



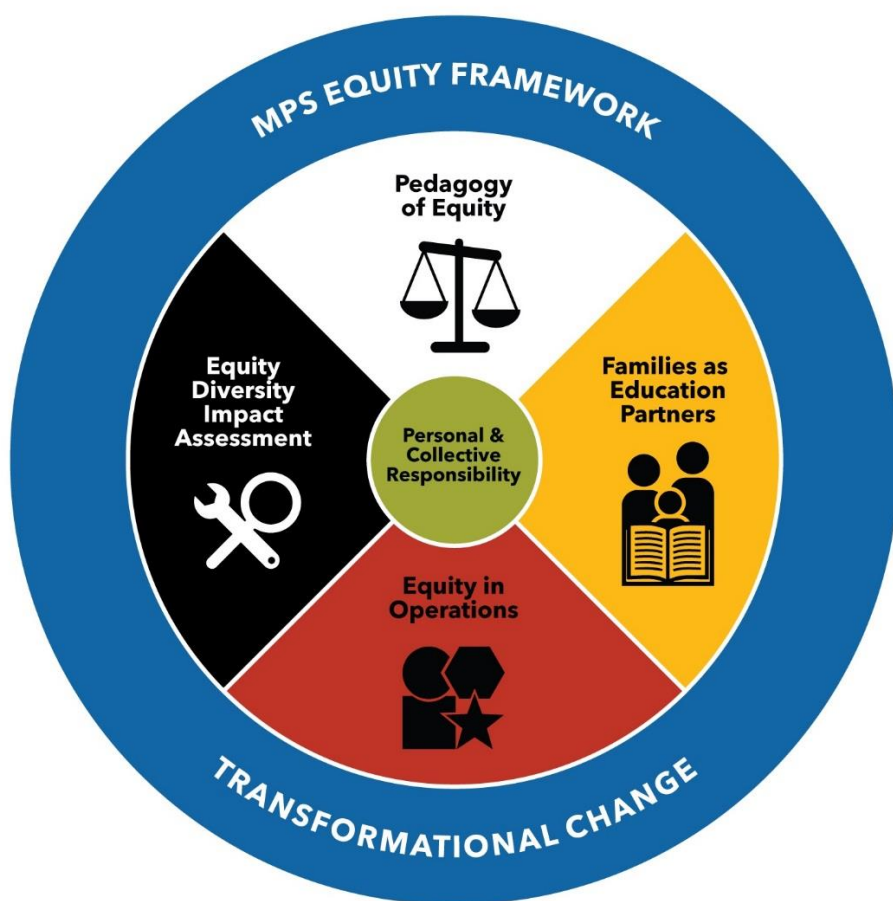
MINNEAPOLIS
PUBLIC SCHOOLS

Urban Education. Global Citizens.

Minneapolis Public Schools Educational Equity Framework

Executive Summary

Fall 2016



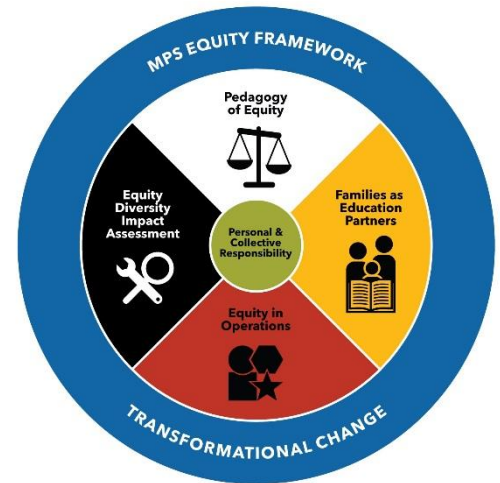
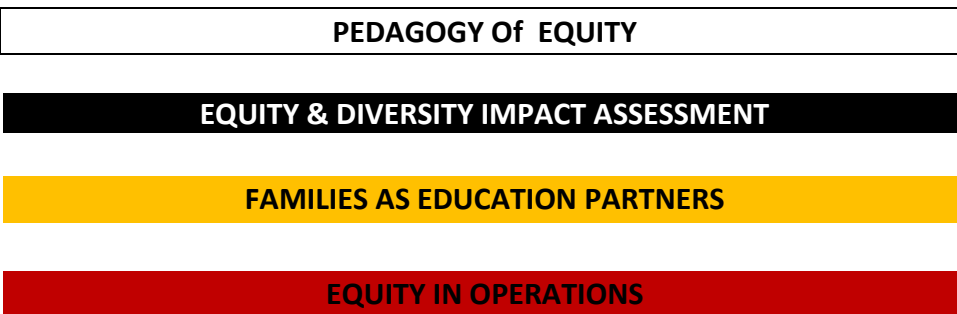
The MPS Educational Equity Framework connects with and honors the symbolism of a Medicine Wheel. The Medicine Wheel has been used by generations of various Native American tribes for health and healing¹.

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>

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:



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. 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

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 & 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 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. MPS staff will be 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

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. True implementation and change requires commitment and participation by the whole school community.

For questions or further information please contact:

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