

Resolution 1718R-006

By Director Bonds

WHEREAS, In August 2017, the Milwaukee Board of School Directors adopted Resolution 1617R-006 to develop an MPS Equity Policy; and

WHEREAS, Administrative Policy 1.01, Vision, Mission, Core Beliefs, and Goals, states, “Equity drives all district decision making” as a core belief; and

WHEREAS, In August 2017, the Milwaukee Board of School Directors approved the creation of Administrative Policy 1.06, Equity, and of Administrative Procedure 1.06, Efforts to Achieve Equity; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, defines equity as, “an allocation of district resources, supports, and opportunities that is based on the needs of students and staff”; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, outlines six distinct equity goals, including:

- 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;
- MPS will recruit, employ, support, and retain racially and linguistically diverse and culturally competent administrative, instructional, and support personnel; and

WHEREAS, Administrative Policy 1.06, Equity in MPS, states, “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”; and

WHEREAS, Administrative Procedure 1.06, Efforts to Achieve Equity, outlines practices to be implemented to “ensure an equitable allocation of district resources and to achieve the district’s equity goals,” including:

- monitoring and evaluating the individual needs of schools and distribute resources and effective personnel based on those needs; and
- providing all students with equitable access to co-curricular and extracurricular activities, social services, tutoring, enrichment opportunities, and special programs; and

WHEREAS, In order to accurately measure the effectiveness of the practices outlined in Administrative Procedure 1.06, as well as progress towards the equity goals outlined in Administrative Policy 1.06, the district must establish a baseline against which to measure its progress in these areas; now, therefore, be it

RESOLVED, That the Board direct the Office of Accountability and Efficiency to conduct a district-wide equity audit to gather baseline data to use as a starting point for measuring progress towards the district’s equity goals; and be it

FURTHER RESOLVED, That the equity audit include:

- the use of data disaggregated by race, ethnicity, language, special education needs, gender, sexual orientation, socioeconomic background, and mobility rates;
- analysis of the equitable provision of access to high-quality curricula, effective teachers and principals, adequate facilities, and relevant support service, to include any necessary differentiation of resource allocations; and

- analysis of the recruitment, hiring, retention, and assignment of high-quality personnel who reflect student demographics at all levels of the District; and be it

FURTHER RESOLVED, That a report detailing the findings of the equity audit be provided to the Board, to include, but not be limited to:

- student-achievement data at each school, disaggregated by race, ethnicity, socio-economic status, English-Language learners, special education, and gifted/talented;
- student enrollment at each school, disaggregated by race, ethnicity, socio-economic status, English Language learners, special education, and gifted/talented;
- student suspension/discipline data for each school and student average daily attendance for each school;
- the amount of federal funding for each school;
- the annual funding allocated to each school outside of federal funding;
- the number of highly-qualified teachers at each school, as defined by the Wisconsin Department of Public Instruction;
- the experience-levels of teachers at each school;
- the teacher-retention rate at each school; and
- a description of the condition of each school facility; and be it

FURTHER RESOLVED, that the report be provided to the Board no later than the February 2018 Board cycle.

September 28, 2017