



## Association of Metropolitan School Districts

### 2020-21 School District Equity Policies

Updated Sept. 23, 2020

District	LINK	OVERVIEW
Anoka-Hennepin Schools	<a href="https://www.ahschools.us/Page/43366">https://www.ahschools.us/Page/43366</a>	The Anoka-Hennepin Equity Achievement Plan is an action plan that aims to provide high quality education for all students with a focus on eliminating predictable gaps in performance between student groups.
Bloomington Public Schools	<a href="https://www.bloomington.k12.mn.us/sites/default/files/attachments/2020-06/2020.06.22-board-resolution-addressing-systemic-racism.pdf">https://www.bloomington.k12.mn.us/sites/default/files/attachments/2020-06/2020.06.22-board-resolution-addressing-systemic-racism.pdf</a>	The BPS School Board has adopted a resolution, which outlines the values, beliefs and commitments of the District with regard to equity and access. The School Board has also adopted goals which outline their work with regard to equity and access. Through this resolution and these goals, the School Board and District has committed to reviewing several policies throughout the 20-21 school year, which have been presented to the community, to ensure equity and access for students, staff and community.
Brooklyn Center Community Schools	<a href="https://www.bccs286.org/Page/2720">https://www.bccs286.org/Page/2720</a>	<p>In its 2019 Strategic Plan on its website, Brooklyn Center committed to "implement culturally responsive practices to identify and eliminate biases, both internally and externally, that impede the achievement of our mission."</p> <p>Focus for 2019-2020: Define and Declare our Commitment to Racial Equity</p> <p>We will deepen our racial equity work through the following projects:</p> <ul style="list-style-type: none"> <li>Write an equity plan</li> <li>Establish a District Equity Team</li> <li>Identify next equity partnership</li> <li>Create racial affinity groups for staff and students</li> <li>Create an Equitable Access Plan</li> <li>Build the Grow Your Own program</li> <li>Supporting new teachers</li> <li>Recruitment and retention of staff</li> </ul>
Burnsville-Eagan-Savage School District 191	<a href="https://www.isd191.org/learning/achievement-integrated-student-services">https://www.isd191.org/learning/achievement-integrated-student-services</a>	<p>Nothing specifically is identified as an equity policy or plan, but this page does identify goals to:</p> <ul style="list-style-type: none"> <li>Ensure equitable educational opportunities</li> <li>Eliminate academic achievement disparities based on students' racial, ethnic, and economic backgrounds</li> <li>Create rigorous career and college readiness programs for underrepresented student groups.</li> </ul>



## Association of Metropolitan School Districts

### 2020-21 School District Equity Policies

Updated Sept. 23, 2020

District	LINK	OVERVIEW
Columbia Heights Public Schools	<a href="https://www.colheights.k12.mn.us/Page/608">https://www.colheights.k12.mn.us/Page/608</a>	<p>The district has published the following under its equity plan webpage, with four key strategies:</p> <p>"Race and socioeconomic status should not be predictors of a student's academic achievement level. Columbia Heights is dedicated to closing the achievement gap that unfortunately exists at this time in our country. As a district, we seek to insure that all students realize academic success in our schools. Columbia Heights Public Schools has worked with the Harvard Achievement Gap Initiative, a rich source of information on this topic, to learn how to best achieve equity and excellence in our district"</p> <ul style="list-style-type: none"><li>-District/Building Level Equity Leadership</li><li>-Culturally Competent Staff</li><li>-Family Involvement</li><li>-Equity Evaluation</li></ul>
Eastern Carver County Schools	<a href="http://www.district112.org/wp-content/uploads/2019/09/06-21-19-Equity-Definition-Vision-and-Beliefs.pdf">http://www.district112.org/wp-content/uploads/2019/09/06-21-19-Equity-Definition-Vision-and-Beliefs.pdf</a>	<p>The district is working on a board-level policy, but our work is guided by a vision and definition of equity that celebrates students for who they are - their unique personal story – and provides students with a personalized, exceptional education that will help prepare them for who they want to become.</p>
Eden Prairie Schools		N/A



