

# Appendix D: Policies & Resolutions

District Mission and Vision

Policy 101: Racial Equity

Policy 508: Gender Inclusion

George Floyd Resolution

Asian and Pacific Islander Resolution

LGBTQIA+ History and Culture Resolution

# District Mission and Vision

## Strategic Plan

Our mission is to inspire and prepare each and every scholar with the confidence, courage and competence to achieve their dreams; contribute to community, and engage in a lifetime of learning.



### Vision Statement

Unleash and enhance the brilliance of our scholars to thrive and change the world.

### Our Core Values

- Honor and integrity
- Belonging
- Inclusion
- Innovation and Excellence
- Transparency
- Intrinsic Value

# Policy 101: Racial Equity

## POLICY 101 RACIAL EQUITY IN EDUCATIONAL ACHIEVEMENT

---

- I. PURPOSE  
The purpose of this policy is to ensure that educational excellence and educational equity are provided for each learner. Each of the school district's students deserves respectful learning environments in which the student's racial and ethnic identity is valued and contributes to successful academic outcomes for all students. Through educational excellence and equity, each student in the school district will be empowered and equipped as a lifelong learner with the necessary tools to achieve dreams and contribute to community. The school district will establish and maintain a commitment to educational excellence and equity in its systemic practices, which will support its contribution toward a community free from racially predictable disparities.
- II. GENERAL STATEMENT OF POLICY  
The school district is committed to raising the achievement levels for each student by creating transformational system change to ensure equitable student achievement.
- III. ADMINISTRATIVE RESPONSIBILITIES
- A. School district administration will develop, support, model, and sustain equity-focused and culturally responsive training for staff and students.
- B. School district administration will develop practices that create multiple pathways to success in order to meet the needs of our diverse students, and will actively encourage, support and expect high academic achievement for each student.
- C. School district administration will monitor policies, programs and practices to assess educational equity and work to eliminate racial and ethnic disparities in all district and school-level programs.
1. Students at the Center  
The school district will provide each student with high quality culturally responsive pedagogy.
  2. Equity Leadership Development  
The school district will recruit, employ, support and retain a workforce that reflects the diversity, including racial diversity, of enrolled students, as well as culturally competent administrative, instructional and support personnel.
  3. Culturally Responsive Leading, Learning, and Teaching Practices  
Consistent with state regulations and school district policy, the school district will provide materials and assessments that reflect the diversity of students and staff, and are geared towards the understanding and appreciation of race, culture, economic status, language, ethnicity, ability and other differences that contribute to the uniqueness of each student and staff member.
  4. Family and Community Engagement and Empowerment  
Each school and program will seek community input and create a welcoming culture and inclusive environment that reflects and supports the racial and cultural diversity of the school's student populations, their families, and communities.

Policy 101 Adopted: 11/22/16

School Board  
INDEPENDENT SCHOOL DISTRICT 279  
Maple Grove, Minnesota

[Cross Reference:](#)  
Policy 104 – School District Mission Statement

# 508 Policy: Gender Inclusion

## I. SCOPE AND PURPOSE

This policy is intended to ensure student access to school district programming, activities and facilities for each student regardless of their sexual orientation, gender identity, gender expression or gender non-conformity. All students of the school district, including transgender and gender diverse students, deserve respectful and inclusive learning environments that value students' gender identity and gender expression. The school district strives to provide programming and facilities where all students feel safe and supported.

## II. DEFINITIONS

- A. "Gender" refers to the socially constructed roles, activities, behaviors and attributes that a given society attaches to femininity or masculinity.
- B. "Gender Expression" means the manner in which persons represent or express gender to others, often through behavior, clothing, hairstyles, activities, voice, or mannerisms.
- C. "Gender Identity" means a person's deeply held sense or knowledge of one's own gender, regardless of the sex assigned at birth.
- D. "Gender Non-Binary" is an umbrella term for people who transcend commonly held concepts of gender through their own expressions and identities. Other terms for this include gender diverse, gender expansive, gender creative, gender nonconforming or genderqueer. Some non-binary people also identify as transgender.
- E. "Transgender" is an umbrella term describing persons whose gender identity or expression is different from that traditionally associated with the sex at birth.
- F. "Gender Non-Conforming" is a term for individuals who do not fit into traditional "male" and "female" gender categories.

G. Sexual Orientation means having or being perceived as having an emotional, physical, or sexual attachment to another person without regard to the sex of that person or having or being perceived as having an orientation for such attachment, or having or being perceived as having a self-image or identity not traditionally associated with one's biological maleness or femaleness.

