

ADMINISTRATIVE POLICIES OF THE MILWAUKEE PUBLIC SCHOOLS

ADMINISTRATIVE POLICY 1.06 EQUITY IN MPS

BACKGROUND

The Milwaukee Board of School Directors (Board) is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender identity, sexual orientation, disability, or initial proficiencies. The Board holds itself and all District and school-site decision makers, faculty, and support staff accountable for building a District-wide culture of equity.

The Board acknowledges the need to address the impact of the inequities in the city of Milwaukee and the state of Wisconsin. Accordingly, the Board acknowledges that these inequities have a long-standing impact on access and opportunity for our students, families, staff, and community.

DEFINITIONS

1. *Equality* is defined as a uniform distribution of district resources, supports, and opportunities.
2. *Equity* is defined as an allocation of district resources, supports, and opportunities that is based on the needs of students and staff.
3. *Equity Lens* is defined as a point of view used to acknowledge the disparities that impact historically marginalized groups and identify priorities based on areas of greatest needs. These needs will drive district priorities for the most equitable distribution of resources, supports, and opportunities.
4. *Culturally Responsive Practices* is defined as beliefs, methods, and practices that support and empower all students socially, emotionally, intellectually, and civically by leveraging students' lived experiences and learning styles to ensure student achievement.

GUIDING PRINCIPLES

1. *Achieving equity* may require an unequal distribution of resources and services in order to ensure all children have an equal opportunity to a free and appropriate public education.
2. *Illuminating the strengths* of students, staff, families, and community members to eliminate implicit and explicit deficit thinking.
3. *Developing a school system* in which all students receive the support and resources they need to become successful.
4. *Prioritizing the use of equitable practices* at all levels of district leadership.
5. *Utilizing practices* that respect the reality that all students will learn.

EQUITY GOALS

1. Milwaukee Public Schools will create a district-wide culture of reflection and awareness-building.
2. MPS will cultivate a district-wide culture of data-and research-based decision making.
3. MPS will incorporate student, family, and community voices in decision making district-wide.
4. MPS will be a system that supports equitable leadership practices district-wide.

POLICY

In order to ensure an equitable allocation of district resources, the following practices are hereby implemented:

1. The District shall provide every student with equitable access to high-quality and culturally relevant instruction, curriculum, support, facilities, technology, and other educational resources that respect their individual identities, backgrounds, abilities, and experiences.
2. The District shall monitor and evaluate the individual needs of schools and distribute resources and effective personnel based on those needs.
3. All students shall be provided with equitable access to co-curricular and extra-curricular activities, social services, tutoring, enrichment opportunities, and special programs.
4. The District shall identify, develop, and apply best practices for which there is evidence they have made a positive difference for individual students and groups of students in order to reduce prevalent and persistent learning outcome gaps.
5. The District shall recruit, employ, support, and retain racially and linguistically diverse and culturally competent administrative, instructional, and support personnel.
6. The District shall use data and research to inform decision-making.
7. The District shall create a standard system of practice for examining and using data and research to empower mindsets about students' ability to learn rather than reinforce deficit thinking.
8. All employees shall be trained to use an equity lens to analyze and reflect on data collected by the district.
9. All employees shall be trained in culturally responsive practices and shall be given opportunities for professional development that will further establish a culture of collaboration and equity.
10. All staff and students shall be given opportunities to understand cultural identity and the impact of their own cultural identities on themselves and others.
11. The District shall welcome and empower students and families, including underrepresented families and those whose first language may not be English, as essential partners in students' education, school planning, and district decision making.
12. The District shall include other partners who have demonstrated culturally-specific expertise, including government agencies, non-profits, community based organizations, and businesses, in meeting our educational objectives.

MONITORING AND EVALUATION

Annually in June, the Administration shall provide a report to the Board.