## Association of Metropolitan School Districts

### 2020-21 School District Equity Policies

Updated Sept. 23, 2020

District	LINK	OVERVIEW
Edina Public Schools	<a href="https://www.edinaschools.org/domain/970">https://www.edinaschools.org/domain/970</a>	The link takes you to the Equity in Edina Public Schools web section (under About EPS). From there, you can link to the School Board Policy, Equity Resources, A&I Plan, American Indian Education Plan, as well as contact any of the Equity staff or cultural liaisons. There is also a link to the recently approved 2020-25 Strategic Plan which incorporates equity goals throughout, in addition to Strategy B which specifically outlines Equity strategies and goals. Edina's Equity policy and efforts are around ensuring that race or socioeconomic status are not predictors of academic outcome. The district's equity work focuses on equal access, including representative voices in examination of issues, developing personal and professional cultural competence, providing resources, and (as outlined in Strategy B) reviewing policies and protocols for systemic barriers.
Elk River	<a href="https://www.isd728.org/domain/1392">https://www.isd728.org/domain/1392</a>	There is no policy, but this page is dedicated to an overview of "Equity in Education" and an introduction to the four equity specialists in the district whose mission is " to promote culturally competent learning environments."
Farmington Area Public Schools	<a href="https://www.farmington.k12.mn.us/UserFiles/Servers/Server_116048/File/2019-2020%20Documents/Strategic%20Plan%202019.pdf">https://www.farmington.k12.mn.us/UserFiles/Servers/Server_116048/File/2019-2020%20Documents/Strategic%20Plan%202019.pdf</a>	The policy is woven throughout the district's strategic plan. Farmington Currently has an Equity Leadership Team. This team meets on a regular basis and plans and provides staff development to staff. The staff development that has been provided has focused on understanding our own biases and judgments. We continue to have deep discussions around race and inequality. As a district we are also engaging in work around designing learning differently. We want to provide equitable access to all educational opportunities and feel that we best can serve our students through Personalized Competency Based Learning. Our staff continue to have opportunities to engage in this work and learn to use culturally responsive teaching strategies.



## Association of Metropolitan School Districts

### 2020-21 School District Equity Policies

Updated Sept. 23, 2020

District	LINK	OVERVIEW
Fridley Public Schools	<a href="https://www.fridleyschools.org/uploaded/School_Board/Policies/105_Equity_and_Inclusion_Policy.pdf">https://www.fridleyschools.org/uploaded/School Board/Policies/105_Equity_and_Inclusion_Policy.pdf</a>	<p>In summary, Fridley Public Schools Policy 105 Equity and Inclusion states that the district is committed to creating a welcoming, respectful environment that provides an equitable and inclusive education for each student, staff and community member by ensuring that opportunities, access, and resources are aligned to support the growth and academic achievement of each student. As we revise our policies, we are including the Equity and Inclusion summary statement on each revised policy document. <a href="https://www.fridleyschools.org/about-us/district-overview">https://www.fridleyschools.org/about-us/district-overview</a></p>
Hastings Public Schools		N/A
Hopkins Public Schools	<a href="https://www.hopkinsschools.org/servicesdepartments/teaching-learning-assessment/support-programs/equity-and-inclusion">https://www.hopkinsschools.org/servicesdepartments/teaching-learning-assessment/support-programs/equity-and-inclusion</a>	<p>No policy in writing, but this webpage identifies equity as a core value of the district, saying:</p> <p>As a school district committed to equity and excellence for ALL learners, we will examine individual and organizational beliefs and changing practices to counteract the contemporary and historical impact of racism and discrimination.</p>
Intermediate District 287	<a href="https://www.district287.org/about-us-2/racial-equity/">https://www.district287.org/about-us-2/racial-equity/</a>	<p>District 287 identifies equity as a priority on this page, with the following statement:</p> <p>District 287 is committed to advancing racial equity and producing equitable student outcomes through evidence-based instruction, trauma-sensitive and healing-centered practices, and employee well-being. Racial equity is foundational to District 287's mission and embedded in all its priorities.</p> <p>The Racial Equity page (in the link) contains a link to the policy that is redlined and updated as of January 2020. This is the same link that appears within its "policy" page: <a href="https://drive.google.com/file/d/1qy1OzoVBjt9NnreQWnjJ5IPGm53efbvD/view?usp=sharing">https://drive.google.com/file/d/1qy1OzoVBjt9NnreQWnjJ5IPGm53efbvD/view?usp=sharing</a></p>



