias yog Neeg Taww Dawb



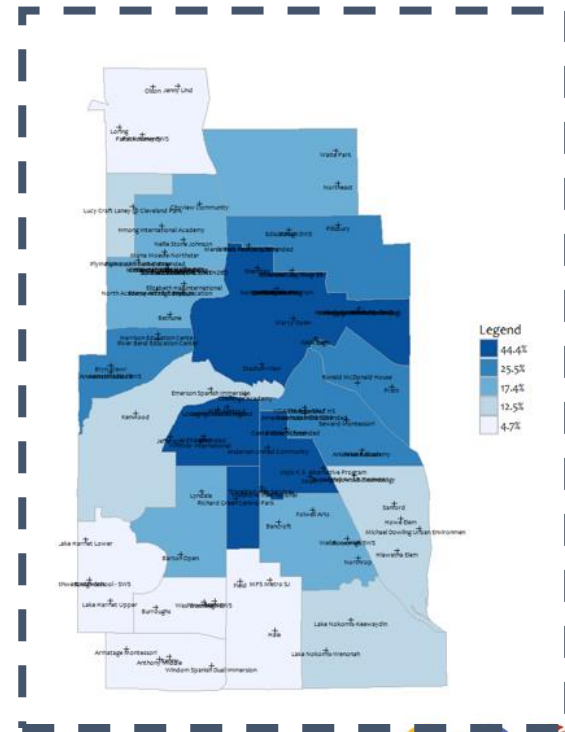
Xim Xiav Dub qhia txog tias yeej muaj haiv neeg sib npaug dua

Nyaj Txiag thiab Hom Lus Hais raws Zej Zos

Feem pua cov menyuam tsim nyog tau noj su Dawb thiab Them
Tsawg (FRL)



Feem pua cov menyuam uas kawm lus Askiv



Xim Xiav Dub qhia txog tias yeej muaj haiv neeg sib npaug dua

MPS Choice: Cov Tsev Kawm Ntawv Magnet thiab Specialty

Tam Sim No Integration thiab Choice Zoo Li Cas Rau MPS

- Kev sib cais ntawm tib neeg thiab kev xaiv choice tau muaj feem rau cov neeg txom nyem los nyob ua ke rau tej cheeb tsam thiab muaj tej pab menyuam uas kawm ntawv tsis zoo.
- Kev xaiv Choice muaj feem rau kev sib cais raws haiv neeg, cais raws cov muaj nyiaj thiab cov tsis muaj nyiaj, thiab cov leej niam thiab txiv khiav tawm ces ua rau tej chaws haj yam muaj pab pawg neeg txom nyem.
- MPS poob 5,000 tus menyuam rau ib lub xyoo rau lub caij qhib rau neeg tso npe kawm ntawv rau lwm lub zos
- MPS poob ntxiv 5,000 tus menyuam rau ib lub xyoo rau cov tsev kawm ntawv charter
- Kev tso npe kawm tsawg kawg rau sab qaum teb hauv lub zej zos

Kev Xaiv Kawm Ntawv Muaj Feem Li Cas

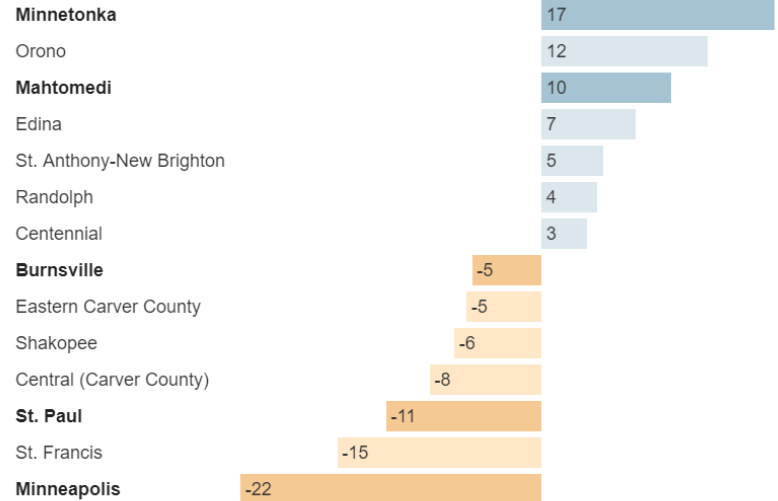
Rau ib tug menyuam uas tau los kawm, MPS poob 22 tug menyuam vim kev xaiv tsev kawm ntawv sab nrad.

Dupuy, B., & Webster, M. (2017, September 24). School choice splits Twin Cities suburbs into haves, have-nots. Retrieved from <http://www.startribune.com/school-choice-splits-twin-cities-suburbs-into-haves-have-nots/447378683/>

School choice net winners and losers

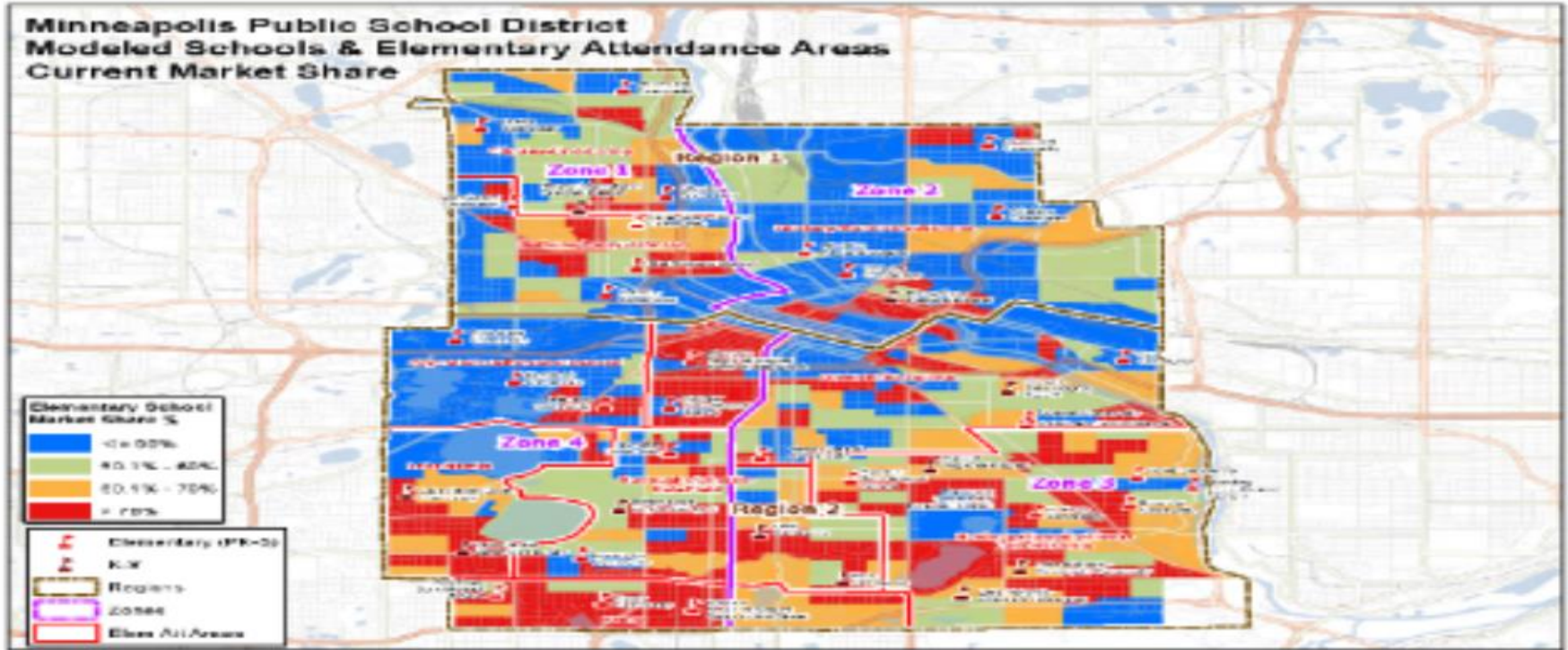
Some Twin Cities school districts gain more students than they lose through school choice or lose more than they gain.

