

SPPS - World's Best Workforce Annual Report (SY 2014-15)
Selection of Implemented District Programs and Initiatives / District Councils, Committees, and Task Forces

Programs/Initiatives	Program Description	WBWF Goals				
		All Children Ready for School	All Third Graders Reading at Grade Level	All Racial and Economic Achievement Gaps Are Closed	All Students are Ready for College and Career	All Students Graduate from High School
Racial Equity Transformation						
Racial Equity Professional development	PD for SPPS staff including: Beyond Diversity, Culturally Responsive Teaching, and Administrators' Academy		x	x	x	x
School-specific work led by school Equity Teams	Each school has established an equity team to collaborate with school administration and staff to support and develop racially equitable teaching and learning.		x	x	x	x
Racially equitable curriculum	The Office of Equity and Office of Teaching and Learning are working together to develop a process to ensure curriculum is racially equitable.		x	x	x	x
Joint racial equity training	SPPS senior leaders have been participating in racial equity training with the city of St. Paul, Ramsey County, Parks and Recreation, and Libraries		x	x	x	x
Parent Academy	Programming for parents/guardians of SPPS students that provides participants with tools to support their students and partner with schools	x	x	x	x	x
Parent Advisory committees	SPPS has nine councils for parents to learn and offer feedback and recommendations regarding the education and needs of specific student groups student groups		x	x	x	x
Personalized Learning						
Student learning in a 1:1 iPad environment	Personalized Learning, which is an instructional strategy that tailors teaching and learning to Saint Paul Public School's diverse student body, will be supported through the distribution of iPads to students		x	x	x	x
Professional development for teaching in a 1:1 iPad environment	A menu of PD classes and resources have been provided to teachers and school administrators to support providing instruction in a 1:1 iPad environment		x	x	x	x
Ready for College and Career						
Focus on Freshman	A program that gives freshmen students the support they need to get connected at high school and stay on-track to graduate on-time			x	x	x
Naviance	A tool used by secondary students that assists students in planning for college and career			x	x	x
Specialized courses such as: CTE, AP, IB, and AVID	Specialized courses that support career and college preparations including dual credit efforts programs such as: Career and Technical Education (CTE), International Baccalaureate (IB), Advanced Placement (AP), and AVID				x	x

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Excellent PK-12 Programs and Connected Pathways						
Specialized programs with Articulations	SPPS offers 14 specialized magnet programs including: language immersion, arts, science, and Montessori.	x	x	x		
Pre-K	Additional Pre-K seats are made available each year	x	x			
Alternative education opportunities: Extended Day Learning and S-Term	Extended Day Learning (EDL) and S-Term provide additional learning opportunities for students		x	x		x
Systems that Support a Premier Education						
Peer Assistance Review (PAR) program	The PAR program provides assistance to tenure-track teachers and tenured teachers through a cooperative relationship with a Consulting Teacher under the supervision of the Peer Assistance and Review Board		x	x		x
Teacher Development and Evaluation (TD&E) program	A program that creates an opportunity for educators to set goals for themselves and work towards those goals to impact student learning. Evaluation of educators should offer regular, constructive feedback from well-trained peers and administration that promotes student learning, support educators' growth and development, and provide recognition of exceptional work.		x	x		x
Principal and administrator performance reviews	Principals, Assistant Principals and Administrative Interns, and district administrator receive performance reviews annually		x	x		x
Facilities Master Plan	A comprehensive study to develop a 10-year Facilities Master Plan (FMP) to ensure school buildings are able to meet the 21st century learning needs of students	x		x		
Additional Programs						
Multi-Tiered Systems of Support (MTSS)	Ongoing process of using performance and other data to guide instructional and intervention decisions		x	x	x	x
Positive Behavioral Interventions and Supports (PBIS)	Framework for schools to create and sustain positive school environments		x	x	x	x

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District Councils, Committees, and Task Forces

Parent Advisory Committees

SPPS has developed many organizations with the purpose of soliciting feedback and recommendations from the families of students. There are several Parent Advisory Committees that are organizations entirely composed of parents and guardians of students. These PACs are supported by personnel from the Office of Family Engagement and Community Partnerships. These groups include:

- District Parent Advisory Council (DPAC)
- Hmong Parent Advisory Council (HPAC)
- Special Education Advisory Council (SEAC)
- Somali Parent Advisory Council (SPAC)
- Latino Consent Decree (LCD)
- Karen Parent Advisory Council (KPAC)
- American Indian Education Program
- Green and Healthy Kids Advisory Council
- Parents of African American Students Advisory Council (PAASAC)

District Committees

In addition to the parent advisory councils, there are also committee and task forces whose memberships include both district personnel and parents. Those committees include:

- Curriculum Advisory Committee (ongoing)
- 21st Century Learning Center (ongoing)
- Talent Development committee (ongoing)
- Facilities Master Plan task force (special project)
- English Learning committee (ongoing)