## III. GENERAL STATEMENT OF POLICY

The school district's staff and systems ensure inclusive access to programming and facilities. In accordance with this policy, and in consultation with students, parents, and/or guardians, the school district will:

- A. Respect all students' sexual orientation, gender identity, gender expression and gender non-conformity.
- B. Identify and address students by their preferred names and pronouns that align with their gender identity.
- C. Upon written request of the student and their parent(s) or guardian(s), student names and pronouns will be changed on school district digital systems to the extent possible to align with their gender identity. Medical documentation or legal verification of a student's name change is not required.
- D. Within academic programming, prohibit the separation of students and/or curricular materials based upon gender unless it serves as a legitimate pedagogical tool.
- E. Provide all students the opportunity to participate in co-curricular and extracurricular activities in a manner consistent with their gender identity, including but not limited to intramural and interscholastic athletics, and in conformance with Minnesota State High School League rules and regulations, where applicable.
- F. Provide all students with access to facilities that align with students' gender identity.
- G. Respect the safety and privacy of all students, pursuant to District Policy 515 (Protection & Privacy of Pupil Records) and state and federal privacy laws.
- H. Ensure that all district policies apply to all students, regardless of their sexual orientation, gender identity, gender expression or gender nonconformity.

# Policy 508: Gender Equity

I. School officials will work with families and students to identify one or more safe staff members that gender nonconforming students can access if they require additional support during the school day.

## IV. REPORTING

Any person who believes there has been a violation of this policy shall report the alleged violation under the procedures set forth in Procedure 413 A.

## V. PROFESSIONAL DEVELOPMENT

School district employees will receive professional development to ensure that staff understands their responsibilities pursuant to this policy.

---

***Adopted:*** 7/20/21

### ***Legal References:***

Title IX of the Education Amendments of 1972

Minn. Stat. ch. 363A (Minnesota Human Rights Act)

Minn. Stat. § 121A.031 (Safe and Supportive Minnesota Schools Act)

Minn. Stat. § 121A.03, subd. 2 (Sexual, Religious and Racial Harassment and Violence Policy)

20 U.S.C. § 1701 et seq. (Equal Educational Opportunities)

# Board passes resolution on George Floyd and Systemic Racism

Jul 21 2020

At their July 21 regular meeting, the ISD 279 School Board approved a resolution on George Floyd and systemic racism. The resolution followed discussions and public statements made at previous meetings (June 9, 16 and 23) on the murder of George Floyd and the district's racial equity work.

The approved resolution is as follows:

## Resolution on George Floyd and System Racism

**July 21, 2020**

A RESOLUTION of the Osseo Area School District Board of Education to honor the life of George Floyd and stand for justice; to declare the commitment of the board to identify and eliminate any and all practices within our school district community rooted in implicit bias, discrimination, systemic racism, and/or implications of oppression contrary to our mission; and to support Black Lives thereby improving the lives of all students.

WHEREAS, on May 25, 2020, George Floyd was murdered in police custody after a police officer knelt on Mr. Floyd's neck for eight minutes and forty-six seconds while Mr. Floyd was handcuffed, lying face down, pleading "I can't breathe" and calling for his mom; and

WHEREAS, the Independent School District 279 School Board denounces this tragic murder by these police officers and also the unacceptable loss of all Black lives, such as Philando Castile, Jamar Clark, Eric Garner, Michael Brown, Breonna Taylor, Ahmaud Arbery, and so many others, that we are called upon to be visible in our support for our community and, more importantly, in our resolve to work for change; and

WHEREAS, our public schools are facilitators of the limitless growth potential of all people, with the charge to instill in our youth a belief that every person deserves to live with dignity, be valued for their humanity, and be treated ethically; and

WHEREAS, it is essential for our education system to teach the experiences, honor the history, and highlight the contributions of Black people; and

WHEREAS, stating that Black lives are valued does not negate our commitment to all members of our community, but rather elevates the importance of the lives of Black people, and affirming that their lives, specifically, matter; and

WHEREAS, throughout our nation's history, systemic racism and injustice have led to deepening racial disparities across all sectors of society and have lasting impacts collectively for our communities, cities, and nation; and

WHEREAS, Black community members continue to experience microaggressions, racial profiling, hate incidents, and racial bias in all systems and institutions including institutions of learning; and

WHEREAS, discrimination, bias and racist incidents against black, brown, and indigenous students harm them mentally, physically, and academically; and