■ Students gained per each student lost ■ Students lost per each student gained



Source: Star Tribune analysis of Minnesota Department of Education data • Created with Datawrapper

Muaj Neeg Tso Npe Kawm Tsawg Tshaj Rau Qaum Teb Rau Zej Zos

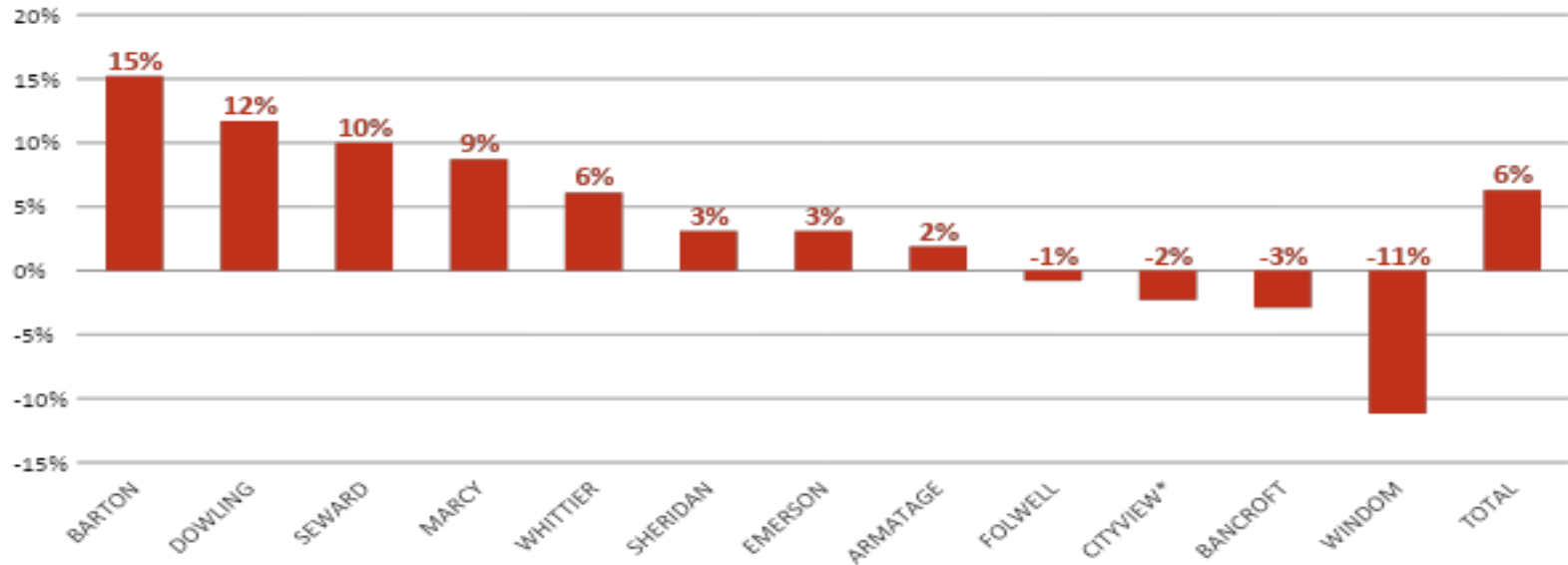


Minneapolis Public School Muaj Menyuum Coob Li Cas

- Cov menyuum kawm ntawv yeej poob mus rau cov charter tsev kawm ntawv thiab thaum lub caij qhib xaiv tsev kawm ntawv ua rau haiv neeg muaj kev sib cais.
- MPS tau cov menyuum tsawg ntau los kawm rau sab Qaum Teb thiab sab Qaum Teb Sab Hnub Tuaj (ntawm 40% rau 60% cov menyuum uas nyob rau thaj tsam no mus kawm MPS cov tsev kawm ntawv)
- Muaj cov menyuum kawm coob dua rau Minneapolis Sab Qab Teb, uas yog muaj cov neeg taww dawb thiab neeg muaj nyiaj nyob coob dua (tshaj 75%)

Magnet Cov Tsev Kawm Ntawv

Yuav yog li ntawm ib feem peb cov MPS magnet tsev kawm ntawv cov menyuam kawm uas yog lwm haiv neeg ntawm xyoo 2013 rau 2017 ntawd, hos nyob rau lwm lub zej zos kuj tsis zoo ib yam los sis tau me me xwb.



MPS Magnet Tsev Kawm Ntawv - Kev Hloov Feem Pua Rau Cov Menyuam Kawm Ntawv Uas Yog Lwm Haiv Neeg ntawm xyoo 2013 rau 2017

Key Hloov Txog Cov Tib Neeg Kawm Ntawv

	SY 2015			SY2016			SY2017			SY2018		
	N	SOC	FRL	N	SOC	FRL	N	SOC	FRL	N	SOC	FRL
Bethune	314	95%	97%	346	94%	98%	325	93%	95%	336	93%	92%
Jenny Lind	528	90%	93%	484	96%	93%	451	97%	91%	438	96%	88%
Pillsbury	605	85%	87%	534	82%	82%	420	83%	83%	393	84%	78%
Sheridan	500	85%	91%	458	90%	88%	406	89%	92%	387	88%	85%
Folwell Arts Magnet	890	86%	85%	870	88%	85%	867	87%	90%	877	89%	85%
Jefferson	751	94%	97%	724	95%	96%	661	96%	91%	567	95%	89%
Anderson United	1291	96%	95%	1245	96%	96%	1086	96%	97%	984	97%	93%
Sullivan	754	95%	89%	754	96%	96%	737	96%	92%	677	95%	86%
Anishinabe	320	98%	95%	310	98%	97%	290	98%	94%	236	98%	93%
Bryn Mawr	491	85%	85%	473	84%	84%	466	87%	83%	413	91%	83%
Green Central Park	550	93%	97%	361	92%	97%	366	95%	96%	347	95%	91%
Lucy Laney	637	98%	98%	481	94%	97%	472	97%	90%	458	97%	87%
Hall	430	91%	90%	378	91%	90%	319	93%	91%	259	94%	94%
Nellie Stone Johnson	777	96%	92%	557	95%	96%	500	95%	95%	443	97%	96%
Hmong International Academy	588	97%	91%	587	97%	89%	589	98%	86%	562	98%	87%
Anwatin	613	87%	82%	614	88%	81%	557	86%	78%	565	87%	72%
Dixon Middle	287	94%	94%	282	94%	94%	321	90%	87%	355	89%	87%
MPS Grades K-8 Total	26680	66%	64%	26442	65%	64%	26099	65%	62%	25589	64%	59%

All figures reflect active enrollment in Discovery at the End of each Academic Year

Kev Ntseeg Txawv Txav

Kev Ntseeg Txawv Txav

Txhais tias kev ntseeg ntawm leej niam thiab txiv rau lawv cov menyuam ua tau ntau npaum li cas thiab kev ntseeg ntawm cov neeg laus tim MPS yeej txawv ntau thiab yeej tsis zoo ib yam. Menyuam ua tau ntau los sis ua tau tsawg raws li cov neeg pom zoo hais kom lawv ua.

