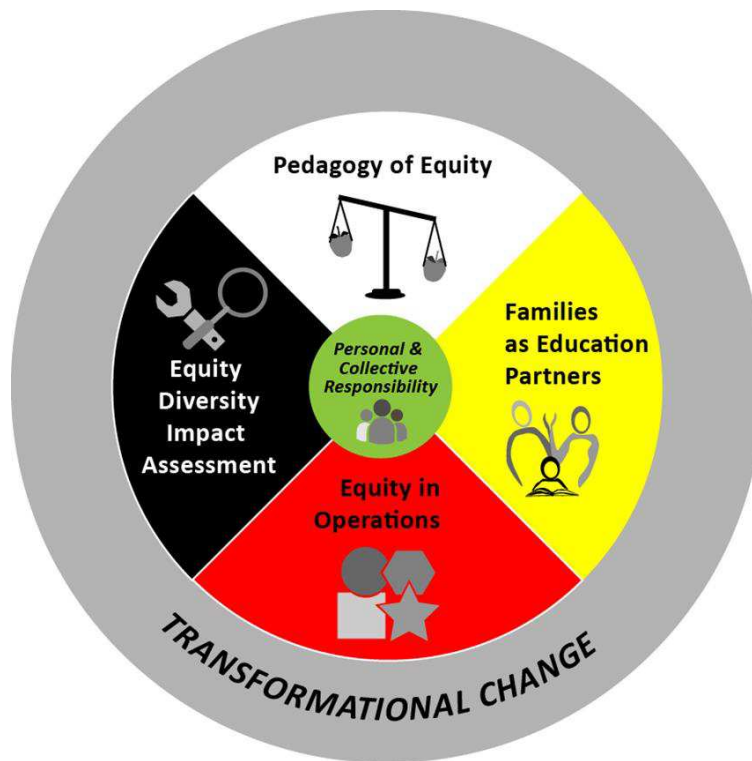


Minneapolis Public Schools Educational Equity Framework

Executive Summary

Theory of Action

- ***If we emphasize and privilege the needs of underrepresented students and their families over the comfort and habits of the system or practices as usual while***
 - recognizing personal and collective responsibility;
 - aiming for true transformational change;
 - leveraging a pedagogy of equity, equity and diversity impact assessments, families as education partners and equity in operations;
 - and maintaining alignment with both the district mission and the strategic plan;
- ***we will overcome persistent and predictable system barriers to racial equity and create an educational system that is both excellent and equitable.***



The MPS Educational Equity Framework connects with and honors the symbolism of a Medicine Wheel. The Medicine Wheel has been used by generations of various Native American tribes for health and healing¹.

This MPS Educational Equity Framework has been developed through the effort, ideas and expertise of over 50 people representing a diversity of roles, experiences, expertise, and perspectives within the district and greater community.

¹ <https://www.nlm.nih.gov/nativevoices/exhibition/healing-ways/medicine-ways/medicine-wheel.html>

What and Why

The **Minneapolis Public Schools Equity Framework** is a response to the urgent need to reverse unrelenting inequities within our school system. This framework acknowledges that the MPS operates within *and* contributes to the larger societal norms that consistently create racially predictable and persistently inequitable outcomes. The status quo is not acceptable. Business as usual is not an option. In order to change these inequities, the MPS Equity Framework challenges us to privilege the needs of underrepresented students and their families over the comfort and habits of the system or practices as usual.

Emphasis on Underrepresented Students

The MPS Educational Equity Framework explicitly focuses on the inequities that occur as a result of societal and institutional racism. It boldly emphasizes the needs, experiences, and outcomes for students who identify:

Black and of African descent, Chicano/Latino, Asian, and Indigenous Nations or American Indian

And the compounded experiences of students at intersection of race and the following labels or identities:

Immigrant, Refugee, English Learner, LGBTQ, free or reduced price lunch, religious minority, special education, physical or mental disabilities, homeless or highly mobile

A survey of the national and MPS data shows that these students are consistently underrepresented in measures of academic belonging and achievement, and that our education system creates an over representation of these same students in measures of academic disengagement and struggle. By focusing on the student populations that experience the greatest opportunity disparities, we will advance our goals toward educational and societal equity. The great news is research consistently shows educational programs that support underrepresented students have positive educational impacts for *all* students. Educationally equitable schools are academically beneficial for white, middle class and educationally connected students as well. We can and will create excellent classrooms, schools and educational outcomes for all of our students.