WHEREAS, ISD 279-Osseo Area Schools is the fifth-largest school district in the state, and serves the fourth-largest number of students of color with a self-reporting population of 24.4% Black, 16.2% Asian, 9% Hispanic/Latino; 6.3% two or more races, and 1.9% Indigenous; and

WHEREAS, School Board Policy 203 states the school board has the responsibility to ensure the board advances and supports the mission of Osseo Area Schools to inspire and prepare all students with the confidence, courage and competence to achieve their dreams; contribute to community; and engage in a lifetime of learning; and

WHEREAS, the Board distinguishes that while the mission supports all students, we cannot ignore the systemic racism Black and brown students face, and we are committed to fostering an environment where Black and brown students' voices and experiences are valued; and

WHEREAS, Osseo Area Schools prohibits racism in any form and is committed to examining our own practices, procedures, and policies to identify structural racism that is embedded and perpetuated in the educational system; and



# George Floyd Resolution

WHEREAS, the problems of society are mirrored in schools, and these problems can only be fully addressed with a united effort of community and school coming together for the betterment of our students' future; and

WHEREAS, schools should be places for the practice of equity, for the building of understanding, and for active engagement of all in creating pathways to freedom and justice for all people; and

WHEREAS, School Board Policy 413 affirms the pivotal role education plays in helping students realize the value of individual differences as well as the human dignity and worth common to all people; and

BE IT RESOLVED, that the Independent School District 279 School Board sends condolences and support to the family of George Floyd and stands with the thousands in our country and around the world, including members of the school district community, who have engaged in peaceful protests to affirm that Black lives matter and to call for an end to the social injustice and systemic racism that permeates the fabric of our society; and

FURTHER RESOLVED, that the Board is dedicated to our mission, which requires our adherence to policies and practices that promote equity, fairness, access and an inclusive environment of mutual respect for all members of the Osseo Area Schools community; and

NOW, THEREFORE, BE IT RESOLVED by the Independent School District 279 School Board that the following actions be taken to support Black students, Indigenous students and students of color:

- Honor George Floyd's life at the August 25, 2020, School Board meeting with 8 minutes and 46 seconds of silence throughout the district, and promote this action to our school district community, which will allow our community to come together to heal and unify our district.
- Join cities, counties, and states across the country in affirming a commitment to the safety and well-being of Black people, to combating hate crimes and institutional racism, and to an education free from discrimination.
- Continue efforts to provide a safe and welcoming school environment for each and every student, working with community and other government agencies.
- Issue a statement from the school board affirming the board's commitment to support Black, Indigenous, and other families, students and employees of color.
- Elevate the voices of Black, Indigenous, and people of color to help dismantle systemic racism in our school district. An example is creating a document that explains how and when system-level decisions, e.g., budget and curriculum adoption, are made so that stakeholders have a clearer idea of how they can influence those decisions.
- Establish a Black, Indigenous and other parent/guardian of color partner committee with the power to address structural, racial inequity in our district; this committee will have the influence to operate on a zero-tolerance policy regarding racism, implicit bias, discrimination, structural and

English

system inequities. The board will support the suggestions of this committee to implement accountable actions, provide solutions and guide curriculum, culture, and equitable budget priorities, as well as disciplinary practices, strategic priorities, etc.

- Implement a student cabinet to provide feedback and input to the superintendent and board that is reflective of the demographics of our district.
- Ensure there is adequate initial and ongoing support for the new Assistant Superintendent of Equity and Achievement.
- Commit to conducting listening sessions and engaging with our school community to have difficult racial discussions and to reach solutions and address priorities together.
- Commit to a cultural audit every year, including the school board.
- Create space to engage students, parents, staff, and our community regarding student resource officers.
- Require board members and all leaders to address racial disparities directly in every policy, including training and accountability.
- Identify ways to contract equitably in areas of construction, purchasing, transportation, etc. to ensure we are inclusive and reflective of our demographics.
- Recognize and communicate the importance of Juneteenth in American History annually in the schools and district.
- Sponsor minimally one training or districtwide event recognizing Black lives, equity, and inclusion to include a regional and/or national culturally responsive presenter.



# School board approves resolution in support of Asian and Pacific Islander communities

Mar 25 2021

On March 23, the ISD 279 School Board approved a resolution condemning xenophobic, racist, and all anti-Asian attacks elevated by COVID-19.