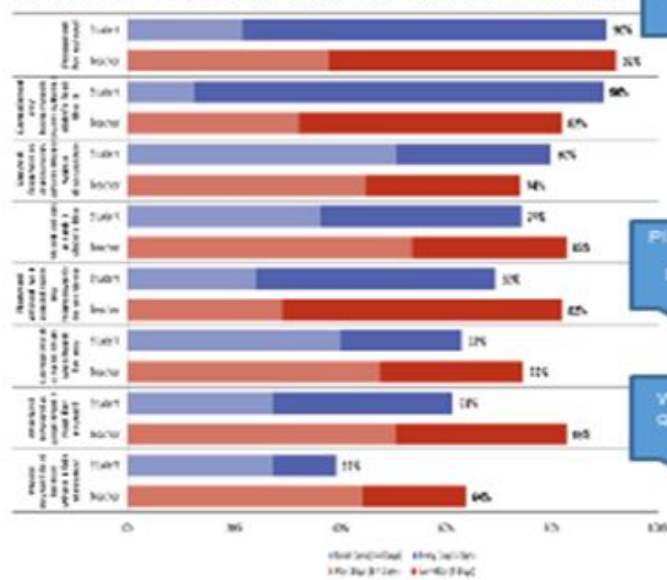
- Kev sib phim tsis txaus
- Cov Keej Kawm Ntawv
- Kev ntseeg uas yus paub thiab tsis paub tias yus muaj: Txawv raws haiv neeg (xim liab thiab xiav) muaj ua ke rau kab ntsuas teev
- Kev ntseeg loj dhau los sis tsis ntseeg txaus rau haiv neeg ntawd kev txawj ntse kev tswj taus lawv tus cwj pwm

Key Xav Txog Kev Tswj Yus Tus Kheej

How do perceptions about Self-Management vary across stakeholder groups for White students?

This chart presents student and teacher responses to the 2019 Civil-Check Items. The chart below displays the percentage of White students who were identified by each of the respondents (i.e., the student themselves or the student's teacher) that they engaged in the skill on the Most Days or Every Day.

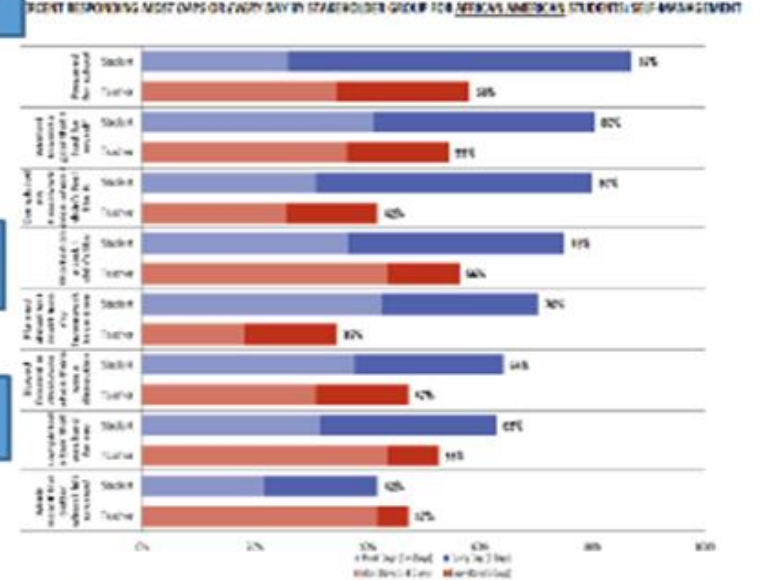
PERCENT RESPONDING MOST DAYS OR EVERY DAY BY STAKEHOLDER GROUP FOR WHITE STUDENTS' SELF-MANAGEMENT



How do perceptions about Self-Management vary across stakeholder groups for African American students?

This chart presents student and teacher responses to the 2019 Civil-Check Items. The chart below displays the percentage of African American students who were identified by each of the respondents (i.e., the student themselves or the student's teacher) that they engaged in the skill on the Most Days or Every Day.

PERCENT RESPONDING MOST DAYS OR EVERY DAY BY STAKEHOLDER GROUP FOR AFRICAN AMERICAN STUDENTS' SELF-MANAGEMENT



Kev Npaj Rau Cov Xib Hwb

Kev Npaj Rau Cov Xib Hwb Cov Nyuab

Cov thaiv kev ua nyuab heev rau kev txais cov xib hwb los ua haujlwm:

- o Nqi kawm ntawv
- o Tsis tau nyiaj them lawm vim siv cov kawm tuaj qhia ntawv
- o Kev tso npe ua haujlwm kev xaiv neeg los ua tsis saib txog tias tus xib hwb keej qhia ntawv npaum li cas tabsis yog saib raws lawv kev xeem tau los qhia dab tsi xwb.

Cov neeg xeem los qhia tej hoob tsis muaj sib npaug raws li cov tsev kawm ntawv tau muaj cov los qhia (xws li cov xib hwb qhia keeb kwm teb chaws social studies thiab cov xib hwb qhia cov menyuam uas tsis keej kawm ntawv speical education).

Feem coob cov xib hwb tshiab yog neeg tawv dawb thiab cov **xib hwb uas yog lwm haiv neeg muaj tsawg**, feem ntau rau cov haujlwm uas nhriav neeg nyuab los ua.

Kev Npaj Rau Cov Xib Hwb Nyuab Rau Cov No

Cov xib hwb tshiab feem ntau zaus yeej tsis npaj txaus los qhia cov hoob nyob rau MPS.

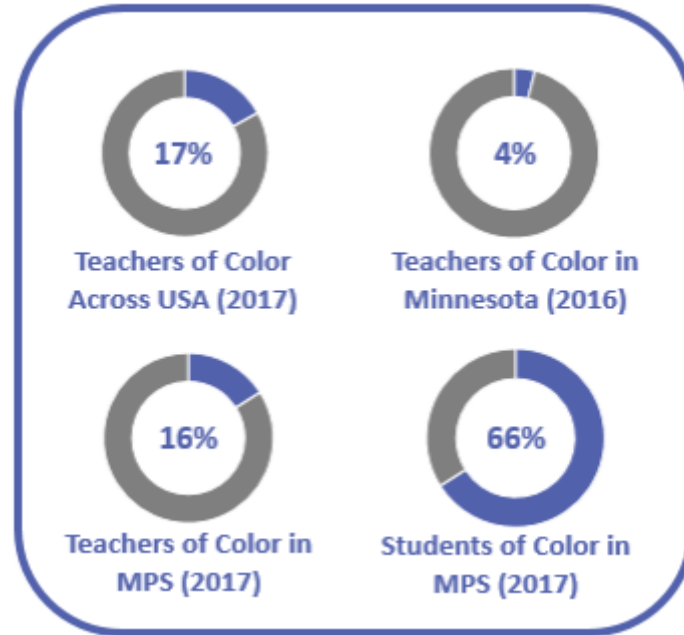
Cov txhawj xeeb tshaj qhia los ntawm cov thawj xib hwb, cov muab tswv yim rau xib hwb, thiab cov xib hwb muaj li no:

