

Resolution 1617R-006**By Directors Bonds and Harris**

WHEREAS, The Milwaukee Board of School Directors is committed to the success of every student, regardless of race, ethnicity, family economics, mobility, gender, sexual orientation, disability, or initial proficiencies; and

WHEREAS, The Milwaukee Board of School Directors believes that equity in education is about inclusiveness and social justice and must not be confused with the principles of equality, which dictate that all students are to be treated the same; and

WHEREAS, It is the equitable, rather than equal, allocation of resources that will maximize the academic achievement of every child; and

WHEREAS, Education is a major — if not the major — pathway by which our students may become healthy, prosperous adults, nurturing parents, and productive citizens, and, therefore, the foundations of a more equitable and just society rest strongly upon the principles of educational equity; and

WHEREAS, Every student can learn at the highest levels when all staff provide equitable access and opportunity for learning, and hold every student to high expectations; and

WHEREAS, In order to break the predictive link between demographics and student achievement, and to ensure that our students have access to the highest-quality education possible, the District must apply the principle of equity to all of its policies, programs, operations, and practices and ensure that all students have access and opportunity to high-quality education; and

WHEREAS, It is the moral imperative of the District to eliminate disparities and to prepare all its students to be college-and-career-ready; and

WHEREAS, The Milwaukee Board of School Directors believes that equity can be achieved only by putting processes in place which help students overcome socio-economic barriers that may prevent them from attaining their full potential; now, therefore, be it

RESOLVED, That the Board direct the Administration to develop and bring back to the Board for its approval by May 2017 an administrative policy addressing equity in education in the Milwaukee Public Schools; and be it

FURTHER RESOLVED, That this new educational equity policy is to incorporate, but not necessarily be limited to, the following components:

- the use of data, disaggregated by race, ethnicity, language, special educational needs, gender, sexual orientation, socioeconomic background, and mobility rates (when available), to inform all decision making within the District;
- the creation and nurturing of an inclusive and welcoming environment for all students, families, and staff;
- the equitable provision of access to high-quality curricula, effective teachers and principals, adequate facilities, and relevant support services, to include any necessary differentiation of resource allocations;
- the recruitment, hiring, and retention of high-quality personnel who reflect student demographics at all levels of the District;
- the assignment of personnel at all levels of the District to support and to promote culturally responsive practices and delivery of services;

- the identification of culturally biased instructional materials, assessments, and pedagogies that result in achievement disparities;
- the incorporation into decision making of the voices and perspectives of students, families, and communities that reflect student demographics; and
- the assurance that the District’s Strategic Plan embraces the principle of equity as a key feature of the District’s mission and goals and defines measureable outcomes in achieving the goal of ensuring that students are prepared for college and careers; and be

FURTHER RESOLVED, That, in developing this educational equity policy, the Administration seek the input of a broad spectrum of stakeholders, including — but not necessarily limited to — school leadership, community-based and faith-based organizations, special needs advocates, student-advocacy groups, parent groups, minority rights advocates, LTGB rights organizations, and legal experts in the area of equity.