By 2028, MPS will have sufficient schools to offer equitable programming to all students and sufficient fully licensed staffing to fill all classrooms.

Activities and Milestones	23-24	24-25	25-26	26-27	27-28
By 2028, MPS will have increased the teacher fill rate for CSI	Х	Х	Х	Х	Х
schools by 5% each year.	^	^	^	^	^
A larger continuous talent pool will be created using pathways for					
internal candidates and students as well as out-of-state	Χ	Х	Х	Х	Х
recruitment.					
A plan will be developed to address census and enrollment patterns, space allocations, equity of programming, and student-teacher ratios to better serve the students and families.	Х	Х	Х	Х	х
The school's day will be redefined to ensure sufficient instructional minutes for students, opportunities for professional learning/collaboration with staff, and extracurricular engagement for students.	Х	Х	Х	Х	Х

	Strategic Planning 2023-2024											
Activities and Milestones	July	August	September	October	November	December	January	February	March	April	May	June
Human Resources will continue to offer the CSI incentives.	Х	Х										
Identify the schools/departments that are in need of additional						V	V					
assistance to improve climate and culture.						Х	Х					
Analyze referrals, suspensions, and staff and student attendance by	V	V	V	V	V	V	V	V	V	V	V	V
school.	Х	X	Х	X	Х	Х	X	Х	Х	Х	X	X
Ensure that schools are clean, organized, and welcoming		V	V	V	V	V	V	V	V	V	V	V
throughout the school year.		Х	X	X	X	Х	X	X	Х	Х	X	X
Expand pathways for MPS students to explore careers in education,												
increasing from two school-based programs to three school-based					Х	Х	Х	Х	Χ	Χ		
programs.												
Engage in external job recruitment opportunities.	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х	Х
Develop a part-time paraprofessional option that allows local												
college students to spend 3–15 hours per week in a building to						Х					Х	Х
work with the students.												

	Strategic Planning 2023-2024											
Activities and Milestones	July	August	September	October	November	December	January	February	March	April	May	June
Review online course offerings so that classified staff has PD	V											V
opportunities.	Х											Х
Expand tuition reimbursement to allow the plan to cover												V
professional certifications and exams.												Х
Identify the administrative policies that impact student enrollment	V	V										
and facility usage.	Х	Х										
Develop a cross-departmental committee to review administrative	Χ	X										
policies that impact student enrollment and facility usage.	Λ,											
Review and recommend changes to administrative policies that						<u> </u>						
impact student enrollment and facility usage.		Х	Х	Х	Х	Х	Х					
Assemble a committee to review and analyze district data related												
to enrollment, demographics, mobility, capacity, student-teacher	Х	X										
ratios, and program offerings.	^	,										
Identify what data are needed related to enrollment,												
demographics, mobility, capacity, student-teacher ratios, and	Х	Х	Х									
program offerings utilizing 2022–23 data.												
Review and analyze district data related to enrollment,												
demographics, mobility, capacity, student-teacher ratios, and			Х	Х	х	Х	Х	Х				
program offerings and make recommendations.												
Evaluate deferred maintenance costs and facility needs and align												
with facility enrollment and program needs to determine where to						Х	Х	Х	Χ	Х	Х	
invest district resources.												
Create a committee to review information about timelines												
regarding enrollment, budget development, staffing decisions, etc.	Χ	Х										
to align decision making processes.												
Gather information about enrollment, staffing, and budget												
timelines across all departments to align with information-				Х	Х	Х						
gathering and recommendation implementation.												
Research the allocation of professional learning time,												
collaboration, and student extracurriculars in neighboring districts		Х	Х	Х	Х							
and the Council of the Great City Schools.												
Identify time required for professional learning annually.		Х	Х									

	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 shown			V	v	v							
academic achievement (include the Council of the Great City			^	^	^							
Schools).												
Survey staff and administration regarding the three options to							V					
determine which is most agreeable.						^	^					
Study the collected feedback and make adjustments.							Χ	Χ				
Make recommendations for a new schedule.								Χ				
Meet quarterly to review data, and adjust the plan based on				V			V		V			V
progress and data.				^			^		٨			^