- Tsis muaj tswv yim txaus los qhia ntawv kom cov menyuam los koom tes rau
- Tsis muaj kev qhuab qhia ntawm kab lis kev cai kev kom lawv paub ua li cas thiab muaj haiv neeg sib luag
- Qhia kom tsawg dua txog kev nyeem ntawv thiab lub hlwb khiav li cas thaum nyeem ntawv

Muaj Cov Xib Hwb Uas Yog Lwm Haiv Neeg

Nyuab Li Cas Txog Tau Cov Xib Hwb Uas Yog Lwm Haiv Neeg

Cov xib hwb ua haujlwm rau MPS tsis muaj cov haiv neeg zoo li cov menyuam uas tuaj kawm ntawv.



Muaj Cov Xib Hwb Uas Yog Lwm Haiv Neeg

Yog muaj lwm haiv neeg tuaj ua haujlwm, muaj cov hais tau lwm hom lus, muaj cov tau nyiaj txiag ntau los tsawg thiab muaj poj niam thiab txiv neej tuaj ua haujlwm no yuav **muaj kev pab zoo** rau txhua tus menyuam kawm ntawv rau cov no:

- Menyulam yuav koom tes dua
- Menyulam yuav kawm keej dua
- Yuav kawm tiav high school
- Yuav mus kawm rau qib siab college

Yuav muaj feem ntau li no dua yog tias cov xib hwb thiab cov menyulam yog tib hiav neeg

Muaj Cov Xib Hwb Uas Yog Lwm Haiv Neeg

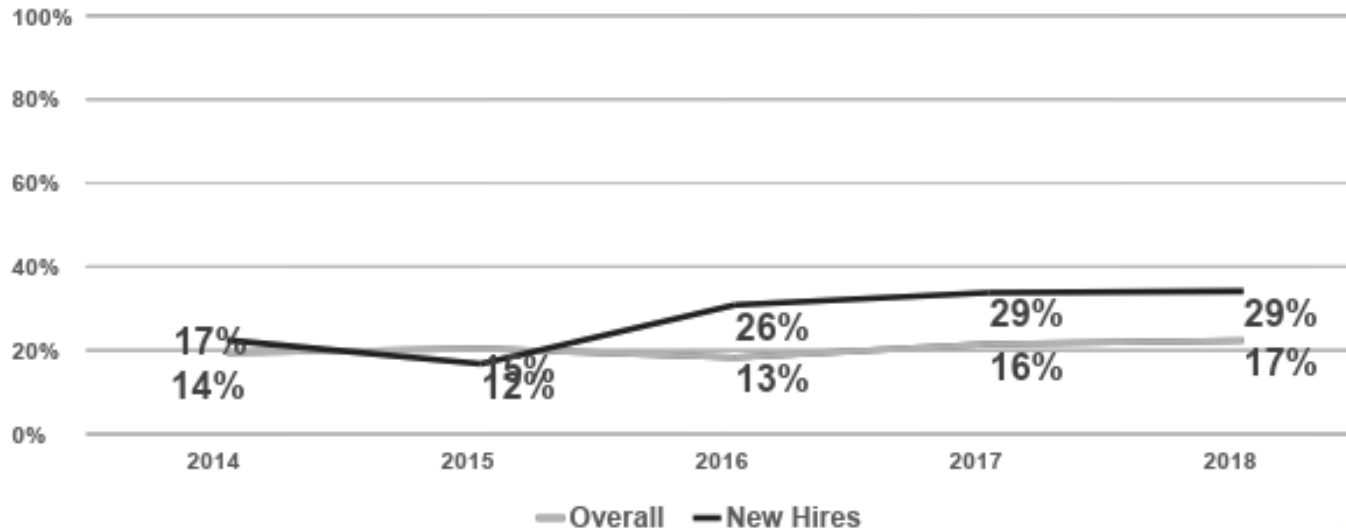
Kev tshawb fawb tsis ntev no tau pom li no:

- Cov tau nyiaj tsawg, menyuam tub tawv dub uas muaj ib tug xib hwb uas yog neeg tawv dub thaum lub caij kawm hoob 3 rau hoob 5 muaj feem poob 39% cov tawm high school thiab muaj nce 29% ntawm kev xav mus kawm ntawv rau qib siab 4 xyoo college.
- Cov xib hwb tawv dub yuav tsis xav hais tias cov menyuam tawv dub tus cwj pwm phem npaum li cov xib hwb tawv dawb.

Nyuab Li Cas Txog Tau Cov Xib Hwb Uas Yog Lwm Haiv Neeg

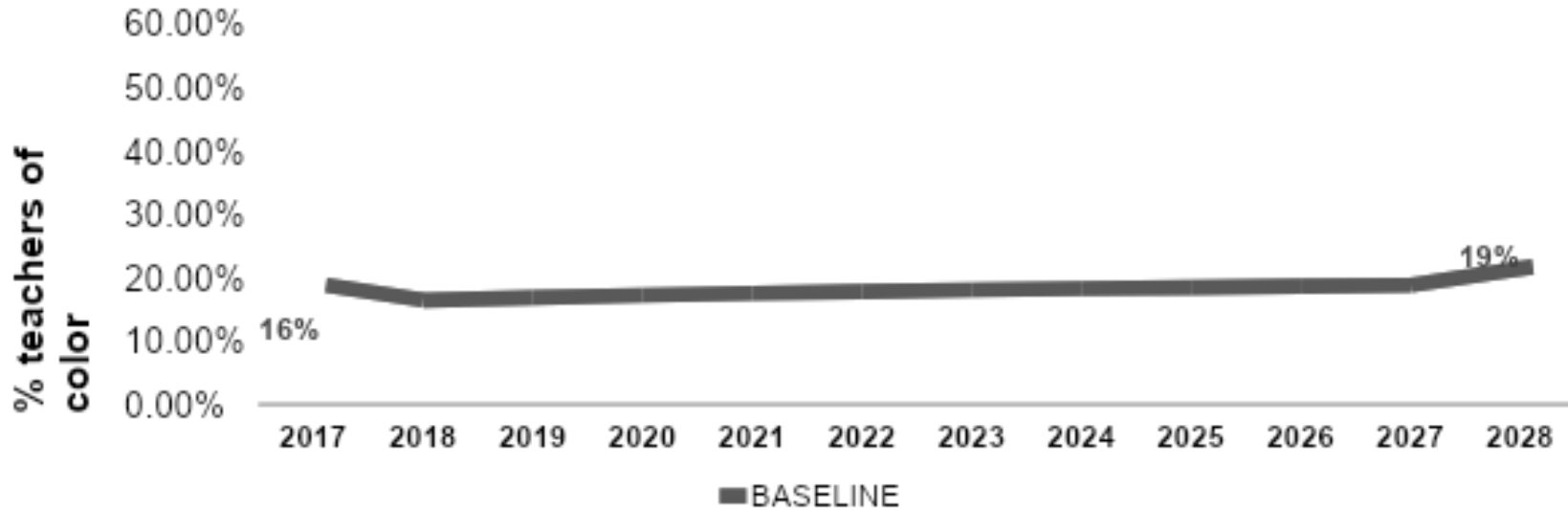
MPS yeej tau txais lwm haiv neeg tuaj ua haujlwm tab sis tsuas nce mentsis

Teacher Workforce Diversity



Nyuab Li Cas Txog Tau Cov Xib Hwb Uas Yog Lwm Haiv Neeg

Yog tias txhua yam yeej zoo ib yam, xws li nce kev txais neeg ua haujlwm, tsuas hloov mentsis rau kev txais cov xib hwb uas yog lwm haiv neeg.



