

## Resolution 2021R-016

### By Director Baez

1. WHEREAS, in June 2014 the Board adopted resolution to expand bilingual education and create a targeted zone for bilingualism; and,
2. WHEREAS, In December of 2019, the Board took action to create a Bilingual Task Force (BTF) to
  - a) support, financially and otherwise, bilingual professionals to become bilingually-certified teachers;
  - b) support, financially and otherwise, bilingual teachers assigned to classrooms to earn bilingual or related certification;
  - c) work with universities and the MPSU to have future teachers complete their student teaching on the job at MPS;
  - d) develop performance portfolios for future bilingual teachers that lead to quality bilingual teaching;
  - e) create programmatic strands in middle and high schools that encourage the preparation of bilingual teachers, and the partnerships to be established to attain college credit as well as recommendations on which schools must develop such programs;
  - f) within an equity lens, eliminate the barriers to becoming a certified bilingual teacher, including MPS and state standardized tests and other related requirements; and
  - g) offer courses through MPSU for the development of greater proficiency in English and other languages for future bilingual teachers; and
3. WHEREAS, In January 2020, the Board approved Resolution 1920R-012, whereby the Board would petition the state of Wisconsin to eliminate tests like the FoRT that are obstacles to bilingual certification; and
4. WHEREAS, In its meetings, the Bilingual Task Force identified numerous issues and concerns that may limit and often make ineffective the implementation of the June 2014 Resolution and the purposes of the Bilingual Task Force; and
5. WHEREAS, The recent Office of Civil Rights (OCR) review of MPS services to English Language Learners indicates an urgency for more hiring of certified bilingual personnel and teachers, professional development, and investment in the future bilingual workforce which is created by and points to the slow progress and the lack of adequately trained bilingual and ESL personnel; and
6. WHEREAS, As a result of the OCR review, MPS is required by the OCR Agreement on English Language Learners to develop a plan on how it will approach these goals and the hiring, financial and academic support, centralization of services, and eventual school placement of employees pursuing appropriate bilingual and ESL certification; and
7. WHEREAS, it is also imperative that MPS, in addition to bilingual and ESL teachers, also increase and adequately support the growth and endorsement of World Language Teachers, if the district is to continue on the path to bilingualism for all of its students; and
8. WHEREAS, There are close to 100 bilingual staff interested in joining a bilingual cohort but only 20 in the current cohort; now, therefore, be it
9. RESOLVED, That the Administration continue with the Bilingual Initiative as directed through the Board's action in in 2019 and 2020; and, be it
10. FURTHER RESOLVED, That the Administration ensure that the ongoing annual funds appropriated in the budget for tuition assistance for this program are made available to bilingual employees who wish to pursue bilingual certification and meet the qualifications to receive funding; and, be it

11. FURTHER RESOLVED, That the district continue to influence and engage the Wisconsin Department of Public Instruction and the Wisconsin State Legislature to appropriate more funding for bilingual programming and related materials, support, and Grow-Your-Own initiatives, and to adopt a state budget that includes funds for bilingual instruction, and to change testing requirements, such as the FoRT exam, that an obstacle for bilingual teacher certification; and, be it
12. FURTHER RESOLVED, That the district continue to provide yearly tuition assistance to bilingual employees and other financial support to reduce the out-of-pocket costs of bilingual endorsement; and, be it
13. FURTHER RESOLVED, That the Administration ensure participation in the Bilingual Grow-Your-Own Initiative, renew investment in its employees, and avoid all confusion regarding the district's support and commitment; and, be it
14. FURTHER RESOLVED, That the Administration add a full-time bilingual position within Milwaukee Public Schools University (MPSU) to assist in course and curriculum development; the induction and support of bilingual employees pursuing bilingual certification; and to provide advice to MPSU leadership on one-on-one issues affecting recruitment, retention and school placement; and, be it
15. FURTHER RESOLVED, That the Administration add another bilingual cohort similar to the current one to be offered no later than Spring of 2021; and, be it
16. FURTHER RESOLVED, That the Administration ensure that interested employees receive timely and very specific information on the Bilingual Initiative and on the application process for individuals interested in the bilingual Grow-Your-Own programs offered by MPSU by including it on the MPSU webpage, creating an email listserv for interested subscribers, and by posted notification of meetings on social media; and, be it
17. FURTHER RESOLVED, That the Administration make bilingual Grow-Your-Own efforts more efficient by streamlining coordination and services, expediting centralization of access and services of the Bilingual Initiative and other programs by strengthening MPSU and aligning and reorganizing the MPSU team concomitant to its efforts to improve the effectiveness of Human Resources; and, be it
18. FURTHER RESOLVED, That the Administration form a committee of key MPSU staff, its manager, the bilingual Limited Term Employee, member of the bilingual-multicultural department, a board member appointed by the Board President, a representative from the Office of Human Resources, and others who shall meet regularly and to plan and implement full compliance with OCR's bilingual staffing requirement; and, be it
19. FURTHER RESOLVED, That the committee shall give a monthly update to the Board, through the appropriate committee, on its progress toward fulfilling the staffing requirements of the OCR order, coordinating bilingual services, and preparing the bilingual teachers and educators of the future.

Introduced November 19, 2020