In full, the resolution reads as follows:

## **Resolution Condemning Xenophobic, Racist, and All Anti-Asian Attacks Elevated by COVID-19**

**WHEREAS, COVID-19** is fueling bias, fear, hostility, hate and racism against our Asian and Pacific Islander (API) communities; and

**WHEREAS,** Osseo Area Schools is the district home to approximately 3,956 students

of Asian descent, accounting for over 19% of the student body, many from refugee and immigrant communities including but not limited to Hmong, Karen, Burmese, Vietnamese, Chinese, Japanese, Korean, Karenni and multi-racial; and

**WHEREAS,** Osseo Area Schools believes that students deserve respectful learning environments in which their racial and ethnic diversity is valued and celebrated; and

**WHEREAS,** Osseo Area Schools is committed to inspiring and preparing all students with the confidence, courage and competence to achieve their dreams; contribute to community; and engage in a lifetime of learning - therefore standing against hate and bigotry toward all our students, staff, families and community; and

**WHEREAS,** Osseo Area Schools is the employer of 162 staff members who identify as API, comprising 3.95% of all staff; and

**WHEREAS,** API students, staff, families, and community are valued members of a thriving diverse Osseo Area Schools family that spans languages, nationalities, ethnicities, cultures and more; and

**WHEREAS,** throughout history pandemics and other events have bred misinformation, hysteria, stigma, scapegoating and racial and ethnic discrimination; and

**WHEREAS,** Osseo Area Schools recognizes and acknowledges that our API community has historically experienced discrimination, xenophobia and racism resulting in historical trauma, feelings of invisibility, and negative effects on their overall health and well-being; and

**WHEREAS,** in the wake of COVID-19 anti-Asian stigma has galvanized white nationalism and supremacy culture that promotes and breeds discord; and

**WHEREAS,** communities of API descent have experienced a surge of racial shunning, harassment, discrimination, and violent attacks as a result of the COVID-19 pandemic; and

**WHEREAS,** there is an increase of racist rhetoric and terminology identifying COVID-19 using language that is marginalizing and debilitating to the humanity of our API students, staff, families and community; and

**WHEREAS,** as communities adapt and respond to COVID-19, API Minnesotans also report that their safety and equal access to goods and services is compromised because of increasing harassment, xenophobic and racist behaviors; and

**WHEREAS,** Osseo Area Schools maintains and enforces racial equity, gender inclusion, equal opportunity/non-discrimination, anti-bullying, anti-harassment, anti-violence, behavior standards, and anti-retaliation policies; and

**WHEREAS,** Osseo Area Schools provides educators with the expectations, resources, and support to provide instruction to students in digital citizenship, bullying prevention and specific lessons on coronavirus stereotypes, fears and racism.

**SO, THEREFORE, BE IT RESOLVED** that Osseo Area Schools hereby reaffirms all policies, practices and procedures to hold ourselves accountable to ensure that our API students, staff, families and community are not subjected to bias, harassment, discrimination, violence or retaliation; and

**FURTHER BE IT RESOLVED** that Osseo Area Schools will provide accurate, effective and unbiased messaging related to the COVID-19 virus; and

English

English



# Asian and Pacific Islander Resolution

**FURTHER BE IT RESOLVED** that Osseo Area Schools condemns any anti-Asian sentiments targeting our API students, staff, families and community; and

**FURTHER BE IT RESOLVED** that Osseo Area Schools commits to partnering with public and private institutions/organizations working to address xenophobia and racism directed toward Asian and Pacific Islanders in Minnesota; and

**FINALLY, BE IT RESOLVED** the School Board of Osseo Area Schools urges local, state, and federal authorities to take immediate action to ensure the safety of these communities against racism and xenophobia.

# Board approves LGBTQIA+ History and Culture Resolution

Jun 21 2022

LGBTQIA+ History and Culture Resolution June 21, 2022 A RESOLUTION of the Osseo Area School District Board of Education to acknowledge the value of the lives of our trans, lesbian, gay, bi-sexual, queer, intersex, two-spirit, asexual, nonbinary, and gender-expansive scholars and staff

WHEREAS, by recognizing Pride Month, the District supports, models, and advocates for policies, practices, and curricula that honor and respect LGBTQIA+ students, staff, and their families; and

WHEREAS we are committed to creating environments for our transgender, nonbinary, and gender-expansive youth to not experience trauma and harm and to show up as their full authentic selves as stated in our district vision "to unleash and enhance the brilliance of our scholars to thrive and change the world;" and

WHEREAS ISD 279-Osseo Area Schools is the fifth-largest school district in the state and serves a self-reporting population of 2.7% (1) of students who are transgender, nonbinary, and gender-expansive, and 20% (2) of students who identify as LGBTQIA+; and