Xib Hwb Kev Pab Kom Zoo thiab Muab Lawv Faib Li Cas

Xib Hwb Kev Pab Kom Zoo thiab Muab Lawv Faib Li Cas

Kev tshawb fawb pom li no:

Tus xib hwb yog tus tseem ceeb tshaj rau tus menyuam kev kawm thiab yeej muaj feem rau tus menyuam rau yav tom ntej:

- Yog tias tus menyuam tau ib tug xib hwb uas qhia tau ntawv zoo rau ib lub xyoo, lawv yuav txaus siab rau cov xib hwb qhia ntawv zoo rau lawv rau yav tom ntej
- Kev phem uas tshwm sim los ntawm cov xib hwb qhia ntawv tsis zoo rau menyuam muaj mus rau xwb hwb keej pab qhia ntawv rau peb xyoo
- Cov menyuam kawm ntawv tsis zoo feem ntau yeej muaj cov xib hwb qhia ntawv tsis zoo

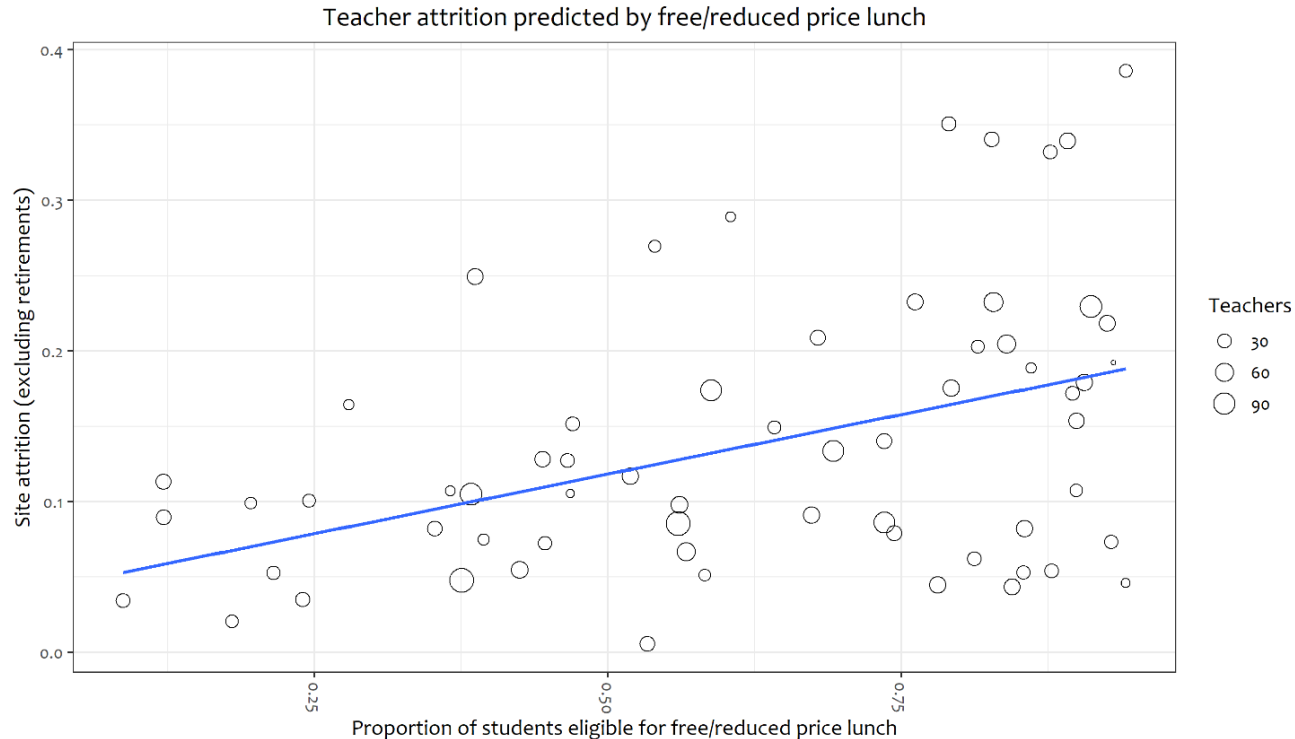
Xib Hwb Kev Pab Kom Zoo thiab Muab Lawv Faib Li Cas

Cov tsev kawm ntawv uas muaj menyuam coob uas yog lwm haiv neeg, cov menyuam tsim nyog noj su dawb los sis them tsawg, thiab cov menyuam nyeem ntawv tsis zoo mentsis zoo li no:

- Cov xib hwb pheej tawm haujlwm
- Muaj coob tus tau txais tuaj ua haujlwm lig
- Tau cov xib hwb uas tsis paub txaus
- Muaj cov xib hwb tshiab tuaj ua haujlwm

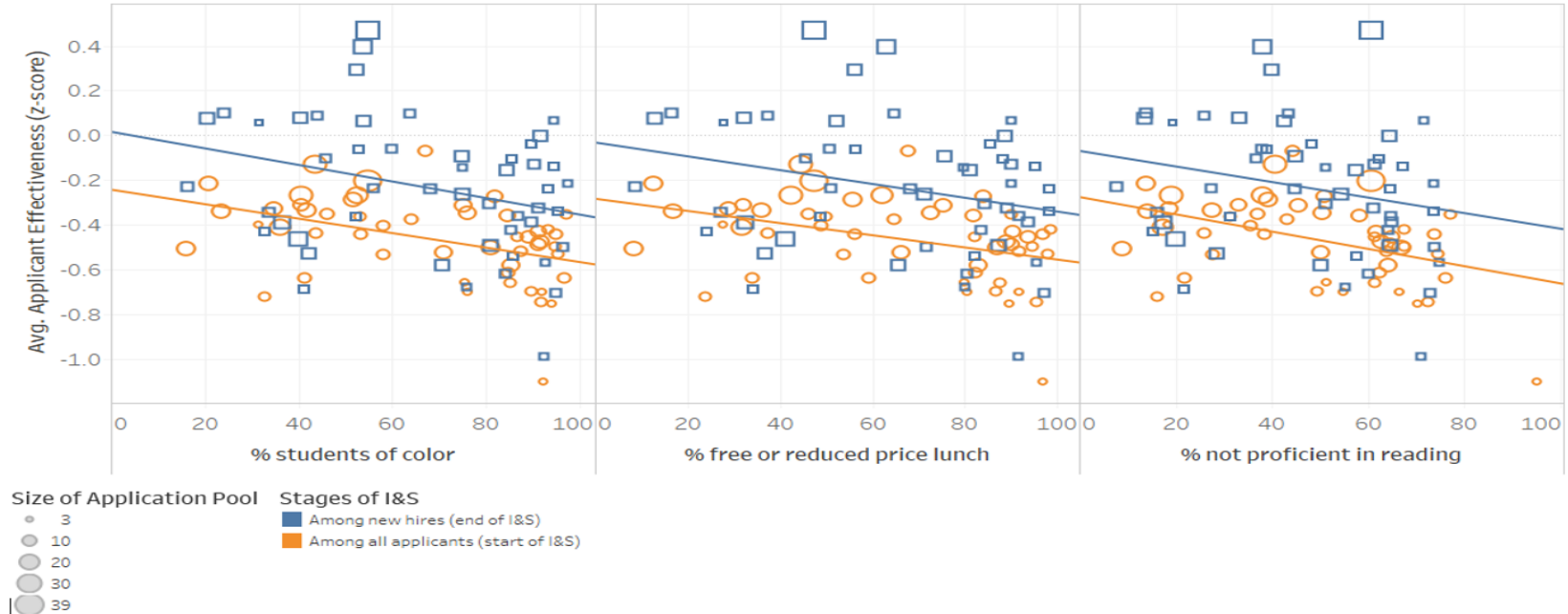
Xib Hwb Kev Pab Kom Zoo thiab Muab Lawv Faib Li Cas

