



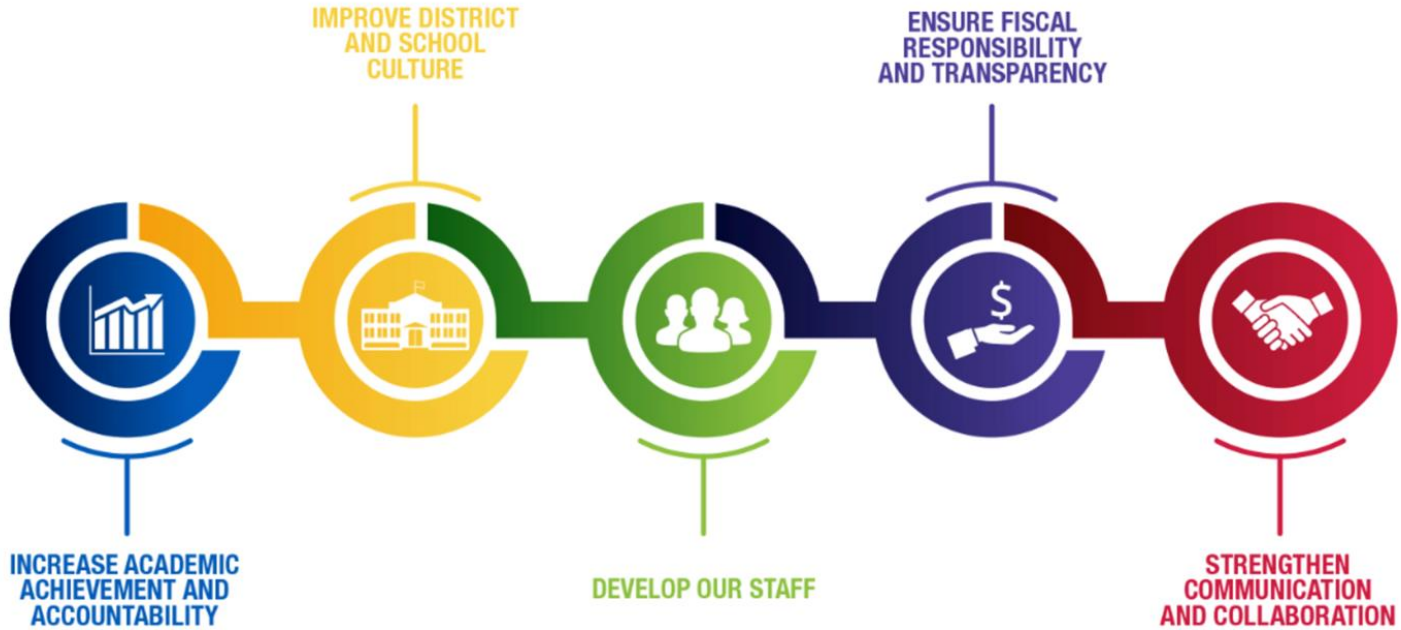
**MILWAUKEE
PUBLIC SCHOOLS**

Report with Possible Action on Strategic Planning Quarter Two Review

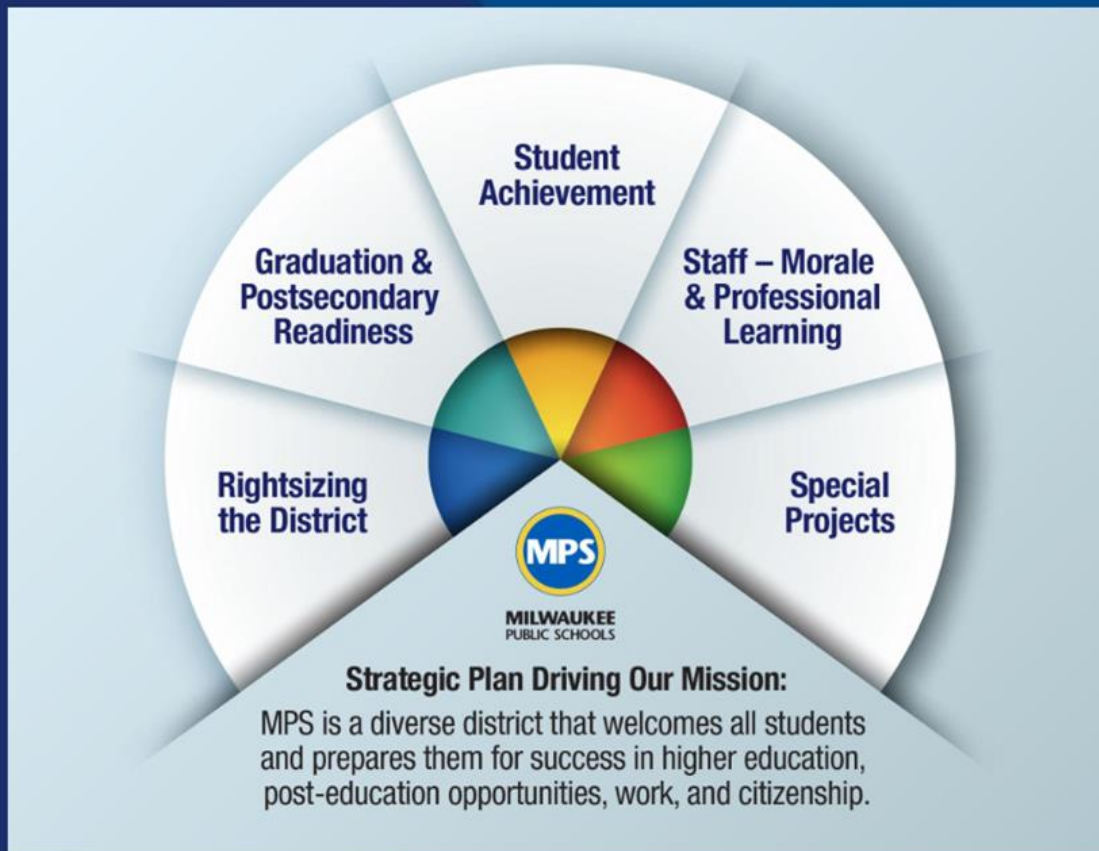
Highlights and Big Wins

Dr. Keith P. Posley
Superintendent

Five Priorities for Success



Strategic Plan Driving Our Mission



Working Across Offices

Rightsizing

*School
Administration
Academics
Human Resources
Finance*

Student Achievement and Graduation

*Academics
School
Administration
Chief of Staff*

Staff

*Academics