## Association of Metropolitan School Districts

### 2020-21 School District Equity Policies

Updated Sept. 23, 2020

District	LINK	OVERVIEW
Intermediate School District #917		N/A
Inver Grove Heights Schools		N/A
Lakeville Area Schools	<a href="https://isd194.org/academics/equity-services-a/">https://isd194.org/academics/equity-services-a/</a>	<p>There is no policy, but this page is dedicated to an overview of "Equity Services" and leads with the following introduction:</p> <p>Equity in Lakeville Area Schools is the intentional practice of working in partnership with our community to eliminate bias and barriers within our school system and ensure access to an inclusive learning environment that affirms and supports success for all learners.</p> <p>Equity Services supports the development of inclusive learning environments to ensure high achievement for every learner. In order to accomplish these goals, the district creates and follows an Achievement and Integration Plan that provides staff development, student support, and diverse curricular activities.</p>
Mahtomedi Public Schools		N/A.



## Association of Metropolitan School Districts

### 2020-21 School District Equity Policies

Updated Sept. 23, 2020

District	LINK	OVERVIEW
Minneapolis Public Schools	<a href="https://www.cdd.mpls.k12.mn.us/">https://www.cdd.mpls.k12.mn.us/</a>	<p>The site provides a link to its "Equity and Diversity Policy 1304" (<a href="http://www.mpls.k12.mn.us/equity_and_diversity_policy_1304">http://www.mpls.k12.mn.us/equity_and_diversity_policy_1304</a>), from its Equity and Integration Department website (<a href="https://equity.mpls.k12.mn.us/">https://equity.mpls.k12.mn.us/</a>), but the link does not work. The 2013 policy can be viewed here: <a href="https://policy.mpls.k12.mn.us/uploads/policy_1304.pdf">https://policy.mpls.k12.mn.us/uploads/policy_1304.pdf</a></p> <p>The Comprehensive District Design (CDD) also addresses equity:</p> <p>"The CDD is a systematic, long-range plan that Minneapolis Public Schools will use to guide decision-making that affects the academic quality, equity, and sustainability of education for students throughout the district. It sets forth our vision and goals for the future and identifies priorities, policies, and programs for achieving them. The CDD has been shaped by over three years of research, data analysis, and community input and engagement.</p> <p>The significance and opportunity of the CDD is in providing MPS with a roadmap for being more intentional about the next chapters in our district's history. While all school districts must periodically evaluate and adjust their structural, programmatic, and resource decisions against changing needs and conditions, the CDD is not a routine audit and update of current policies and practices in response to economic and demographic changes. The CDD is a large-scale, systems-level redesign of the district's structure and every aspect of our work that has bearing on our ability to deliver on MPS' mission and vision of ensuring that every student receives a well-rounded education and graduates academically, socially, and emotionally prepared for success in college and career.</p>