MPS cov tsev kawm ntawv uas muaj cov menyuam coob dua uas tau su noj dawb thiab them tsawg feem ntau pom cov xib hwb uas tsis pab lawv thiab thum lawv.



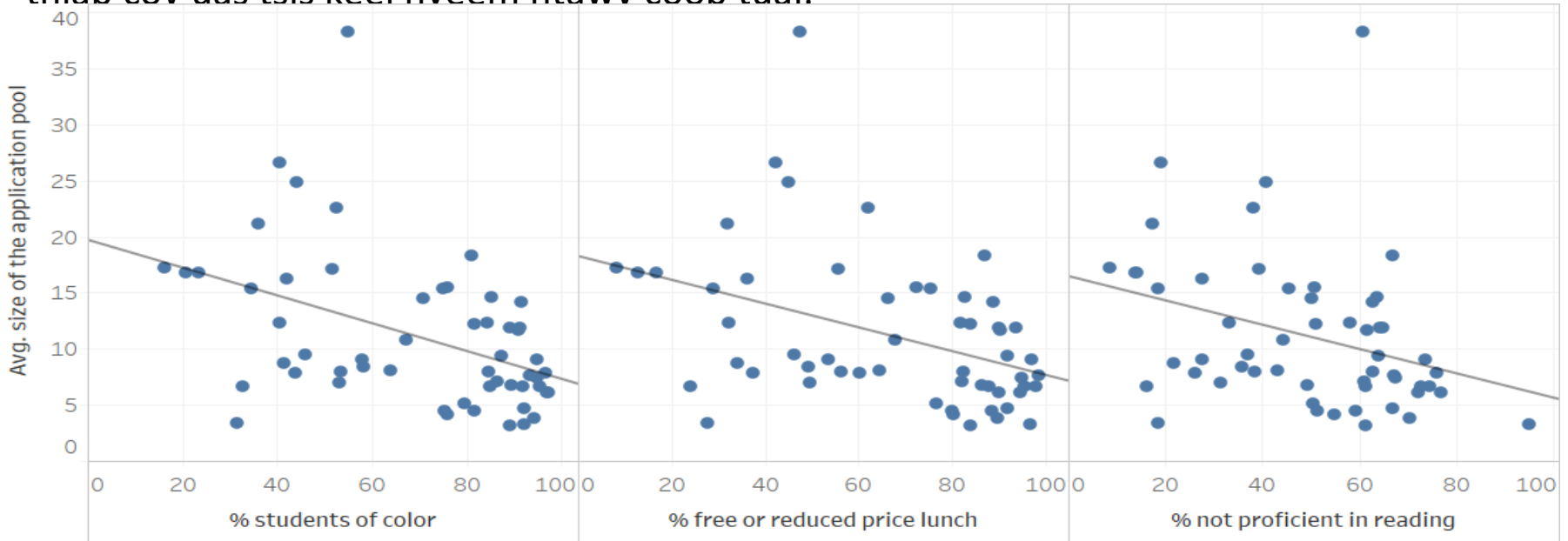
Xib Hwb Kev Pab Kom Zoo thiab Muab Lawv Faib Li Cas

MPS daim ntawv tso npe ua haujlwm rau xib hwb kom ua mus zoo tsawg zuj zus rau cov tsev kawm ntawv uas pib muaj cov menyuam txawv haiv neeg tuaj kawm, tau noj su dawb los sis them tsawg, thiab cov uas teic keei nvaem ntawv



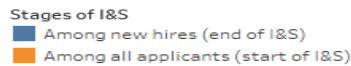
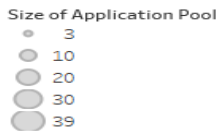
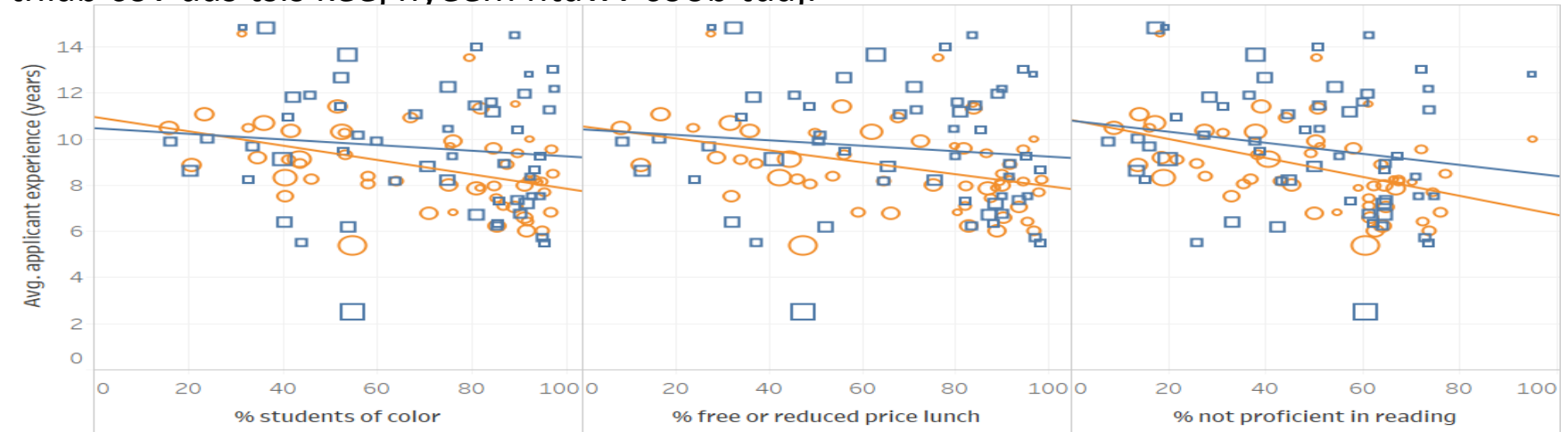
Xib Hwb Kev Pab Kom Zoo thiab Muab Lawv Faib Li Cas

Tag nrho cov tso npe ua haujlwm rau MPS xib hwb muaj neeg tso npe tsawg thaum muaj cov menyuam txawv haiv neeg tuaj kawm, thiab cov tau noj su dawb los sis them tsawg thiab cov uas tsis kee nveem ntawv coob tuai.



