

# ADMINISTRATIVE PROCEDURES OF THE MILWAUKEE PUBLIC SCHOOLS

## ADMINISTRATIVE PROCEDURE 1.06 EFFORTS TO ACHIEVE EQUITY

### (1) DEFINITIONS

In addition to the definitions in Administrative Policy 1.06, the following definitions will be used:

- (a) *Equity Lens* is defined as a point of view used to acknowledge the disparities that impact historically marginalized groups and to identify priorities based on areas of greatest needs. These needs will drive district priorities for the most equitable distribution of resources, supports, and opportunities.
- (b) *Culturally Responsive Practices* are defined as beliefs, methods, and practices that support and empower all students socially, emotionally, intellectually, and civically by leveraging students' lived experiences and learning styles to ensure student achievement.

### (2) IMPLEMENTATION

To ensure an equitable allocation of district resources and to achieve the district's equity goals, the following practices are hereby implemented:

- (a) The District shall monitor and evaluate the individual needs of schools and distribute resources and effective personnel based on those needs.
- (b) The District shall work to provide all students with equitable access to co-curricular and extracurricular activities, social services, tutoring, enrichment opportunities, and special programs.
- (c) The District shall identify, develop, and apply best practices for which there is evidence that they have made a positive difference for individual students and groups of students in order to reduce prevalent and persistent learning-outcome gaps.
- (d) The District shall work to recruit, employ, support, and retain racially and linguistically diverse and culturally competent administrative, instructional, and support personnel.
- (e) The District shall create a standard system of practice for examining and using data and research to empower mindsets about students' abilities to learn, rather than reinforce deficit thinking.
- (f) The District shall work to train all employees to use an equity lens to analyze and reflect on data collected by the District.
- (g) The District shall work to train all employees in culturally responsive practices and to give all employees opportunities for professional development that will further establish a culture of collaboration and equity.
- (h) The District shall work to give all staff and students opportunities to understand cultural identity and the impact of their own cultural identities on themselves and others.
- (i) The District shall welcome and empower students and families, including under-represented families and those whose first language may not be English, as essential partners in students' education, school planning, and district decision making.
- (j) The District shall engage other partners who have demonstrated culturally-specific expertise, including government agencies, non-profits, community-based organizations, and businesses, in meeting our educational objectives.

**History:** Adopted 8-31-2017  
**Cross Ref.:** Admin. Policy 1.01 Vision, Mission, Core Beliefs, and Goals  
Admin. Policy 1.06 Equity in MPS

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