## Association of Metropolitan School Districts

### 2020-21 School District Equity Policies

Updated Sept. 23, 2020

District	LINK	OVERVIEW
Minnetonka Public Schools		<p>The District does not have a policy, but there is a section dedicated under "Goals" for 2020-21 that identifies equity as a goal, stating:</p> <p>The Minnetonka School Board and District Administration believe a commitment to diversity, equity, inclusion, world class culture and child-centered excellence strengthens Minnetonka Public Schools. We are committed to deepening our understanding of racial and socio-economic factors in academic performance and discovering new strategies for closing all achievement gaps. We believe that students who feel a sense of belonging or connectedness to their school are more likely to experience success inside and outside the classroom. Belonging is defined in this goal as a strong feeling of positive connection, acceptance and importance as a member of the Minnetonka Schools community, regardless of race, religion, gender, sexual orientation, country of origin, and socioeconomic status. We are dedicated to working tirelessly to providing a school environment where all students feel safe, welcome, supported and accepted.</p> <p>The Minnetonka School Board has developed a series of measurable, meaningful and intentional action steps below for the District to promote belonging in our schools. We are committed to action and to making necessary changes. We look forward to partnering with students, parents, staff and community members on this important work.</p>



## Association of Metropolitan School Districts

### 2020-21 School District Equity Policies

Updated Sept. 23, 2020

District	LINK	OVERVIEW
Mounds View Public Schools	<a href="https://www.moundsviewschools.org/equitypromise">https://www.moundsviewschools.org/equitypromise</a>	<p>The District has a policy dedicated to "Program Equity:"  <a href="https://www.moundsviewschools.org/PolicyEG2102">https://www.moundsviewschools.org/PolicyEG2102</a></p> <p>And then the District also has an "Equity Promise" on its website that states:</p> <p>Mounds View Public Schools is committed to preparing all students for opportunities of their choice after high school, whether they choose college, a trade school, technical college, the military or employment.</p> <p>The Equity Promise states:</p> <p>Programs and services will be in place at all schools to ensure that race, gender, class and disability will not predict students' success in Mounds View Public Schools. Student academic performance will not fall into patterns identifiable by factors such as race, ethnicity, English language proficiency, socio-economic status and disability. The school that a student attends will not be the predictor of his/her school success.</p> <p>As part of this Pre-K - 14 plan, a brochure was created to show the 12 Habits of Mind students can begin to practice as early as in elementary school.</p>
North St. Paul-Maplewood-Oakdale School District	<a href="https://www.isd622.org/site/handlers/filedownload.ashx?moduleinstanceid=17313&amp;dataid=21697&amp;FileName=535%20Gender%20Inclusion.pdf">https://www.isd622.org/site/handlers/filedownload.ashx?moduleinstanceid=17313&amp;dataid=21697&amp;FileName=535%20Gender%20Inclusion.pdf</a>	<p>The school district will act to improve the educational integration of transgender and gender-nonconforming students and strive to maintain the privacy of these students. Furthermore, the school district will support healthy communication between educators, students, and parents or guardians to further the successful educational development and well-being of every student.</p> <p>In August of 2017, ISD 622 first developed procedures to support transgender and gender non-conforming students. It was evident that simply having procedures wasn't enough, so district/school staff and community members on the LGBTQ+ Affinity Group worked to develop the policy. The group researched and used resources from the Minnesota Department of Education Gender Inclusion toolkit, and from policies/procedures from other school districts around the country. The policy was first approved in September 2019.</p>





## Association of Metropolitan School Districts

### 2020-21 School District Equity Policies

Updated Sept. 23, 2020

District	LINK	OVERVIEW
Northeast Metro Intermediate School District 916	<a href="https://www.916schools.org/about/mission">https://www.916schools.org/about/mission</a>	We do not have a formal board policy. Equity has been one of our four "focus areas" that we have had over the last several years. We have committed to no new initiatives outside of these focus areas.
Orono Schools		N/A
Osseo Area Schools	<a href="https://www.district279.org/images/Dept/SchoolBoard/Policy-Procedures/Policy_101.pdf">https://www.district279.org/images/Dept/SchoolBoard/Policy-Procedures/Policy_101.pdf</a>	Every student deserves respectful learning environments in which the student's racial and ethnic identity is valued and contributes to successful academic outcomes for all students, including the elimination of racial disparities. Key strategies include: Keeping Students at the Center; Equity Leadership Development; Culturally Responsive Leading, Learning, and Teaching Practices; and Family and Community Engagement and Empowerment.