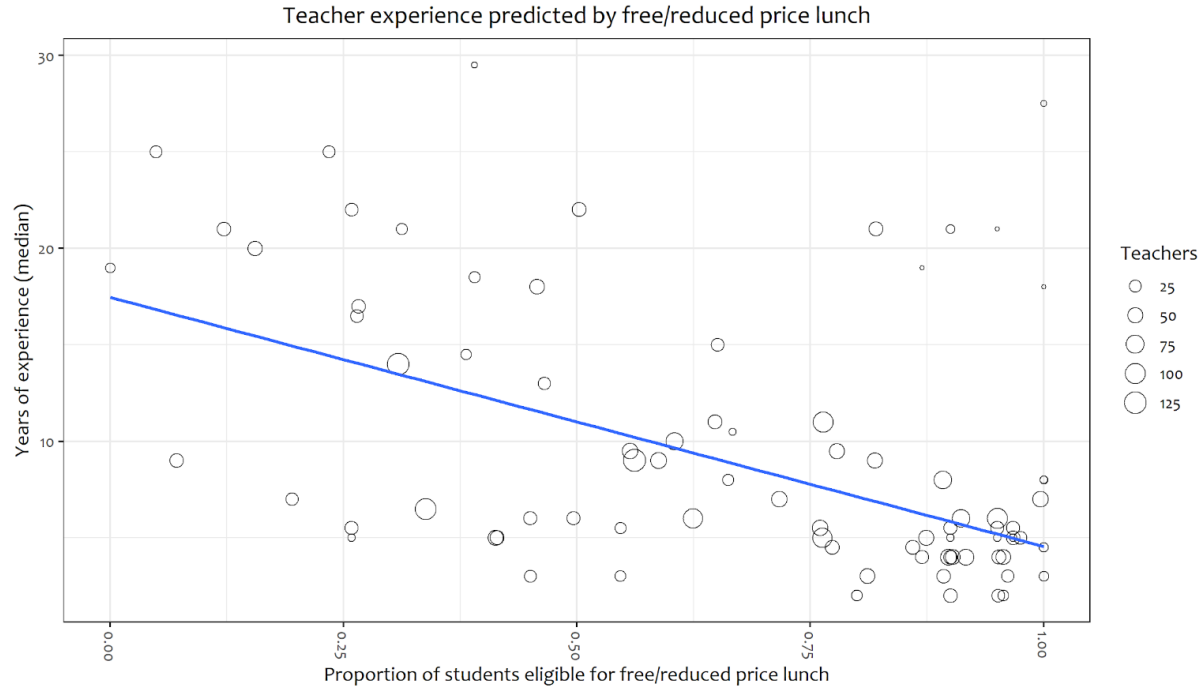
Xib Hwb Kev Pab Kom Zoo thiab Muab Lawv Faib Li Cas

MPS daim ntawv tso npe ua haujlwm xib hwb muaj neeg tso npe tsawg tuaj thaum pib muaj cov menyuam txawv haiv neeg tuaj kawm, thiab cov noj su dawb los sis them tsawg thiab cov uas tsis keej nyeem ntawv coob tuaj.



Xib Hwb Kev Pab Kom Zoo thiab Muab Lawv Faib Li Cas

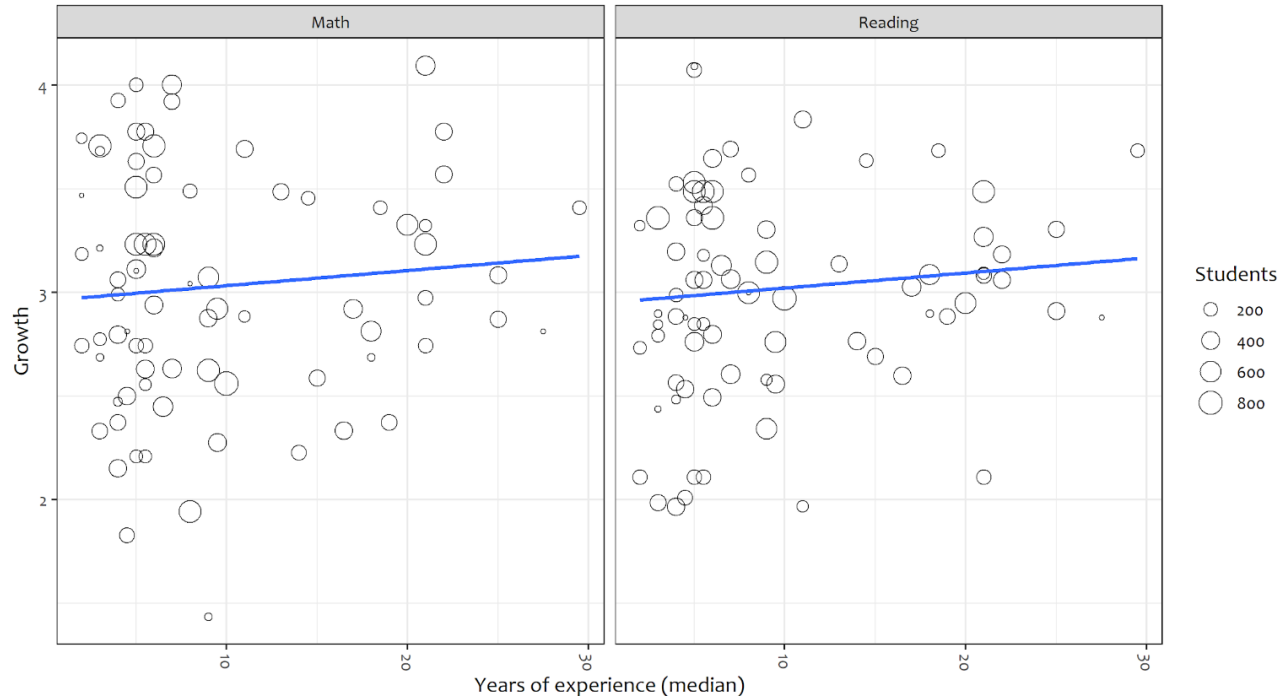
MPS cov xib hwb ua haujlwm tsawg tuaj thaum cov tsev kawm ntawv pib muaj cov menyuam kawm coob tuaj uas tau noj su dawb los sis them tsawg.



Xib Hwb Kev Pab Kom Zoo thiab Muab Lawv Faib Li Cas

Cov menyuam kev kawm ntawv yuav zoo ntxiv tuaj raws li cov xib hwb kev ua haujlwm qhia ntawv zoo vim tau qhia los ntau xyoo rau tim tsev kawm ntawv.

