

MPS Equity Guidebook

July 30, 2020



MILWAUKEE
PUBLIC SCHOOLS

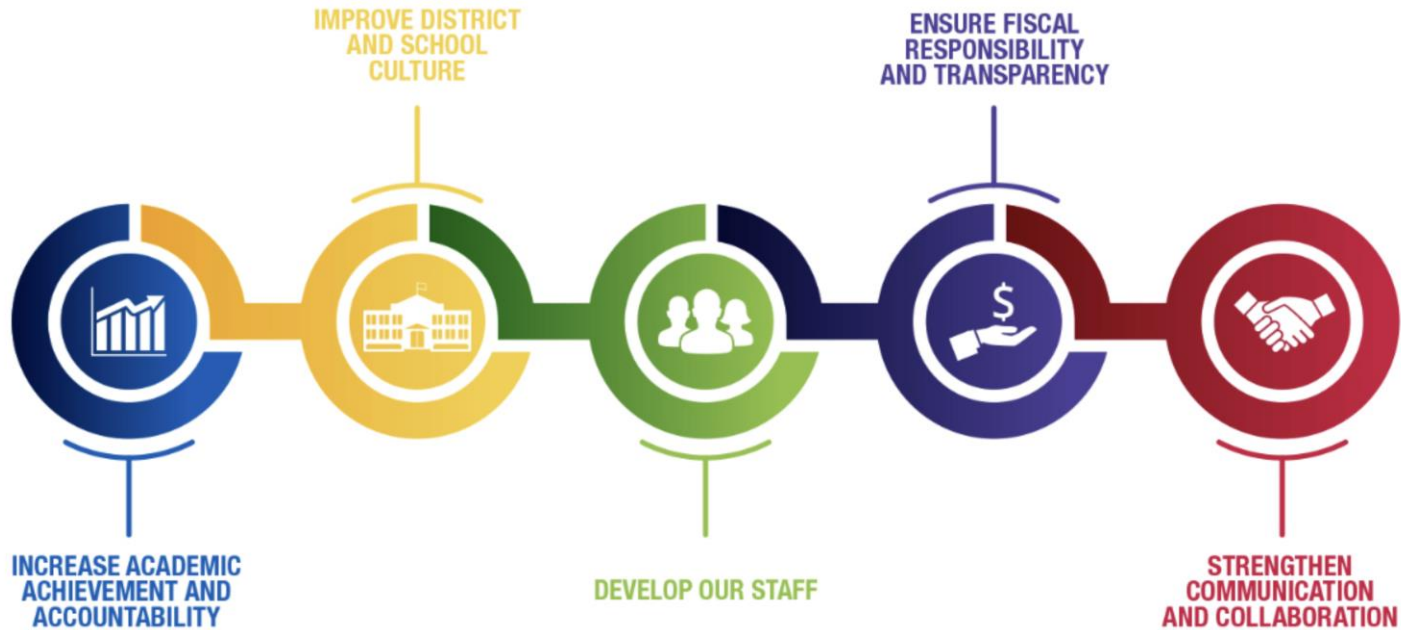
Presenters:

Dr. Patricia Ellis, *Interim Director*

Wendy Whitley, *Specialist*

Department of Equity, Access and Inclusion

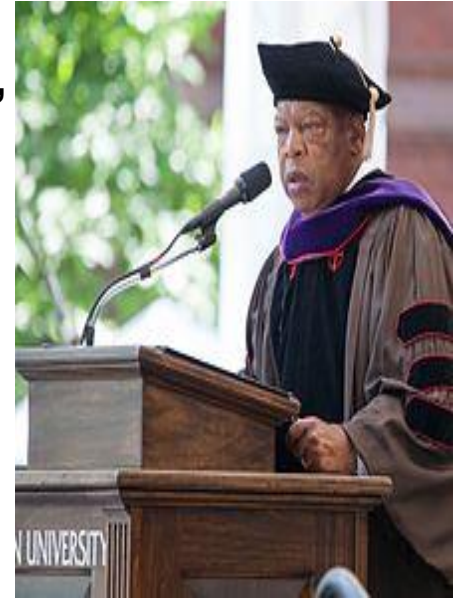
Five Priorities for Success



Our Call to Action

“When you see something that is not right, not just, not fair, you have a moral obligation to say something...To do something. Our children and their children will ask us: What did you do? What did you say? We have a mission and a mandate to be on the right side of history.”

-Congressman John Lewis



Equity in MPS

Equity is defined as an allocation of district resources, supports, and opportunities that is based on the needs of students and staff.