Chief of Staff
Human Resources
School
Administration*

Special Projects

*Communications
Human Resources
Academics
Nutrition
Finance
All Departments*

***We win by working together and involving multiple offices.
That is how we have been operating since the beginning of strategic planning.***

Budget Conversations

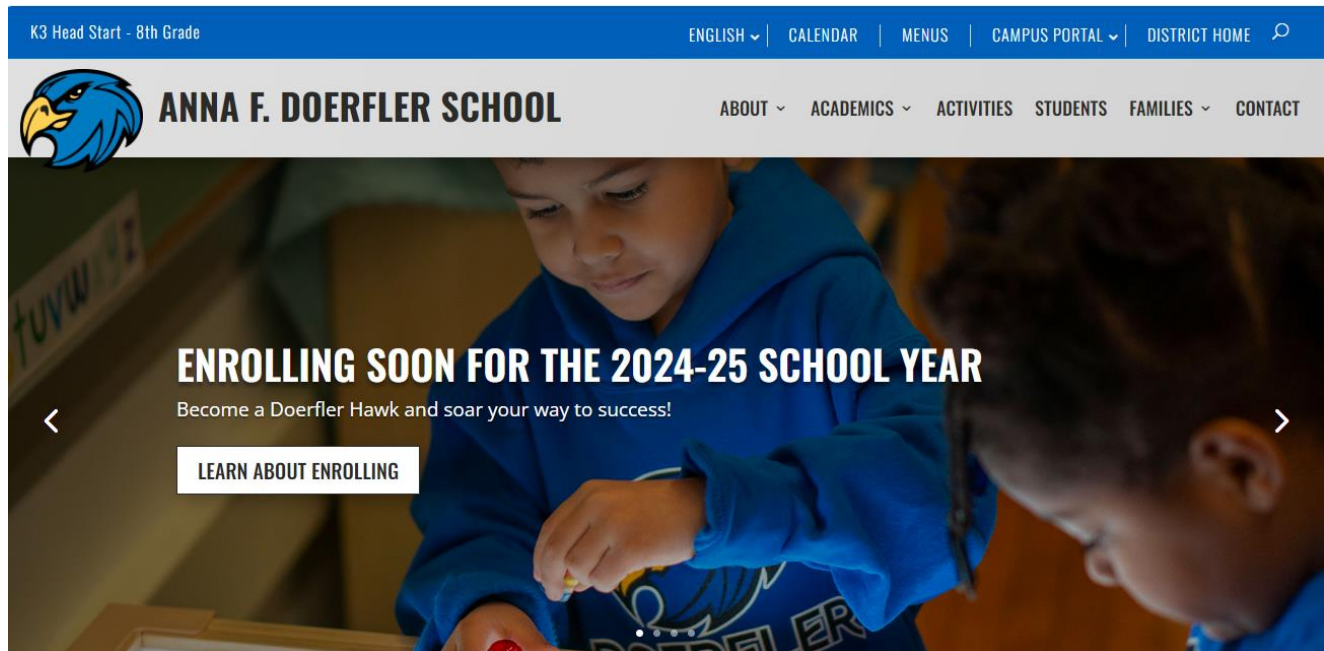
- Hosted budget action sessions
- Presented to parents at the District Advisory Council
- Conducting a budget survey
- Contracting with Balancing Act