Student growth predicted by teacher experience



Xib Hwb Kev Pab Kom Zoo thiab Muab Lawv Faib Li Cas

Siv Kev Xam Phaj thiab Kev Xaiv Neeg Ua Haujlwm:

- Ua kom haum, cov xib hwb feem coob tawm ntawm cov tsev kawm ntawv uas nhriav neeg nyuab los ua haujlwm thiab cov tsev kawm ntawv uas tau muaj kev pab cuam Comprehensive Support, Targeted Support, los sis Support kev pab los ntawm MN Department of Education's North Star kev saib xyuas cov ua haujlwm.
- Feem ntau zaus, cov xib hwb keej qhia ntawv dua mus tso npe rau cov tsev kawm ntawv uas muaj cov menyuam lwm haiv neeg tsawg dua, thiab tsis tshuav muaj cov menyuam noj su dawb los sis them tsawg, thiab tsis tshuav muaj cov menyuam uas tsis keej nyeem ntawv.
- Feem ntau zaus, cov ntiav neeg ua haujlwm muaj ntau cov xib hwb rau lawv xaiv los ntawm txoj haujlwm qhib rau tej lub chaw uas tsis tshuav muaj cov menyuam uas yog lwm haiv neeg, thiab tsis tshuav muaj cov menyuam tau noj su dawb los sis them tsawg, thiab cov menyuam uas tsis keej nyeem ntawv.

Xib Hwb Kev Pab Kom Zoo thiab Muab Lawv Faib Li Cas

Kev faib cov xib hwb rau cov tsev kawm ntawv kom sib npaug yeej muaj rau lub tsev kawm ntawv. Feem ntau, MPS cov menyuam uas yog lwm haiv neeg yeej tau cov xib hwb tsis tau keej txaus thiab qhia tsis tau zoo heev.

Cov no yog cov feem ntau tshwm sim tim tsev kawm ntawv:

- cov menyuam twg yog cov muaj npe nrog tus xib hwb
- thaum cov xib hwb qhia ntawv rau cov hoob siab (AP, IB, cov hoob pom zoo kawm ntxiv) rau kauj ruam ob thiab cov menyuam twg yog cov tau los mus kawm cov hoob no thiab tau cov xib hwb

Xib hwb tau muab faib yog saib xyuas los ntawm tus xib hwb pom zoo. Kev tshawb fawb ntxiv txog qhov no yog ib qho uas tseem npaj ua los ntawm MPS Teacher Equity, yog ib qho tau ua los ntawm World's Best Workforce cov kev cai lij choj thiab ESSA.

Cov Kauj Ruam Ntxiv

Cov Kauj Ruam Ntxiv

<p>Cov Zej Zos Uas Mauj Kev Sib Cais</p>	<ul style="list-style-type: none"> Txo kev raug cov neeg tau nyiaj tsawg coob mus rau tib cov tsev kawm ntawv xwb kom tsawg dua 80% yog hloov cov neeg ua haujlwm thiab txwv tsis pub neeg coob mus kawv ntawv txawv ntawm lawv thaj tsham chaw tau kawm. Muaj kev khiav haujlwm uas yuav txhawb kev koom tes nrog cov pej xeem thiab koom tes nrog lub Zos Minneapolis kom tau tsev nyob uas yus them taus.
<p>Lub caij qhib rau neeg tso npe kawm ntawv rau lwm lub zos</p>	<ul style="list-style-type: none"> Siv cov tsev kawm ntawv tshwj xeeb speciality kom muaj neeg hauv zej zos pab nyiaj ntxiag rau cov qhia kev ua yeeb yam thiab kom txhob muaj neeg khiav tawm vim yog muaj txawv haiv neeg thiab vim cov neeg muaj nyiaj ntau los yog cov tsis muaj nyiaj ntau
<p>Magnet Tsev Kawm Ntawv Tshwm Sim Li Cas</p>	<ul style="list-style-type: none"> Muab magnet cov tsev kawm ntawv los tso rau qhov chaw nruab nrab thiab kom tau neeg xav kawm coob thiab kom tau nyiaj los pab ntau dua, kom muaj tsawg dua, thiab kom yooj yim
<p>Kev Ntseeg Txawv Txav</p>	<ul style="list-style-type: none"> Ntiav cov neeg cob qhia thiab tau siv cov tswv yim los muaj kev qhia ntawv kom Tsis Txhob yog cov neeg xaiv ntsej xaiv muag Muaj ntxiv thiab mus tauj ntxiv rau kev kho ua haujlwm kom zoo dua kom muaj lub zeem muag kom meej thiab muaj cov kauj ruam taug kom ua tau li lub siab xav Tau muaj kev sib txuas lus kom zoo thiab muaj kev zoo tshwm sim rau cov tsev kawm ntawv uas zoo ib yam (Priming)
<p>Muaj Cov Xib Hwb Uas Yog Lwm Haiv Neeg thiab Cov Keej Qhia Ntawv</p>	<ul style="list-style-type: none"> Nhriav ntxiv kev txawj ntse ntawm kev npaj cov xib hwb mus qhia ntawv uas yog cov tswv yim uas tshiab thiab tau siv dua los thiab zoo Muaj kev sib raug zoo ntxiv nrog rau kev npaj cov xib hwb mus qhia ntawv
<p>Tsis Faib Kom Sib Npaug Kev Qhia Ntawv Kom Zoo</p>	<ul style="list-style-type: none"> Kho cov ntawv cog lus, thiab muaj lus thov kom txwv kev xam phaj kom tsawg dua thiab xaiv neeg rau tib lub caij kom txhob muaj neeg tawm haujlwm Ua thiab siv kev npaj rau Teacher Equity Plan

Cov Kauj Ruam Ntxiv

Yuav kom los daws tau txhua cov teeb meem no, MPS yeej mob siab los siv cov kev khiav haujlwm tom qab no kom muaj kev npaj siab los ua tau rau lub sijhawm kawm ntawv xyoo 2019-20 thiab rau yav tom ntej.

Cov Tsev Kawm Ntawv Lub Tswv Yim Zoo	<ul style="list-style-type: none">● Kev ntiav neeg ua haujlwm thiab kev kawm ciam teb.● Magnet tsev kawm ntawv cov tswv yim● Paub Yuav Siv Cov Neeg Twg Los Ua Haujlwm
World's Best Workforce/ Teacher Equity Plan	<ul style="list-style-type: none">● Saib seb cov xib hwb twg qhia ntawv rau cov tsev kawm ntawv twg, saib seb cov menyuum kawm ntawv nrog cov xib hwb hauv lub tsev kawm ntawv li cas (teem caij) thiab cov menyuum muaj npe kawm tim lub tsev kawm ntawv li cas.● Hais kom cov muaj feem los koom tes, xws li cov xib hwb thiab cov thawj xib hwb, nyob rau kev kho ntxiv Teacher Equity Plan
Cov Ntawv Cog Lus	<ul style="list-style-type: none">● Saib cov lus thiab muab cov pom zoo los sab laj dua kom cov ntawv cog lus pab kom txhob muaj cov neeg tawm haujlwm heev thiab muaj kev qhia ntawv zoo kom muaj sib npaug
Kev Khiav EDIA	<ul style="list-style-type: none">● Los saib seb tau kho dab tsi kom pab cov menyuum kev xeem ntawv thiab muab cov kev cai rau tsev kawm ntawv hloov uas yog cov tsim kev tsis ncaj ncees.
Kev Siv Nyiaj Txiag	<ul style="list-style-type: none">● Hloov cov ua haujlwm● Muab nyiaj txiag hloov kom pab kho cov teeb meem uas tsis ncaj ncees● Muab cov kev npaj siab los ua ke kom haum cov tau pom tias lawv tau muaj kev pab