Equity Guidebook Elements



- **Brief History of Desegregation in MPS**
- **Purpose of the Guidebook**
- **How to Use the Guidebook**
- **Goal Partners**
- **Key Activities/Strategies to Support Progress Toward the Desired State**
- **Appendices**
- **Glossary**



Equity Guidebook

Part I: Equity Goals

Part II: Appendices and Resources

Part III: Glossary



Equity in Action

Our Collective Effort

“As we let our own light shine, we unconsciously give other people permission to do the same. As we are liberated from our own fear, our presence actually liberates others.” – Marianne Williamson



Equity Goals



1. Academics
2. Cultural Awareness and Responsiveness
3. Human Resources
4. Finance
5. Students, Families, Educators, and Community Stakeholders

Goals aligned to:

- *Five Priorities for Success*
- *Administrative Policy 1.06*
- *Administrative Procedure 1.06*

Part I: Equity Goals

Components

- *Goal Partners*
- *MPS Five Priorities for Success*
- *Administrative Policy*
- *Current State*
- *Desired State*
- *Progress Toward the Desired State*
- *Timeline/Focus Areas*
- *Key Activities/Strategies*



Part II: Appendices and Resources



- **Anti-Bias and Anti-Racism**
- **Asian Americans**
- **Bilingual and Multicultural Education**
- **Black Lives Matter**
- **Culturally Responsive Practices**
- **English Learners**
- **Gender Inclusion**
- **Hispanics/Latinos/Latinas/Latinx**

- **Homelessness**
- **Muslim Americans**
- **Indigenous People/Native Americans**
- **Linguistically Responsive Teaching**
- **Restorative Practices**
- **Social-Emotional Learning**
- **Special Needs**

Equity Guidebook Matrix

Snapshot

- **Focus Areas**
- **Individual or Group Responsible**
- **Evidence of Progress Toward Goal**
- **Notes/Findings**
- **Designations**
 - Institutionalized
 - Emerging
 - Developing



Equity Guidebook Matrix

Institutionalized



MPS has embedded and made equity, access, and inclusion practices visible and viable throughout the district. This designation is based on 80% or higher districtwide data sources.

Equity Guidebook Matrix

Emerging



MPS is ensuring the ongoing development and implementation of equity, access, and inclusion practices as strategic priorities. This designation is based on 60% or higher of districtwide data sources.

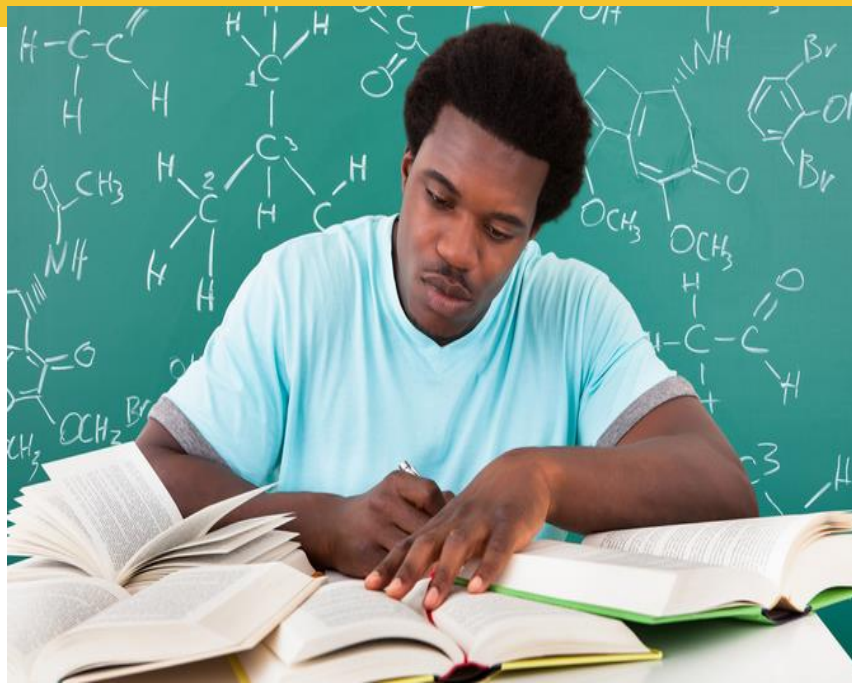
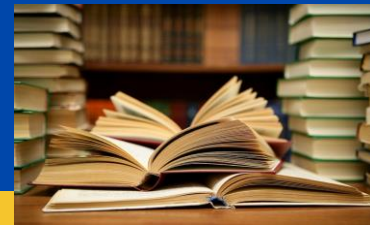
Equity Guidebook Matrix



Developing

MPS is focused on ensuring the development and implementation of its individual and collective capacity to build, expand, enrich, enhance, and sustain its equity, access, and inclusion practices as strategic priorities. This designation is based on 40% or higher of districtwide data sources.

Part III: Glossary



“I would hurl words into this darkness and wait for an echo and if an echo sounded, no matter how faintly, I would send other words to tell, to march, to fight, to create a sense of the hunger for life that grows in us all.”

-Richard Wright

Thank you.