Communications

School Websites

- Six are live
- Two are 80% complete
- Fourteen are in progress



[Link to Video](#)

Communications

MPS SCHOOL LOGO SYSTEM for AUDUBON HIGH SCHOOL

A PDF proof of artwork must be shared and approved by the marketing team prior to printing/production.

For questions or approval, email quirkmm@milwaukee.k12.wi.us

OCTOBER 2023

BRAND
COLORS



AMHS_Horizontal Color



AMHS_Horizontal BW



AMHS_Cardinals Color



AMHS_Cardinals BW



AMHS_Circle_Color



AMHS_Circle_BW



AMHS_Horizontal Bars Color



AMHS_Horizontal Bars BW



AMHS_Stacked Color



AMHS_Stacked BW



AMHS_Monogram Color



AMHS_Monogram BW



AMHS Mascot Only
Helmets/Uniforms
Special Approval Required



AMHS + MCC CO-BRANDING



Shared Leadership

Shared Leadership Roadmap

Leading for Collective Impact



October PLI/AP Institute

What is Shared Leadership?

November Area of Focus: Leader Self-Efficacy



December PLI/AP Institute

Collaborative Leadership Framework/Leader Self-Efficacy

January Area of Focus: Inventory Ways in Which You Build Trust



February PLI/AP Institute

Effective Communication/Consensus-Based Decision Making

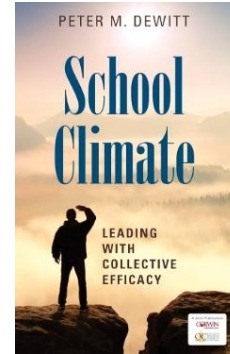
March Area of Focus: Adaptability/Flexibility and Effective Communication



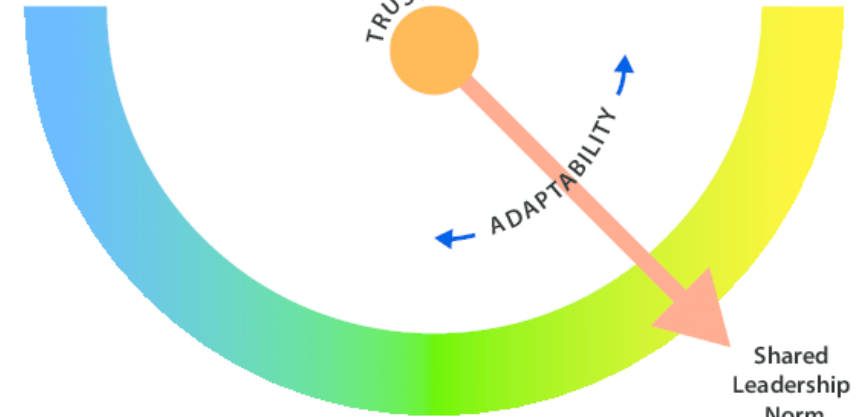
April PLI/AP Institute

Strategies for Implementation/Action Planning

May Area of Focus: Reflection/Implementation Planning



One Leader





Many Leaders

Shared Leadership Norm

Space Utilization



-  Long-range facilities master plan RFP
-  Space utilization database tool
-  Enrollment and building capacity analysis data

Recruitment and Retention Work

- Robust incentives:
 - Paid 85 FY24 staff referral bonuses
 - Paid 41 staff sign-on bonuses for Comprehensive Support and Improvement
 - Paid 11 speech/nurse and 3 psychologist bonuses
 - Paid 7 stay incentives for 53206
- Held 15 unique recruitment events since October 1, 2023, including 3 in-house job fairs
- Board approved the substitute teacher incentive program
- Paid additional \$700 salary increase to qualified Administrators and Supervisors Council staff
- Meetings of subcommittee on rightsizing moving toward recommendations in early 2024



