The Cost of Closing Achievement Gaps - A Case Study
Presentation To Minnesota House of Representatives
Superintendent Christine Tucci Osorio
North St. Paul - Maplewood - Oakdale
Friday March 6, 2020

Educational Disparities in MN

Sources:
Minnesota Department of Education, Minnesota Comprehensive Assessment.
Economic Disparities in MN

- For every 100,000 Minnesotans, there were 111 white people incarcerated and 1,219 black people.
- Median household income for black families was $30,306. For whites, it’s $66,979.
- White unemployment rate is 3 percent. For black people, it’s almost three times that.
- The home ownership for black people is 21.7 percent. For whites, it’s 76 percent.

Source: finance and business news publication 24/7 Wall St.

ISD #622 Geography
42 Square Miles

Ramsey and Washington Counties

Geographic boundaries include all, or portions of, seven communities including: North St. Paul, Maplewood, Oakdale, Lake Elmo, Landfall, Pine Springs, and Woodbury

10,800 Students
- 2 High Schools
- 3 Middle Schools
- 9 Elementary Schools
- Early childhood center, alternative learning, special education transition center, senior center
### ISD#622 Demographics

<table>
<thead>
<tr>
<th>Total Enrollment</th>
<th>% Free/Reduced</th>
<th>% English Language</th>
<th>% Students of Color</th>
<th>% Special Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>10,635</td>
<td>54.5%</td>
<td>12.3%</td>
<td>65.4%</td>
<td>19.2%</td>
</tr>
</tbody>
</table>

### DEMOGRAPHIC DISTRICT COMPARISON

**North St. Paul/Maplewood/Oakdale**
- White: 36.2%
- Black or African American: 19.0%
- Hispanic or Latino: 14.0%
- American Indian or Alaska Native: 1.2%
- Two or more races: 7.7%
- Native Hawaiian or other Pacific Islander: 0.1%

**Minneapolis Public Schools**
- White: 35.4%
- Hispanic or Latino: 17.4%
- Asian: 5.0%
- Black or African American: 35.3%
- American Indian or Alaska Native: 3.0%
- Two or more races: 3.6%
Race/Ethnicity Comparisons Reading

Race/Ethnicity Comparisons Math
### ISD#622 Annual Budget

<table>
<thead>
<tr>
<th>General Fund</th>
<th>Comp Ed</th>
<th>Title I</th>
<th>Equity &amp; Integration</th>
<th>All Budgets</th>
</tr>
</thead>
<tbody>
<tr>
<td>$150,803,357</td>
<td>$11,788,974</td>
<td>$1,650,000</td>
<td>$2,434,091</td>
<td>$254,178,958</td>
</tr>
</tbody>
</table>

### ISD#622 Annual Budget

<table>
<thead>
<tr>
<th>622 Special Ed Cross-Subsidy</th>
<th>622 EL Cross-Subsidy</th>
</tr>
</thead>
<tbody>
<tr>
<td>$14 Million</td>
<td>$1.2 Million</td>
</tr>
</tbody>
</table>

With such high cross subsidies, all funds that would normally go toward supporting our achievement gap are swallowed up meeting basic needs. We were finally able to pass an increase to our local operating levy in 2016, which has saved us. This was our first voter-approved increase in over twelve years after several previous failures.
ISD #622 Programs

Early Childhood Programs

STEM (Science, Technology, Engineering, Mathematics)

Career & Technical Pathways

National AVID Demonstration Schools

PSEO, AP, CTE, College in the Schools

Adult Education - Largest GED Testing Site in Minnesota

Senior Citizen Programming

Performing Arts

Competitive Athletics

Programs Aimed at Closing Gaps - Elementary MTSS

Cost - $1 Million
- subs for teachers to study data
- hourly intervention teachers
- books/materials

Impact
Every single elementary student gets 30 minutes of targeted intervention time every day.
WIN (What I Need) time
Programs Aimed at Closing Gaps - Elementary MTSS

**Cost** - $1 Million
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- hourly intervention teachers
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**Impact**
Every single elementary student gets 30 minutes of targeted intervention time every day. WIN (What I Need) time

Programs Aimed at Closing Gaps

**Full Time Nurse & Social Worker at Every School**

**Cost** - $3.3 Million

**Impact**
Service with Physical & Social Emotional Needs
Programs Aimed at Closing Gaps

Freedom Schools

Cost - 700K
- Summer Staff
- Transportation
- Materials
- Training

Impact
Elementary /Middle Schools Prevents Summer Reading Slide Higher Attendance than Regular Summer School

Programs Aimed at Closing Gaps

ISD#622 - Young Scholars Program

Cost - $663,435

Impact
540 students, Dramatically increases participation of students of color in advanced classes
Programs Aimed at Closing Gaps

**Behavior Specialists in Every School & Restorative Practices**
Training for ALL district staff

Pam: Driver of the Kangaroo Bus says...

“Yes, I gotta admit it is weird. Sitting around in a circle passing a talking piece. But my gosh, it works. The kids sit and listen with an open heart and really take in what we are saying, then they mull it around and get to respond when they have the talking piece. Yeah, it really works.”

**Cost** $1.2 Million

**Impact**
Decrease in bus suspensions and referrals out of class. Increased time for learning

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Programs Aimed at Closing Gaps

**AVID**

**Cost** $500K

**Impact**
Academic/study skill development, Increased participation by students of color in advanced classes, increased graduation rates, college enrollment, and college scholarships for students of color.
Programs Aimed at Closing Gaps

Late Activity Buses

Cost - $175,000

Impact
All students able to participation in after school intervention programs & tutoring

Programs Aimed at Closing Gaps

Cost - 130K
- Both High Schools
- 8 coaches x 40 hrs/week
- diverse backgrounds
- free sports camps

Impact
Diverse Teacher Interns Trained on Site
Programs Aimed at Closing Gaps

**AF - JROTC**

- Cost - 200K
  - 2 instructors
  - Materials
  - Uniforms

- Impact
  - Student Leadership
  - Public Speaking
  - Teambuilding
  - Character Dev.
  - Improved attendance

**Programs Aimed at Closing Gaps**

- Cost - $200K
  - 2 full time teachers (one at each high school), PD for staff, planning time for staff

- Impact
  - Dramatic increase in 9th grade course passing rates & attendance
Programs Aimed at Closing Gaps

SATURDAY SCHOOL: Optional, Four Core, Popular Teachers, Administrators Invested

Cost - $200K

Impact
High participation
Reduction in missing assignments, and course failure rates

DISTRICT COMPARISONS - HIGHLIGHTS

- Higher rate of growth in *math* & *science* than surrounding districts
- Similar achievement growth in *reading* as surrounding districts
- 100% meeting achievement expectations and/or Beating the Odds
- 43% are *Beating the Odds*

![Shout Out to Carver Elementary for Beating the Odds:](image-url)
Headlines

Both Tartan and North High Schools named in the top 10% of MN High Schools by US NEWS & World Report

Adult Belonging and Development

Staff Affinity Groups

Employee Relations

Quality Steering Committee

Shared Leadership - Flattening the Organization

Non-Competitive Leadership Development
Comments/ Questions