By 2028, all MPS staff will receive professional learning opportunities to improve their performance and opportunities for advancement within their careers.

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
Structures will be developed to provide required professional		Х			
learning within the workday for all staff.	Х	^			
The district will provide differentiated supports and establish					
accountability measures to ensure fidelity in implementation of	Χ	Χ	X		
professional learning.					
All MPS staff will engage in ongoing professional learning and					
reflection to implement culturally responsive practices to create		Χ	X	Χ	X
an inclusive learning community.					
The district provides required and self-directed intentional,					
unique, and leveled professional learning to meet the specific			X	Χ	X
needs of staff.					

	Strategic Planning 2023-2024											
Activities and Milestones	July	August	September	October	November	December	January	February	March	April	May	June
Develop a professional learning community (PLC) model for CSI												
schools, allowing time for adult learning, collaboration,	Х	Х	Х									
reviewing student work samples, and progress toward meeting												
academic standards and improving student achievement.												
Implement the PLC model for CSI schools, allowing time for												
adult learning, collaboration, and reviewing student work				Х	Х	Х	Х	Х	Х	Х	Х	
samples.												
Monitor the PLC model for CSI schools and progress toward												
meeting academic standards and improving student					Х			Х			Х	Х
achievement.												
Develop a survey to check implementation of professional										V	V	V
learning needs for staff.										^	Х	Х
Plan professional learning for the upcoming year based on the	х	Х										V
previous year's analyzed survey results.												Χ
Research the allocation of professional learning time in	Х	Х										
neighboring districts and Council of the Great City Schools.												

	Strategic Planning 2023-2024											
Activities and Milestones	July	August	September	October	November	December	January	February	March	April	May	June
Create a document that presents three options based on data												
from districts similar to the demographics of MPS that have			Х	Х								
shown academic achievement.												
					Х							
Present three options to the Strategic Planning Committee.					^							
Study the collected feedback and make adjustments.					Х							
Develop professional learning for staff that includes also												
Develop professional learning for staff that includes clear	Χ	Х										
expectations for application/implementation as well as												
measures related to improved staff practices/student outcomes.												
Implement professional learning for staff that includes clear			X	Х	Х	Х	Х					
expectations for application/implementation.												
Monitor professional learning for staff that includes measures								х	Х	x	Х	
related to improved staff practices/student outcomes.												
Identify required professional learning annually and create a												
process for implementation and monitoring:												
- Professional learning required for 2023-24												
- CCAR	X	Х	Х									
- Restorative Practices												
- Departmental required learning												
Meet quarterly to review data and adjust the plan based on				V			V		V			V
progress and data.				Х			Х		Х			Х