

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	Andersen United Community School
Principal	Denise Wells
Equity Team Lead	Stephanie Bales & Kim’el Henry
Family Liaison	Miriam Laureano, Mohamed Ahmed-Abass, Fardowsa Ali, Takara Bradley

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 08/23/17 & 08/24/17. <input checked="" type="checkbox"/> We share a welcome packet or school handbook with all of our families on 09/08/17. <input checked="" type="checkbox"/> For schools with entering kindergarteners, we will coordinate transition with ECFE 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.

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 checked="" type="checkbox"/> We will host a FIP meeting and invite all families in April 2018. <input checked="" type="checkbox"/> We will translate family friendly FIP for all language populations over 10% in our school. <input checked="" type="checkbox"/> We will share FIP survey at school events. <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.
<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 in September 2017. <input checked="" type="checkbox"/> We will invite all families to participate in the SIP review process in May 2018. <input checked="" type="checkbox"/> We will share a SIP summary with families at school events on 09/2017. <input checked="" type="checkbox"/> We will translate our SIP Summary. <input checked="" type="checkbox"/> We will post our SIP on our school website. <p style="color: red; font-weight: bold;">ADD LINK TO SCHOOL WEBSITE HERE : http://andersenunitedcommunity.mpls.k12.mn.us/forfamilies</p>

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 in November 2018. ADD LINK TO WEBSITE HERE : http://andersenunitedcommunity.mpls.k12.mn.us/forfamilies <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. <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.
<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. <input checked="" type="checkbox"/> Include evidence of how family input was obtained. <input checked="" type="checkbox"/> Include evidence of how family input was used to revise your 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 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). <input checked="" type="checkbox"/> Include evidence of all family input on Title I spending.

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 checked="" 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. <input checked="" type="checkbox"/> We will communicate with families via our school website.

	<ul style="list-style-type: none"> <input checked="" type="checkbox"/> We will communicate with families via paper updates/newsletters. <input checked="" type="checkbox"/> Other Strategies (please note): Via Social Media; Facebook & Twitter <p>Ongoing Equity Impact Assessment of Strategies: Andersen will ensure that all important written communications are shared with families in English, Spanish and Somali. When appropriate, written communication deemed will be provided orally in Somali.</p>
<p>We will work to ensure families have access to our school meetings.</p>	<p>Best Practices: Check All That Apply</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 morning & evening meetings. <input checked="" type="checkbox"/> We will provide childcare as needed. <p>Ongoing Equity Impact Assessment of Strategies: Andersen will provide interpreting services in Spanish and Somali daily for parents during the school at all family events. Interpreters for other languages will be provided as needed and upon request.</p>

Connecting Families to Resources	
<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 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 checked="" type="checkbox"/> If appropriate, we will coordinate with Pre-K/ECFE on Family Involvement Activities. <input checked="" type="checkbox"/> Other Strategies: We will host Family Fun and Learning Night Events <p>Ongoing Equity Impact Assessment of Strategies: Andersen will host Academic Family Nights throughout the year, we will also host individual grade level Bring your Adult to school day.</p>

Capacity Building	
<p>We will help build the capacity off 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. <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 checked="" type="checkbox"/> We will provide literacy training for families. <input checked="" type="checkbox"/> We will provide technology training for families. <input checked="" type="checkbox"/> We will, if applicable, help families sign up for Parent Portal. <p>Ongoing Equity Impact Assessment of Strategies: We will host a monthly coffee with the community during which families will be able to meet and learn from the different teams within the School; ie. Social work, behavior, ELL...</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. <hr/> <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 checked="" type="checkbox"/> If appropriate, we will coordinate with Pre-K/ECFE on family involvement activities. <p>Ongoing Equity Impact Assessment of Strategies: Staff are invited and encouraged to attend and help plan Family events.</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.

	<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"/> We will create a calendar/plan to ensure more frequent academic achievement-focused calls to families at home. <p>Ongoing Equity Impact Assessment of Strategies: We will host individual grade level Bring your Adult to school days.</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 Middle School content and achievement standards. <input checked="" type="checkbox"/> We will inform families about how to read test results via email, website, robocall, or paper sent home. <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 opportunities. <p>Best Practices: Check All That Apply</p> <ul style="list-style-type: none"> <input checked="" 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.
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