Purpose

The MPS Equity Framework reinforces the mission of the Minneapolis Public Schools and aligns student success and educational equity as the cornerstones of our work. The MPS Equity framework outlines the organizational beliefs, values, priorities and practices that contribute to equity and aims to give malleable and valuable direction to the *creation and expansion* of equity. This equity framework guides our understanding of where we must continue to grow and where we must embrace change, providing opportunities for reflection, best practice direction, and collective accountability.

MPS Mission

We exist to ensure that all students learn. We support their growth into knowledgeable, skilled and confident citizens capable of succeeding in their work, personal, family and community lives into the 21st century.

Alignment with Acceleration 2020

The MPS Educational Equity Framework is inspired and informed by our district's strategic plan, Acceleration 2020. The MPS Education Equity Framework also enhances and aligns with Acceleration 2020, supporting realization of the plans and promises of the MPS strategic plan.

Every student deserves equitable access to quality academic programs and the support to be successful, regardless of race, economic status or circumstance. (MPS Acceleration 2020)

In its most simplistic definition, equity means that every child gets what he or she needs in schools – every child, regardless of where she comes from, what she looks like, who her parents are, what her temperament is, or what she shows up knowing or not knowing... Equity is about outcomes and experiences – for every child, every day. (Elena Aguilar, 2013)

The Big Picture and Ultimate Goal

A system that is educationally equitable is one in which we accept and value each individual for who they are and provide the structures, environment and resources each person needs to reach their greatest potential, with the long-term impact of educating globally skilled and engaged citizens and creating a more just world.

Areas of Focus: Big Levers

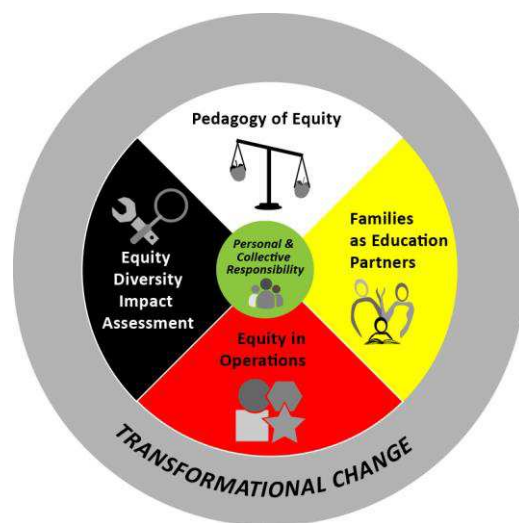
The MPS Educational Equity Framework expresses the belief that lasting change happens when there is shared **personal and collective responsibility**. We are all responsible for, and all benefit from schools that are excellent and equitable. The MPS Educational Equity Framework also envisions true **transformational change**. We must be willing to assess the habits of the system and make difficult changes to the way we operate to create improved and more equitable outcomes. As an important start, the MPS Educational Equity Framework focuses upon 4 essential components of our education system:

PEDAGOGY² OF EQUITY

EQUITY & DIVERSITY IMPACT ASSESSMENT

FAMILIES AS EDUCATION PARTNERS

EQUITY IN OPERATIONS



² the art or science of teaching; instructional methods; the principles, practice, or profession of teaching

PEDAGOGY OF EQUITY

It is the vision of a Pedagogy of Equity to create an education system that focuses on the broad academic needs of underserved students in Minneapolis Public Schools; to bridge the academic divisions in MPS with individual schools and classroom teachers; and to make curricula and pedagogy more responsive to student intellectual development. A Pedagogy of Equity must place and keep the human element of the center of teaching and learning. The MPS Educational Equity Framework Element—Pedagogy of Equity—supports progress toward the following goals:

1. Curriculum and Instruction that is challenging and culturally relevant
2. MPS Teachers and Staff demonstrate high expectations for students; participation in educational opportunities is not predictable by race or poverty of students.
3. Professionalize the practice of being a Pedagogy of Equity Educator

