Portland Public Schools
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Prioritized System Shifts	
A: A Connected and Transformative School District PPS is an equitable school district that is student focused, responsive to student needs, and proactive about continuous improvement. It has a clearly articulated vision, with corresponding strategic plans that renew every few years. Staff are empowered to fulfill the school district's mission with responsiveness, reliability, and innovation, collaborating across departments and with families and communities.	$2,132,425
B: Racial Equity Aligned Systems, Structures, and Culture Racial equity and social justice guide all decisions and actions, and PPS works to eliminate racial disparities in access and outcomes. Aligning systems and structures involves culturally responsive practices, including equitable budgeting, to ensure that supports are tailored to individual schools and, ultimately, to students. This shift is supported by accountability practices that assess impact and intent.	$8,854,500
C: Cultivating System-Wide Learning and a Diverse Workforce PPS maintains a high-quality workforce that reflects the diversity of the broader community and inspires a culture of learning, growth, and development. Culturally affirming language is used throughout the district. Professional development is thoughtfully developed, accessible system-wide and differentiated, and learning opportunities for every adult in the system can demonstrate a clear through-line to student success.	$500,000
D: Transformative Curriculum and Pedagogy PPS' pedagogy and curriculum integrates the respectful consideration of culture, disability, race, gender, and language. With equitable learning supports and opportunities, every student can develop the foundational requirements of a high-quality education and accelerate as needed. Lifelong learning skills, critical understanding of race, and activism around climate change have become system-wide areas of learning.	$15,181,194
E: A Culture of Physical and Emotional Safety PPS has created a culture of safety and respect for students and adults because social, emotional, and physical well-being are crucial to academic and professional success. Every student knows that there is a caring adult they can talk to and a system-wide capacity for emotional intelligence that they can rely on.	$12,494,150
Total Investment	$39,162,269

SIA Investment Categories to Support System Shifts		
	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students	$8,606,965
	Increased social emotional, mental and behavioral health supports across the district	$11,924,650
	More optimal student-teacher ratios & class sizes across many grade levels	$9,028,525
	Expansion of elective courses at comprehensive middle schools and K-8's	$2,596,000
	More equitable access to arts education, especially in historically underserved school communities	$660,000
	Culturally-specific student & family supports and expanded community partnerships	$3,475,000
	Curriculum materials & Professional Development for educators	$2,371,129
Administrative Indirect		$500,000
Total Investment		$39,162,269

System Shift	A: A Connected and Transformative School District
Supporting Strategy 1	A1: Create structures and processes that encourage and support a culture that empowers school and district staff to innovate, collaborate and partner to ensure every student is equitably supported to advance toward the Graduate Portrait.
Supporting Strategy 2	A2: Establish expectations for the quality of services provided to students, families and staff; collect data on service quality; provide regular reports on performance; and hold staff accountable for the continuous improvement of services.
Supporting Strategy 3	A3: Disrupt institutional racism by examining our beliefs, mindset, and decision-making and building an organizational culture of inclusion, respect, affirmation and interconnectedness in support of student learning.

System Shift	B: Racial Equity Aligned Systems, Structures, and Culture
Supporting Strategy 1	

Supporting Strategy 2	D2: Ensure a middle grades experience that meets the distinct academic and social emotional needs of adolescents.
Supporting Strategy 3	D3: Continue implementation and continuous improvement and alignment of the PPS High School Success Plan to provide

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System Shift	Strategy	SIA Investment Category	Item #	Activities	Position Responsible	2020-21	2021-22	2022-23	Year 1 Budgeted Cost	Projected Three Year Cost	ODE Allowable Use	Priority Level YEAR 1
												Tier 1
A	1											Tier 1
A	1											Tier 1
B	1	More euitable access to arts education especially in historically underserved school communities	1 3									

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												Tier 1
D	1	Ensure optimal student-teacher ratios/class sizes across many grade levels	2	Add 2.6 FTE to reduce class sizes in grades 6-	Chief of Schools				2 0	0 0 0 2	1 RCS	Tier 1
D	1	Ensure optimal student-teacher ratios/class sizes across many grade levels	2	Add FTE to address unexpected enrollment and high class sizes	Chief of Schools					2 2 3	2 RCS	Tier 1
D	1	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students	2 0	Provide supports to reduce the digital divide and promote technology-enhanced learning opportunities at four middle school. The funds will be matched with the middle schools' Orion Innovative Learning Schools grant and will include FTE Instructional Specialist/Coaches. Instructional Specialist funding is subsidied in part by the grant and reflected	Chief Technology Officer				2 3	0 0 6 6	RE	Tier 1
D	2	Expansion of elective courses at comprehensive middle schools and MS s	2									Tier 1
D	2	Expansion of elective courses at comprehensive middle schools and MS s	2 6	Add 1 0 FTE to increase elective opportunities for grades 6- in M and middle schools	Chief of Schools				1 1	0 0 30 6	0 RE	Tier 1
D	3	Ensure optimal student-teacher ratios/class sizes across many grade levels	2	Add FTE to improve high school class size and ensure students can be fully scheduled	Chief of Schools				0 0 0 0 0 1	6 RCS	Tier 1
E	1	Increased social emotional, mental and behavioral health supports across the district	6 1	Add FTE for the second year of the Multi-tiered Systems of Support (MTSS) districtwide adoption and implementation. Includes coaching and supports through increases in FTE for MTSS TOSAs, soft start classrooms in two high schools for students with tier three needs and additional restorative justice specialists to assist with restorative practices and harm reduction district wide	Chief of Student Support Services				1 0	2 3 1 1	1 S	Tier 1

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												Tier 1
E	1	Increased social emotional mental and behavioral health supports across the district	22	Provide 30 FTE for social work supports in schools which includes options for principals of counselor social workers or Ps (inclusive of school psychs) including district FTE and contracted culturally-specific services -0 FTE for each M and M schools -1 FTE for each High Schools - 0 FTE to EB Programs -0 FTE for Pioneer -0 FTE for Community Transition Program (CTP)	Chief of Student Support Services				02	0102	23	Tier 1
A	2	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students	1	Provide 0 FTE for Director of Funded Programs to support schools and ensure supplemental funding is student focused and responsive to student needs	Chief Academic Officer				-	23	6	Tier 2
B	1	Increased academic supports and targeted interventions for our most vulnerable and historically underserved students		Add FTE to extend school day by 1 hour for Comprehensive Supports for Improvement (CSI) Schools	Chief of Schools				-	1300		Tier 2
B	1	Culturally-specific student family supports and expanded community partnerships	3									

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