# Association of Metropolitan School Districts

## 2020-21 School District Equity Policies

Updated Sept. 23, 2020

District	LINK	OVERVIEW
Prior Lake-Savage Area Schools		<p>The District does not have a Board Policy on Equity, but addresses equity language in several areas including:</p> <p>Strategic Plan Link: <a href="https://www.priorlake-savage.k12.mn.us/about-us/school-board/strategic-plan">https://www.priorlake-savage.k12.mn.us/about-us/school-board/strategic-plan</a></p> <p>District Operation Plans and Priority Goals, aligned to the Strategic Directions and Reimagine MN Strategies:</p> <ul style="list-style-type: none"> <li>- An instructional excellence framework (Laker Learning Compass) will be implemented to advance student-centered, personalized learning, inclusive of best practice strategies, professional development and support measures. Reimagine MN Strategies: Personalized Learning, Student Voice, Cultural Inclusivity</li> <li>- The district's E-12 educational equity and excellence plan, to close achievement gaps, will continue to focus on the implementation of culturally responsive teaching strategies and learning environments, family engagement strategies and professional development strategies. Reimagine MN Strategies: Cultural Competence, Shared Understanding, Adult Behaviors</li> <li>- A comprehensive K-12 Multi-Tiered System of Support (MTSS) framework for academic and social emotional learning will be implemented with fidelity to improve outcomes for all students as measured by multiple student achievement measures.</li> <li>- A comprehensive Long Range Planning Model will be implemented with multi-year budget trends and assumptions, enrollment projections, facility needs, alignment of resources to strategic plan and inclusive processes. Reimagine MN Strategy: Statewide Funding</li> <li>- A comprehensive plan will be created and implemented for personnel processes with individual-focused service and support for all employees to include recruitment and retention, process and procedural documentation, educational campaigns on personnel processes, benefits and resources, and efficient alignment of staffing processes with student needs. Reimagine MN Strategy: Recruitment and Retention</li> <li>- A plan will be created and implemented in which annual district stakeholder surveys will expand to more deeply engage all stakeholder groups through focus group research. Reimagine MN Strategy: Community Bridges</li> </ul> <p>Achievement and Integration Plan: <a href="https://www.priorlake-savage.k12.mn.us/academics/teaching-and-learning/achievement-integration">https://www.priorlake-savage.k12.mn.us/academics/teaching-and-learning/achievement-integration</a></p> <p>American Indian Education Services/Program: <a href="https://www.priorlake-savage.k12.mn.us/academics/american-indian-education">https://www.priorlake-savage.k12.mn.us/academics/american-indian-education</a></p>



## Association of Metropolitan School Districts

### 2020-21 School District Equity Policies

Updated Sept. 23, 2020

District	LINK	OVERVIEW
Richfield Public Schools	<a href="https://www.richfieldschools.org/about/equity">https://www.richfieldschools.org/about/equity</a>	<p>While we do not have a specific policy, we have statements embedded clearly throughout all areas of our strategic plan and board policies.</p> <p>We are committed to viewing and analyzing all of our work through a racial and cultural equity lens so that each individual can learn, grow and excel. We will partner with families and the community to better identify and eliminate barriers that can interfere with each individual's opportunity to excel.</p> <p>We are currently considering a policy to add additional clear policy level statements.</p>
Robbinsdale Area Schools	<a href="https://www.rdale.org/discover/equity-policy">https://www.rdale.org/discover/equity-policy</a>	<p>See all. serve all. support all. RAS is committed to the provision of a barrier-free learning environment. Graduating students ready for careers, skilled trades, and college is our priority. We will actively eliminate district policies, structures, and practices which perpetuate inequities and contribute to disproportionality in access and outcomes.</p> <p>The policy was created in 2018 to help address the achievement gap among our white students and students of color. The District Equity policy was developed in response to revisiting our Unified District Vision. It was important to our District and School Board to ensure all policies and practices came from an equity lens.</p>



