

# **Educational Equity Plan 2025-2026**

## **April 24, 2025**

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# Agenda

- Vision
- Enrollment Data
- Draft Equity Plan: Action  
Steps/Strategies/Timeline, Metrics
- Project Highlights



# Equity in Education



Equity in education refers to the principle of ensuring that all students have access to the resources, support, and opportunities they need to succeed academically, regardless of their background or circumstances.

# Policy 105

## Equity, Access and Excellence in Education

Adopted: 8/22/2019

Reviewed: 02/20/2024

Revised: 01/09/2025

### I. PURPOSE

The purpose of this policy is to ensure that educational equity, access and excellence is provided for each learner. Each of the school district's students deserves respectful learning environments in which the student's identity and background is valued and contributes to successful academic outcomes for all students.

### II. GENERAL STATEMENT OF POLICY

The policy of the school district is to raise achievement levels by creating a school district system which ensures equity, access and excellence for each student.

### III. DEFINITIONS

A. "Equal" in education means of the same measure, quantity, amount or access.

B. "Equity" in education means each student has access to what they need to be successful.



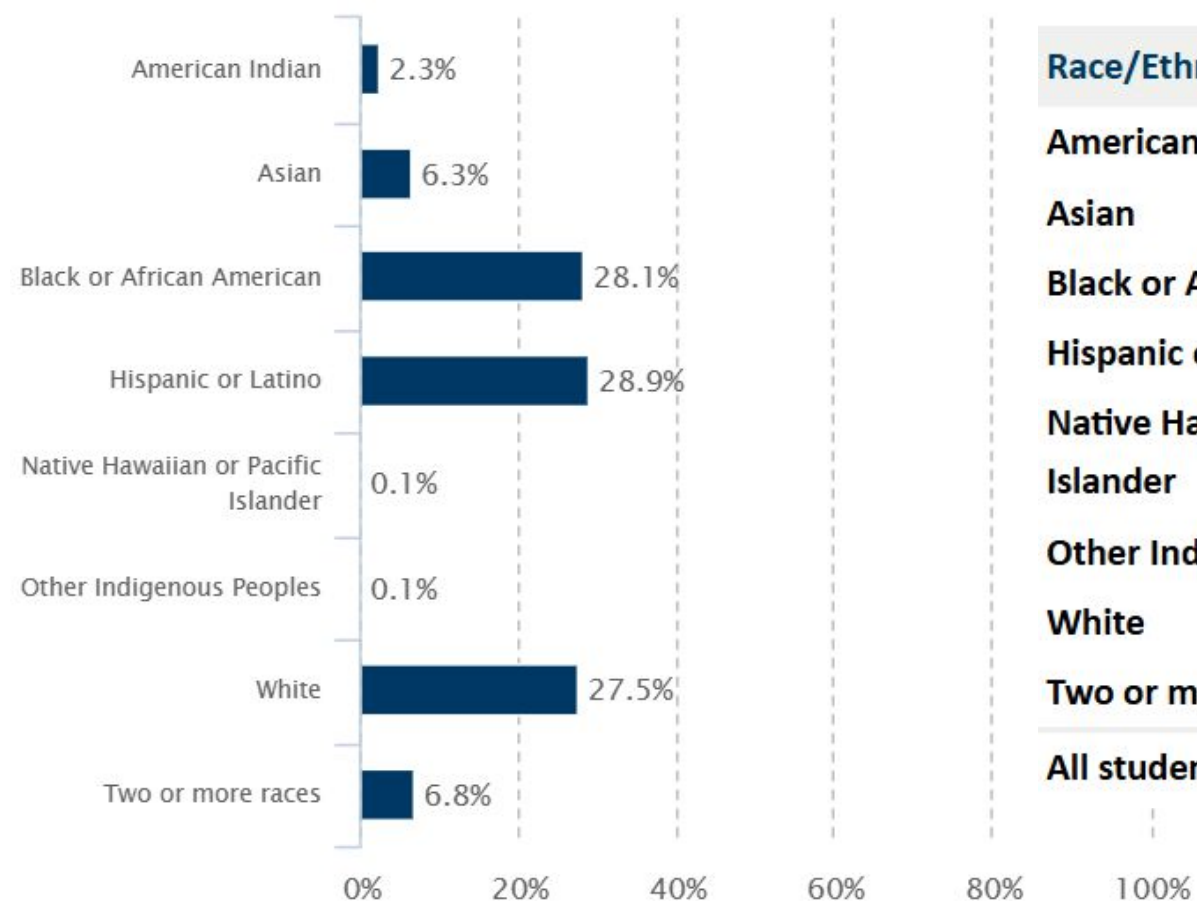
[Link to Policy 105](#)

# Educational Equity Vision



The vision of our Culturally Proficient School Systems work is to ensure that educational equity, access and excellence is provided for each learner. We work to create respectful learning environments in which each student's identity and background is valued, while maintaining high academic standards for all students.