Recruitment and Retention Work

2-Day Human Resources Survey	30-Day Retention Survey	60-Day Retention Survey
<p>Application</p> <ul style="list-style-type: none">• 22% overall completion• 76% favorable impression of process• 85% technology easy to use <p>Interview</p> <ul style="list-style-type: none">• 87% positive impression of MPS• 96% felt treated with respect <p>Room for Improvement</p> <ul style="list-style-type: none">• 33% felt process could be improved• 36% felt communication could be timelier	<p>Completion Rates</p> <ul style="list-style-type: none">• 27% overall completion• 16% classified• 43% certificated• 55% ASC <p>Teachers</p> <ul style="list-style-type: none">• 90% felt basic needs were addressed• 95% felt part of school community <p>Room for Improvement</p> <ul style="list-style-type: none">• Increase participation among classified staff• 15% of teachers did not understand academic goals	<p>Completion Rate</p> <ul style="list-style-type: none">• 21% overall Completion• 14% classified• 35% certificated• 63% ASC <p>Teachers</p> <ul style="list-style-type: none">• 90% felt basic needs were addressed• 95% felt part of school community <p>Room for Improvement</p> <ul style="list-style-type: none">• Increase participation among classified staff• 23% of classified staff do not feel part of MPS community

Graduation and Postsecondary Readiness

- Increased four-year graduation rate to 65.6% (Class of 2023)
- Our district-wide attendance is up 1.7% comparing the end of semester one attendance this year to the same time in 2022
- Partnered with businesses and institutions of higher education to bring real-world experiences to students and to expand opportunities for students



Quarter Two Closeout

All teams have:

- Reviewed quarter two progress
- Analyzed data
- Updated action plans for quarter three

Details will be posted by January 31

MPS MILWAUKEE PUBLIC SCHOOLS

Strategic Plan Dashboard

Mission Statement
Milwaukee Public Schools is a diverse district that welcomes all students and prepares them for success in higher education, post-educational opportunities, work, and citizenship.

Vision Statement
Milwaukee Public Schools will be among the highest-student-growth school systems in the country. All district staff will be committed to providing an equitable educational environment that is child-centered, supports achievement, and respects and embraces diversity. Schools will be safe, welcoming, well-maintained, and accessible community centers that meet the needs of all. Relevant, rigorous, and successful instructional programs will be recognized and replicated. The district and its schools will collaborate with students, families, and community for the benefit of all.

Strategic Initiatives

Student Achievement:

By 2028, Milwaukee Public Schools will see at least 50% of all students meeting proficiency or higher as measured by multiple student achievement measures.

- Green - Action steps completed (3)
- Yellow - Action steps completed (8)
- Red - Action step was not started as planned (0)

[Download Student Achievement Timeline](#)

[Open All](#)

- > Q1 Strategic Plan Report - Student Achievement
- > Q2 Strategic Plan Report - Student Achievement



MILWAUKEE
PUBLIC SCHOOLS

Thank You

Vinaka, Dankscheen, Спасибо, köszönöm, Kiitos, Maake, Asante, Shukria, Dhanyavadagalu, Manana, Dankon, 감사합니다, Kam Sah Hammida, ار كيش, Mauruuru, Biyan, Matondo, Dank Je, Dankscheen, Спасибо, Maake, Asante, Shukria, Dhanyavadagalu, Manana, Dankon, 감사합니다, Kam Sah Hammida, ار كيش, Mauruuru, Biyan, Matondo, Blagodaram, Ngiyabonga, Dziękuje, Juspaxar, Arigato, Chokrane, Djolch i Chi, Terima Kasih, Taiku, Tack, Grazie, Mochchakkeram, Ua Tsaug Rau Koj, Bedankt, Dakujem, Gracias, Gracies, Khap, Paldies, Tingki, Gratias Tibi, Obrigado, ありがとう, Suksama, Dėkuji, Nirringrazzjak, Hvala, Welalin, Di Ou Mési, Kia Ora, Kop Khun, Khap, Paldies, Tingki, Gratias Tibi, Obrigado, ありがとう, Misaotra, Rahmat, Matur Nuwun, 谢谢, Xвала, Danke, Merci, Go Raibh Maith Agat, Djere Dieuf, Eskerrik Asko, Salamat, ขอบคุณคุณคุณ, Najis Tuke