# Association of Metropolitan School Districts

## 2020-21 School District Equity Policies

Updated Sept. 23, 2020

District	LINK	OVERVIEW
Rochester Public Schools	<a href="https://www.rochesterschools.org/equity-statement">https://www.rochesterschools.org/equity-statement</a>	<p>APPROVED ON SEPTEMBER 15, 2020:</p> <p>We acknowledge that Rochester Public Schools (RPS) sites are situated on ancestral lands of the Dakota people. We acknowledge and honor the Dakota Nations and the sacred land of all Indigenous peoples.</p> <p>We believe equity is a lens through which all decisions should be made.</p> <p>We believe in the use of people first and asset-based language. Our emphasis lies on the person, whereas their social identities are secondary. We promote language that raises the visibility of personal stories, creates empathy, and recognizes the diverse assets that difference brings.</p> <p>We believe the practices used in recruiting, interviewing, hiring, supporting, and promoting staff must include and honor, at every level, those who represent the diverse identities of our schools and community.</p> <p>We believe it is the collective responsibility of all RPS staff to be actively and intentionally anti-racist, both individually and collectively, and work to undo historical and current racist policies or actions both inside and outside the classroom. This responsibility involves critical self-awareness and self-reflection; recognizing and addressing bias; dismantling racist cultures, practices, and procedures; and increasing one's cultural responsiveness and cultural awareness.</p> <p>We believe that all staff and students deserve a space to be their authentic selves. We have a collective responsibility to ensure our schools provide a caring, supportive, and anti-oppressive environment. School communities should support the healthy, positive development of students and help them grow their unique gifts and talents.</p> <p>We believe that one's gender and sexuality are important parts of one's identity which deserve to be genuinely accepted and valued. We believe that every student and staff member has the right to grow in a safe space and to be addressed by their preferred name and by pronouns which correspond to their gender identity.</p> <p>We believe that communities, parents/caregivers, teachers, and community-based organizations have unique and important solutions to improving outcomes for our students and educational systems. True partnership with families and the community includes engaging them with respect, listening authentically, and having the courage to share decision-making, control and resources.</p> <p>We believe that speaking a language other than English is an asset. Our educational system must celebrate and enhance this ability while providing appropriate and culturally responsive support for emerging bilingual and multilingual students and families. Students' English development is stronger when home language maintenance is encouraged and facilitated. Community partnerships are essential in providing multicultural and multilingual language supports for students and families.</p> <p>We believe students receiving special education and gifted services are an integral part of our educational responsibility, and we must welcome the opportunity to be inclusive, make appropriate accommodations and celebrate their assets.</p> <p>We believe we must remove barriers that prevent students from one or more historically marginalized groups from attaining high levels of academic achievement and growth. Barriers include inequitable access to gifted services and other academic programming as well as over-representation in special education and other intervention programs.</p>



