

**GAP SCHOOL : A Program of Change Inc.**  
**2024-2025 FAMILY ENGAGEMENT PLAN**

At GAP School, we strive to partner with students and their families to create opportunities for individualization of learning, to collaboratively set goals for student growth and to creatively build supports for student success.

The Family Engagement Plan (FEP) is organized into four impact areas. We will be working together this year to build positive and goal-oriented relationships in each area. Our Parent Core Group will work with school leadership to maintain, evaluate and refresh the FEP as the year progresses.

**WELCOMING ENVIRONMENT**

<p>Our school has staff member(s) available for families to discuss this plan and ask questions.</p>	<ul style="list-style-type: none"> <li>• Joe Ferraro, Senior Director of Education, <a href="mailto:jferraro@thechangeinc.org">jferraro@thechangeinc.org</a>; 651.785.7036</li> <li>• Patty Karsko, Director of Student Support Services, <a href="mailto:pkarsko@thechangeinc.org">pkarsko@thechangeinc.org</a>; 651.222.0757</li> </ul>
<p>Our school communicates with families in many ways.</p>	<ul style="list-style-type: none"> <li>• We have an active presence on social media: Facebook, Twitter and Instagram.</li> <li>• We do our best to respond within 24 hours to all communication. Staff routinely call, text and email families.</li> <li>• Go to <a href="http://www.thechangeinc.org/gap-school">www.thechangeinc.org/gap-school</a> for complete list of communication methods</li> </ul>
<p>The achievement gap, or rather the “opportunity gap,” between students of color and white students in SPPS is unacceptable. Our school is working to change practices and systems by identifying the barriers that make it harder for students of color to success and for families to support their learning</p>	<ul style="list-style-type: none"> <li>• Professional Development: staff are supported to understand concepts of race, systemic oppression, white supremacy and are expected to reflect on personal implicit bias and educator’s roles in interrupting racial inequities.</li> <li>• Teachers analyze student outcome data and student engagement data by race and discuss implications for changes in their practice.</li> <li>• Curriculum &amp; Instruction: Teachers use materials that reflect the student communities that we serve. Topics throughout the year support affirmation of student identities and empower students to impact positive change.</li> <li>• School Culture &amp; Climate: All teachers deliver lessons about diversity and inclusion of others. Respect is an expectation of all students and teachers.</li> <li>• Staff uses results from our School Climate Student Survey to evaluate our student culture and climate.</li> </ul>

<p>Transitions between schools can be challenging and we work to help families as their children start and leave our school</p>	<p>For new students and families, we support the transition by:</p> <ul style="list-style-type: none"> <li>• Initial intake/interview with a team of teachers and support staff</li> <li>• Tech Support</li> <li>• Optional Social Work and/or Counseling support</li> </ul> <p>For students and families graduating from GAP School, we support this transition by:</p> <ul style="list-style-type: none"> <li>• Job Developer supports transition to employment</li> <li>• The Director of CCR &amp; their team supports transition to post-secondary education or training</li> </ul>
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## FAMILY PARTNERSHIPS

<p>Our school-parent compact establishes the shared responsibility for student success between the school, families, and students. Families and teachers work together to develop the compact.</p>	<ul style="list-style-type: none"> <li>• Copies of the Family-School Compact are available in the office, online, and on display in the building. They are also sent home via students in September.</li> <li>• The Compact will be updated every spring.</li> </ul>
<p>There are many opportunities for families to build connections to the school and to each other</p>	<ul style="list-style-type: none"> <li>• Title I Annual Meeting in the Fall</li> <li>• Parent Core Group – monthly ZOOM meetings</li> <li>• Parent/Teacher/Student Conferences 2x yearly</li> <li>• GAP Open House &amp; Resource Fair</li> <li>• Cinco de Mayo picnic</li> <li>• Additional meetings can be scheduled upon request throughout the school year</li> </ul>
<p>We work to make these meetings and events available for every family in the school.</p>	<ul style="list-style-type: none"> <li>• We use interpreters and translation to remove language barriers.</li> <li>• We provide bus cards for students</li> <li>• Use of virtual meetings.</li> </ul>
<p>Our school supports families as advocates and provides opportunities for parent leadership.</p>	<ul style="list-style-type: none"> <li>• Parent Core Group provides leadership opportunities for parents.</li> <li>• Parents are recruited to serve on the Board of Directors of the agency.</li> <li>• Parent input is solicited 2 x yearly through surveys.</li> </ul>

## TEACHING AND LEARNING

<p>Our school shares information about state standards, assessment, and student achievement with families in multiple ways.</p>	<ul style="list-style-type: none"> <li>• Parent/Student/Teacher Conferences are held twice yearly.</li> <li>• Progress reports are mailed home quarterly.</li> <li>• Standardized tests info letters are mailed out at least 2 months before tests are given.</li> <li>• A State of the School Newsletter is available by mail, email, &amp; website at the end of each school year.</li> </ul>
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<p>Our school will engage in personalized learning as a key strategy to accelerate student achievement.</p>	<ul style="list-style-type: none"> <li>• GAP School issues each student/family a laptop and hotspots where needed.</li> <li>• Individualized supports are available in-person with appointment.</li> <li>• Teachers provide many opportunities for students to practice “self-led” learning and to follow their interests.</li> <li>• Credit Recovery towards graduation is available by completing extra work to certain standard.</li> <li>• A new hybrid Grad Plan Program allows students past their graduation year to finish credits and get career training while being able to maintain a flexible schedule.</li> </ul>
<p>Many before-and after-school enrichment and support opportunities are available for students.</p>	<ul style="list-style-type: none"> <li>• Extended Day activities by appointment M-F 2:30-4:00</li> <li>• Tutoring in Zero Hour</li> <li>• Summer Programs for credit recovery</li> </ul>

### COMMUNITY PARTNERSHIPS

<p>Our school develops community partnerships to provide additional support for students and their families</p>	<p>GAP School partners with the following agencies to provide additional supports for students and their families:</p> <ul style="list-style-type: none"> <li>• Metro State University</li> <li>• St. Mary’s University</li> <li>• AmeriCorps &amp; YouthBuild USA</li> <li>• CTEP</li> <li>• Trades Apprenticeship Programs</li> <li>• Employers in the healthcare industry</li> <li>• St. Paul College</li> <li>• Ramsey County Workforce Solutions</li> <li>• St. Paul Children’s Collaborative</li> </ul>
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Translations of this material are available by calling 651.222.0757.

This plan is visible on our website at [www.thechangeinc.org](http://www.thechangeinc.org). Printed copies are available in the GAP School office, 381 E. Robie St. St. Paul 55107.