EQUITY & DIVERSITY IMPACT ASSESSMENT

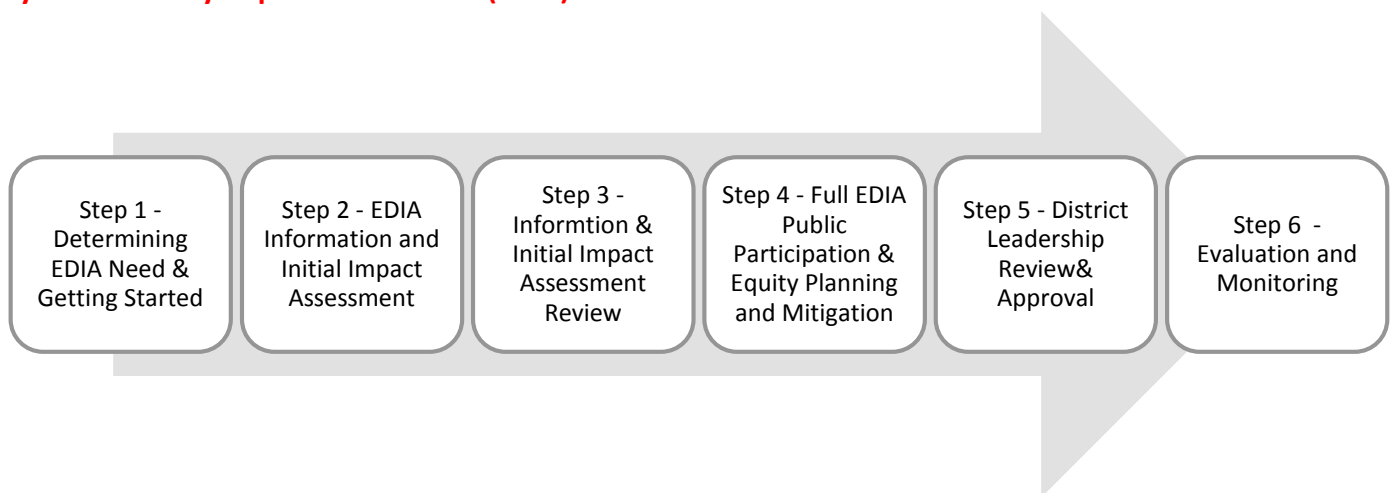
The EDIA process has been re-visioned to support the needs of MPS district staff to do the following:

- Correct existing and develop emerging policies, practices, programs and procedures to increase academic outcomes for Minneapolis Students by eliminating racial predictability and the methods and systems that perpetuate opportunity and achievement gaps and institutional racism.
- Create capacity building assessments and tools that will guide and build the equity knowledge of staff through the stages of project management so that equity is a part of projects from formation, to implementation, and evaluation.
- Provide transparent and consistent metrics that empower staff and district leaders to make decisions, comparisons, and monitor the impact of equity efforts.

The MPS Educational Equity Framework Element—Equity and Diversity Impact Assessment—supports progress toward the following goals:

1. Consistent System Wide Use of EDIA process as an Equity Decision Making and Learning Tool
2. Informed Decision Making at All Leadership Levels, including MPS School Board
3. Community Engagement and District Decision Making Transparency

Equity and Diversity Impact Assessment (EDIA) Tools & Process



FAMILIES AS EDUCATION PARTNERS

If we engage families as authentic education partners, our education system becomes more dynamic, student needs will be better met and student academic success will increase. To achieve our highest outcomes, we must develop and adopt an institutional culture and climate that demonstrates student focused relationships with underrepresented families. The MPS Educational Equity Framework Element—Families as Education Partners—supports progress toward the following goals:

1. Authentic and Consistent Engagement with Families
2. Partnership Inspired Communication with Families
3. Enhanced Collaboration and Coordination with Families

EQUITY IN OPERATIONS

Educational Operations (transportation, nutrition, information technologies, communications, and human resources) are essential components of providing for the educational wellbeing of our students and families. To achieve equity in operations, we must establish collaborative structures that build capacity for continuous system improvement and meet the adaptive and personalized learning needs of underserved student populations. The MPS Educational Equity Framework Element—Equity in Operations—supports progress toward the following goals:

1. Equitable Staffing Practices that create a MPS staff responsive to and reflective of the diversity of the MPS student body
2. Structures that support collaboration between and among the different operational district-level departments.
3. Optimization of centrally provided student support services to create more equity and improved educational outcomes

Each essential component of the MPS Educational Equity Framework further outlines:

- collective actions that will support achieving our equity goals,
- progress measures to assess our progress on meeting our goals, and
- implementation resources needed for full and effective implementation.

Our students and families are our first and final priorities. The MPS Educational Equity Framework guides us as we establish organizational priorities, adopt policies and procedures, engage in day to day decision making, implement programming, develop staff competencies, evaluate our processes and outcomes, set calendars and schedules, select curriculum, and communicate within our education community. MPS intends to realize the full potential of all of our students and the benefits of our diverse learning community. As we experience a mix of successes and setbacks, we acknowledge this framework is a beginning, not an end. A guide, not a recipe. True implementation and change requires commitment and participation by the whole school community. We are looking forward to learning and growing together.

For questions or further information please contact:

Dr. Lanise Block
Strategic Projects Administrator—Office of the Superintendent
Minneapolis Public Schools
lanise.block@mpls.k12.mn.us
612.668.0027