## Association of Metropolitan School Districts

### 2020-21 School District Equity Policies

Updated Sept. 23, 2020

District	LINK	OVERVIEW
Rockford Area Schools		N/A
Rosemount-Apple Valley-Eagan School District 196	<a href="https://www.district196.org/about/inclusion-services">https://www.district196.org/about/inclusion-services</a>	<p>It is our policy to create a culture of respect in each building in District 196. Per policy 503.8AR, "District 196 schools are expected to establish a culture of respect. The district and schools will establish strategies for creating a positive school climate and will use evidence-based social-emotional learning to prevent and reduce discrimination and other improper conduct."</p>
Roseville Area Schools	<a href="http://www.isd623.org/our-district/education-services/educational-equity">www.isd623.org/our-district/education-services/educational-equity</a>	<p>The purpose of this policy is to provide non discriminatory employment, working and learn environments in compliance with state and federal law.</p> <p>This was a school board directive, and we worked with members of the Roseville area schools community to seek feedback and develop a policy centered on the values of the community.</p> <p>We are continuing ongoing community conversations around race, the roles of SROs in schools, and seeking student voice as we move forward.</p>
Shakopee Public Schools	<a href="https://www.shakopee.k12.mn.us/domain/1834">https://www.shakopee.k12.mn.us/domain/1834</a>	<p>Shakopee Public Schools is committed to raising the achievement of all students while narrowing the gaps between the lowest and highest performing students and eliminating the racial or cultural predictability and disproportionality of which student groups occupy the highest and lowest achievement categories including rates of graduation. By committing to this, we are ensuring educational equity for all students.</p> <p>The District has also included an addendum to its equal opportunity policy:  <a href="https://www.shakopee.k12.mn.us/site/handlers/filedownload.ashx?moduleinstanceid=5162&amp;dataid=24889&amp;FileName=102.A%20Equal%20Educational%20Opportunity.pdf">https://www.shakopee.k12.mn.us/site/handlers/filedownload.ashx?moduleinstanceid=5162&amp;dataid=24889&amp;FileName=102.A%20Equal%20Educational%20Opportunity.pdf</a></p> <p>We provide inclusive experiences where each student can flourish as a learner and be well prepared for post-secondary success. The achievement of our equity vision will, in part, occur when the outcomes of student academic performance are no longer predicted by the race, and/or other identifying characteristics, of our students. We will strengthen staff skills in cultural responsiveness and support them in working effectively with learners, families, and colleagues from diverse backgrounds.</p>



## Association of Metropolitan School Districts

### 2020-21 School District Equity Policies

Updated Sept. 23, 2020

District	LINK	OVERVIEW
South St. Paul Public Schools	<a href="https://www.sspps.org/site/Default.aspx?PageID=245">https://www.sspps.org/site/Default.aspx?PageID=245</a>	<p><b>Equity Commitment</b> We believe that the South St. Paul Public Schools should provide an environment where open communication and the celebration of differences are accepted and appreciated.</p> <p><b>Equity Collaborative</b> The South St. Paul Public Schools are part of a district collaborative working with Equity Alliance MN. This collaborative addresses the educational issues resulting from demographic changes and inequities. Equity Alliance MN member districts engage in culturally responsive learning opportunities for staff, and interactive leadership opportunities for students. The end goal is that every student can participate fully in the social, economic, and democratic lives of their communities.</p> <p>Every three years, we create an "Achievement and Integration Plan" that responds to the needs of our students, staff, families, and our community in general. The plan is incorporated into our World's Best Workforce planning, and is reviewed, evaluated and updated annually as required by the state of Minnesota.</p>
South Washington County Schools		N/A
SouthWest Metro Intermediate District		N/A
Spring Lake Park Schools	<a href="https://resources.finalsite.net/images/v1524680571/springlakeparkschoolsorg/scgh4pww9rghja61344b/StrategicPlan.pdf">https://resources.finalsite.net/images/v1524680571/springlakeparkschoolsorg/scgh4pww9rghja61344b/StrategicPlan.pdf</a>	See equity statement at the center of our strategy plan in the link provided.
St. Anthony-New Brighton Independent School District	<a href="https://www.isd282.org/our-district/equity">https://www.isd282.org/our-district/equity</a>	<p>We are committed to the success of all learners. We will engage, inspire and support each learner through innovation and collaboration. The St. Anthony-New Brighton School District does not discriminate in admission, treatment or access to its programs or activities. Our policies provide equal education opportunities for students.</p> <p>Our vision for educational equity: We believe all students can learn at high levels. We provide high support to meet students where they are at, moving them toward a mastery of comprehension and application of skills.</p> <p>We design instruction that is aligned with state standards, following a learning progression that allows for multiple entry points. These entry points help move students along a growth continuum of skill acquisition. This process advances students toward deeper levels of learning, application and innovation at accelerated rates.</p>



