



Goal A: Improve climate and culture for non-tenured BIPOC educators	
<p>Goal A, Activity I. Provide funding to strengthen affinity groups through a beginning of the year “meet and greet” event for new BIPOC educators, increased funding for all eight (8) existing affinity groups, and funding to add up to three (3) new affinity groups</p>	<p>FY23 Report: Due to staffing transitions and challenges, a beginning of the year “meet and greet” event for affinity groups was not held in the fall of 2022. However, MPS aims to utilize grant rollover funds in FY24 to support an event like this in the fall of 2023.</p> <p>Additional funding from this grant allowed the Hmong Affinity Group to gather and camp at the Agape Hmong Garden in Hugo, MN and also engage in a Hmong Needlework Paj Natub lesson led by artist Mandora Young.</p> <p>Lastly, Nikkia Hines, a teacher on special assignment (TOSA) and Anti-Bias, Anti-Racist (ABAR) Mentor piloted two new affinity groups: a Black Affinity Group and a National Pan-Hellenic Council (NPHC) Affinity Group. Activities for the two new groups funded by this grant included: leadership stipend for Nikkia Hines, attendance to a play at the Guthrie Theater, bus tour, guest speaker, and group meetings at local restaurants.</p> <p>MPS is currently working to analyze retention data of BIPOC staff in 2022-23.</p>
<p>Goal A, Activity II. strengthen current Achievement of Tenure (AofT) offerings through two (2) new seminars for non-tenured educators: “Early Career Educators of Color Seminar” for non-tenured BIPOC educators and “Becoming an Anti-Racist White Ally Seminar” for non-tenured white educators.</p>	<p>FY23 Report: Due to staffing challenges, development for the “Becoming an Anti-Racist White Ally” seminar for non-tenured white educators was only partially developed and not implemented. However, MPS aims to utilize grant rollover funds in FY24 to support the completion of planning and pilot of this seminar in the 2023-24 school year.</p> <p>Funding from this grant allowed for the development and pilot of the “Early Career Educators of Color Seminar” for non-tenured BIPOC educators. Nikkia Hines and Pia Payne-Shannon, MPS’ two Anti-Bias Anti-Racist (ABAR) Teacher Mentors led the development of the seminar. Specifically, grant funds allowed for a partnership with Dr. Ghouldy Muhammad (author of <i>Cultivating Genius: An Equity Framework for Culturally and Historically Responsive Literacy</i> and <i>Unearthing Joy: A Guide to Culturally and Historically Responsive Curriculum and Instruction</i>) to support the seminar. In addition, grant funds allowed for the purchase of the following texts for seminar participants:</p>

	<ul style="list-style-type: none"> • <u>Cultivating Genius: An Equity Framework for Culturally and Historically Responsive Literacy</u> • <u>Unearthing Joy: A Guide to Culturally and Historically Responsive Curriculum and Instruction</u> • <u>Teachers of Color: Resisting Racism and Reclaiming Education (Race and Education)</u> • <u>Being the Change: Lessons and Strategies to Teach Social Comprehension</u> • <u>We Got This: Equity, Access, and the Quest to Be Who Our Students Need Us to Be</u> • <u>Ratchetedemic: Reimagining Academic Success</u> <p>In addition, funding from this grant allowed multiple MPS teacher leaders and district staff to attend a new training for new educators to determine its racial and cultural responsiveness to the needs of MPS staff and students of color. Specifically, grant funding provided extended time for MPS staff to attend <u>The Catalyst Approach</u> training and critically analyze it based on the needs of MPS staff and students. Please see the <u>full report on The Catalyst Approach</u>.</p>
<p>Goal A, Activity III. Increase the anti-racist effectiveness of Coaches and Mentors through expansion of the monthly “Coaching for Equity” professional development series for coaches and mentors, and through resources and training for the new BIPOC mentor positions</p>	<p>FY23 Report: Funding from this grant allowed for 48 Coaches and Mentors across multiple MPS sites and departments to participate in <u>Bright Morning’s “Coaching Across Racial Lines”</u> training in the fall of 2022 and early winter of 2023.</p> <p>Unfortunately we were unable to administer the IDI in 2022–23, so MPS will explore other ways to measure the impact of “Coaching for Equity” sessions in 2023–24.</p>
<p>Goal B: Increase the number of BIPOC educator leaders serving as Mentors and Coaches</p>	
<p>Goal B, Activity I. Create a leadership development program (minimum of 80% BIPOC educators) to explore, enhance, and advance educator leadership and adult coaching skills.</p>	<p>FY23 Report: Due to staffing transitions, creation of a leadership development program was only partially developed and not implemented. However, MPS aims to utilize grant rollover funds in FY24 to support the full development and pilot of this program.</p>

Goal C: Increase ESP's access to professional development with licensed educators

Goal C, Activity I.

Provide extended time for ESPs to attend professional development with licensed educators that occurs outside of their duty time.

FY23 Report:

Funding from this grant provided extended time to allow 19 ESPs to attend the MPS Instructional Leadership Team (ILT) Leadership Institute on Aug. 11-12, 2022 alongside administrators and teacher leaders.

In addition, funding from this grant allowed MPS grow your own (GYO) staff to host a total of three focus groups with ESPs to get their feedback about professional development and specifically what they would like to see in GYO teacher pathway programs at MPS that would support ESPs with an Associate's degree to earn a teaching license.

MPS is currently working to analyze retention data of BIPOC staff in 2022-23.