WHEREAS the month of June has become a symbolic month in which lesbians, gay, bisexual people, transgender, and supporters come together in various celebrations of Pride; and

WHEREAS School Board Policy 508 states that all school district students, including transgender and gender diverse students, deserve respectful and inclusive learning environments that value students' gender identity and gender expression. The school district strives to provide programming and facilities where all students feel safe and supported; and

WHEREAS School Board Policy 102 prohibits discrimination and harassment based on a person's protected status which includes the following: race, color, creed, religion, national origin, sex, marital status, status with regard to public assistance, disability, sexual orientation, including gender identity or expression, age, family care leave status, or veteran status. The school district also makes reasonable accommodations for disabled persons; and

English

WHEREAS sexual orientation and gender expression-biased bullying are among the most common forms of harassment in schools, and scholars who are gender-expansive are more likely to be targets of harassment, bullying, and violence; as "The majority of LGBTQ youth (52%) who were enrolled in middle or high school reported being bullied either in person or electronically in the past year." (3) and

WHEREAS Osseo Area Schools seeks to eliminate transphobia and homophobia in any form and is committed to examining our own practices, procedures, and policies to identify structural barriers that are embedded and perpetuated in the educational system; and

WHEREAS the problems of society are mirrored in schools, and these problems can only be fully addressed with a united effort of community and school coming together for the betterment of our student's future; and

WHEREAS, in 1993, Minnesota amended its Human Rights Act to prohibit discrimination based on one's sexual orientation and/or gender identity in employment, housing, education, and public accommodations; and

WHEREAS Osseo School Board's Strategic Directions include the expressed goals to "create safe, welcoming, and inclusive learning environments that foster global curiosity, belonging, innovation and engagement;" and "address, acknowledge, and reduce systemic disparities, barriers, and inequities as we lead, develop and align our district toward continuous improvement"; and NOW,

THEREFORE, BE IT RESOLVED that the Independent School District 279 School Board supports the following district and department operational plans that value and support the lives of our Lesbian, Gay, Bisexual, Transgender, Queer, Nonbinary, and Gender-expansive scholars.

1. Declaration of June as Pride Month. Osseo Area School Board declares June as Pride Month and directs the Superintendent and all District staff to support policies, practices, and curricula that respect LGBTQIA+ students and their families in June and throughout the school year.
2. We re-commit to practices within the Osseo School District that protect and affirm our transgender, nonbinary, and gender-expansive scholars. This includes the full implementation of our Gender Inclusion Policy, support for Gender Sexuality Alliances (GSAs) and Queer Straight Alliances (QSAs) in our schools, professional development for all school staff, and gender-affirming curriculum and pedagogical practices.
3. Elevate the voices of LGBTQIA+ scholars and staff to help dismantle systemic barriers in our school district by establishing an LGBTQIA+ employee affinity group and establishing an LGBTQIA+ scholar/parent/caregiver/ally advisory group. This committee will advise our district administration and

# LGBTQIA+ History and Culture Resolution

school board on structural barriers, inequities, and the lived experience of LGBTQIA+ scholars and their families.

4. Ensure there is adequate initial and ongoing support for the Assistant Superintendent of Equity and Achievement, and the Equity Department to implement an intersectional approach to systemic barriers to equity of all forms.

5. Require system leaders to measure disparities and track district performance to inform progress LGBTQIA+ disparities through policy, practice, and pedagogy.

6. Ensure that all facility design standards include increased privacy and greater student choice in restrooms and locker rooms.

7. Establish a full month before June during each academic year to observe LGBTQIA+ History and Culture Month because it is essential for our education system to teach the experiences, honor the history, and highlight the contributions of transgender, gender expansive and non-binary people; and

8. Provide resources for families/caregivers in the district to understand and talk with their scholars about LGBTQIA+ identities.

9. In recognition of LGBTQIA+ in June each calendar, the Osseo School Board invites the community to join in the celebration by raising the LGBTQIA+ Progress Pride flag on June 1st at all district buildings and in the school board room as a symbol of support to our LGBTQIA+ students, staff, and their families.

10. Report the progress of this resolution annually to the Osseo School Board during the month of June.

(1) 2016 State Grade 11 demographics <https://public.education.mn.gov/MDEAnalytics/DataTopic.jsp?TOPICID=242>

(2) 2019 State Grade 11 Demographics <https://public.education.mn.gov/MDEAnalytics/DataTopic.jsp?TOPICID=242>

(3) <https://www.thetrevorproject.org/research-briefs/bullying-and-suicide-risk-among-lgbtq-youth>