## Association of Metropolitan School Districts

### 2020-21 School District Equity Policies

Updated Sept. 23, 2020

District	LINK	OVERVIEW
St. Cloud Area School District 742	<a href="https://www.isd742.org/equityservices">https://www.isd742.org/equityservices</a>	<p>The District does not have a policy, but it does have an Equity Services website with an introduction that states the following:</p> <p>The department strives to ensure that all District 742 staff and students have access to an equitable and high-quality education by addressing education, racial and ethnic disparities. Equity Services' top priority is narrowing the achievement gap by creating equitable educational, social and emotional programs and opportunities that promote student and staff educational success.</p>
St. Louis Park Public Schools		<p>SLP does not currently have a racial equity policy. This is something that our Board is looking at adding.</p>
Saint Paul Public Schools	<a href="https://www.spps.org/Page/5996">https://www.spps.org/Page/5996</a>	<p>Saint Paul Public Schools (SPPS) students deserve respectful learning environments in which their racial and ethnic diversity is valued and contributes to successful academic outcomes.</p> <p>This policy confronts the institutional racism that results in predictably lower academic achievement for students of color than for their white peers. Eliminating our district's institutional racism will increase achievement, including on-time graduation, for all students, while narrowing the gaps between the highest- and lowest-performing students.</p> <p>SPPS acknowledges that complex societal and historical factors contribute to the inequity within our school district. Nonetheless, rather than perpetuating the resulting disparities, SPPS must address and overcome this inequity and institutional racism, providing all students with the support and opportunity to succeed.</p>



## Association of Metropolitan School Districts

### 2020-21 School District Equity Policies

Updated Sept. 23, 2020

District	LINK	OVERVIEW
Stillwater Area Public Schools	<a href="https://stillwaterschools.org/district/district-news-e-news/stillwater-area-public-schools-commitment-equity">https://stillwaterschools.org/district/district-news-e-news/stillwater-area-public-schools-commitment-equity</a>	<p>Stillwater Area Public Schools has been working on equity issues for many years. Our work follows the tenets consistent with Reimagine Minnesota's 9 Key Strategies and is outline in our Equity and Integration plan</p> <p><a href="https://t7-live-stil.nyc3.cdn.digitaloceanspaces.com/stillwaterschools.org/files/public/downloads/pages/fy20-23_stillwater_ai_updated_plan_6_1.pdf">https://t7-live-stil.nyc3.cdn.digitaloceanspaces.com/stillwaterschools.org/files/public/downloads/pages/fy20-23_stillwater_ai_updated_plan_6_1.pdf</a></p>
Wayzata Public Schools	<a href="https://www.wayzataschools.org/district/teaching-learning/equity-integration#:~:text=Equity%20is%20one%20of%20our, state's%20Achievement%20and%20Integration%20Program.">https://www.wayzataschools.org/district/teaching-learning/equity-integration#:~:text=Equity%20is%20one%20of%20our, state's%20Achievement%20and%20Integration%20Program.</a>	<p>Equity is one of our district's core values. We are committed to meeting the specific needs of all students. Read about our goals and strategies for pursuing and achieving equity in our district's Achievement and Integration Plan, which aligns with our state's Achievement and Integration Program.</p>
West St. Paul-Mendota Heights-Eagan School District	<a href="https://www.isd197.org/district/strategic-framework">https://www.isd197.org/district/strategic-framework</a>	<p>The new School District 197 Strategic Framework reinforces the district's belief that each and every student must have a voice, must feel understood, and must have a safe space to engage with those adults who make decisions on their behalf. School District 197 needs to systematically evaluate and change our systems and processes to make sure every child in our schools has an equal chance for success. Like many school districts, we know we must do better and this commitment is just one part of what we are doing to change how we approach the education of our community's children.</p>
Westonka Public Schools		N/A
White Bear Lake Area Schools	<a href="https://www.isd624.org/about/equity-commitment">https://www.isd624.org/about/equity-commitment</a>	<p>Equity Commitment To nurture the whole student, we disrupt systemic inequities by recognizing, honoring, and embracing all cultures with humility and respect.</p>