

# ADMINISTRATIVE POLICIES OF THE MILWAUKEE PUBLIC SCHOOLS

## ADMINISTRATIVE POLICY 1.06 EQUITY IN MPS

### **(1) BACKGROUND**

(a) The Milwaukee Board of School Directors 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.

(b) The Board acknowledges the need to address the impact of 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.

### **(2) DEFINITIONS**

(a) *Equality* is defined as a uniform distribution of district resources, supports, and opportunities.

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

### **(3) GUIDING PRINCIPLES**

(a) Achieving equity may require an unequal distribution of resources and services in order to ensure that all children have an equal opportunity to a free and appropriate public education.

(b) The strengths of students, staff, families, and community members shall be illuminated to eliminate implicit and explicit deficit thinking.

(c) A school system shall be developed in which all students receive the support and resources that they need to become successful.

(d) The use of equitable practices shall be prioritized at all levels of district leadership.

(e) Practices that respect the reality that all students will learn shall be set in place.

### **(4) EQUITY GOALS**

(a) Milwaukee Public Schools will create a district-wide culture of reflection and awareness building.

(b) MPS will cultivate a district-wide culture of data-and-research-based decision making.

(c) MPS will incorporate student, family, and community voices in decision making district-wide.

(d) MPS will be a system that supports equitable leadership practices district-wide.

(e) MPS will 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.

(f) MPS will recruit, employ, support, and retain racially and linguistically diverse and culturally competent administrative, instructional, and support personnel.

### **(5) POLICY**

Administrative Procedure 1.06, Efforts to Achieve Equity, shall serve as the minimum standards by which MPS will ensure an equitable allocation of district resources and achieve the equity goals.

### **(6) MONITORING AND EVALUATION**

Annually in June, the Administration shall provide a report to the Board that provides the extent of progress in fulfilling the Equity Goals. The report shall include data and research that support the District's efforts to achieve equity, as appropriate.

**(7) GUIDANCE**

To guide the implementation of this Policy, the Administration shall develop and publish a guidebook of best practices. This guidebook shall be reviewed and revised annually after the report has been provided to the Board.

**History:** Adopted 8-31-2017  
**Cross Ref.** Admin. Proc. 1.06 Efforts to Achieve Equity

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