# Enrollment Data

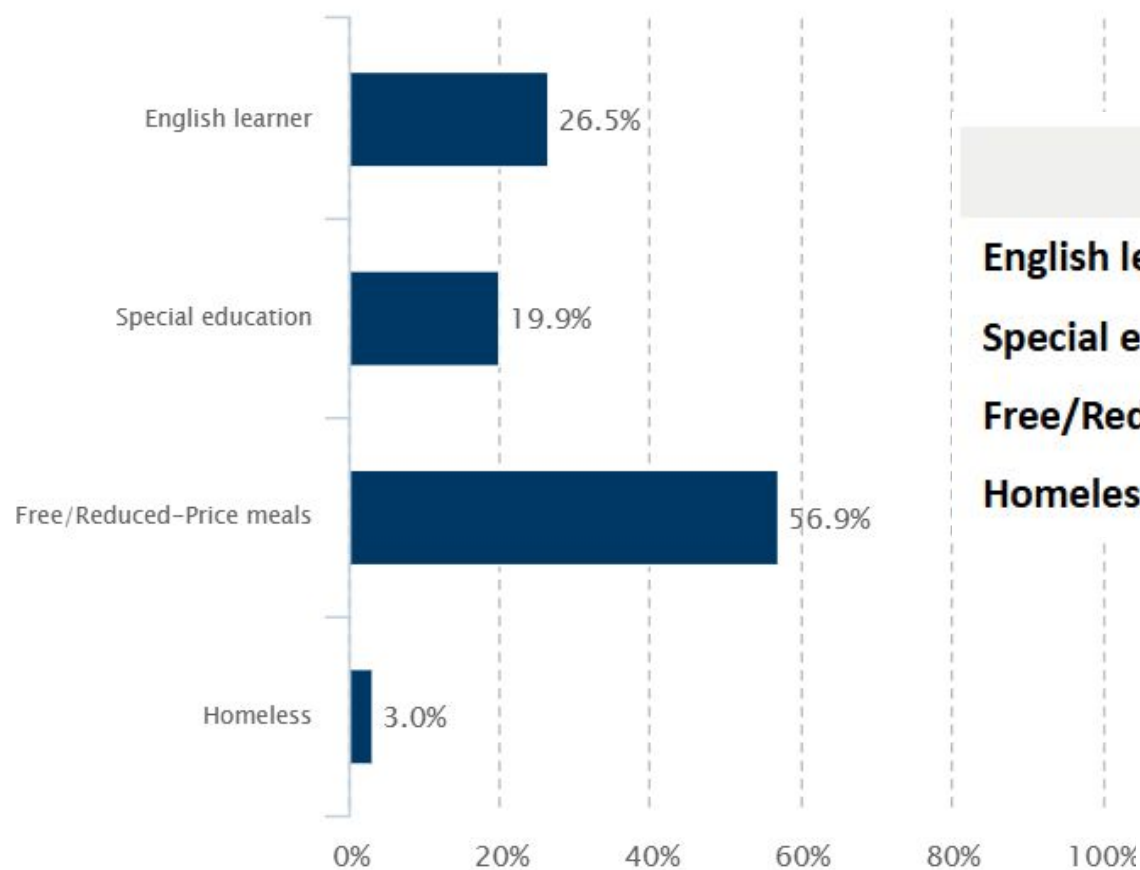


Race/Ethnicity	Count	Percent
American Indian	177	2.3%
Asian	479	6.3%
Black or African American	2,155	28.1%
Hispanic or Latino	2,213	28.9%
Native Hawaiian or Pacific Islander	8	0.1%
Other Indigenous Peoples	4	0.1%
White	2,105	27.5%
Two or more races	522	6.8%
All students	7,663	100.0%

Data: FY 2025, [Minnesota Report Card](#)



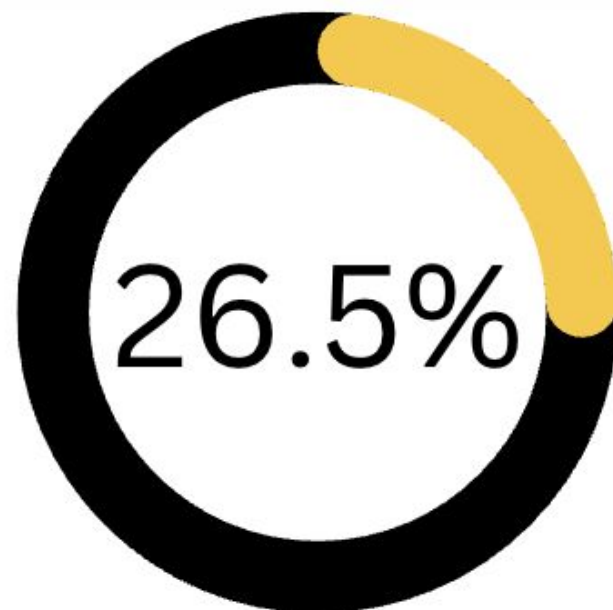
# Enrollment Data



	Count	Percent
English learner	2,030	26.5%
Special education	1,523	19.9%
Free/Reduced-Price meals	4,362	56.9%
Homeless	233	3.0%

Data: FY 2025, [Minnesota Report Card](#)

# Multilingual Student Data



**2,030** Multilingual Students  
Qualify for English Learner Programming

**7,663** Total Student Enrollment

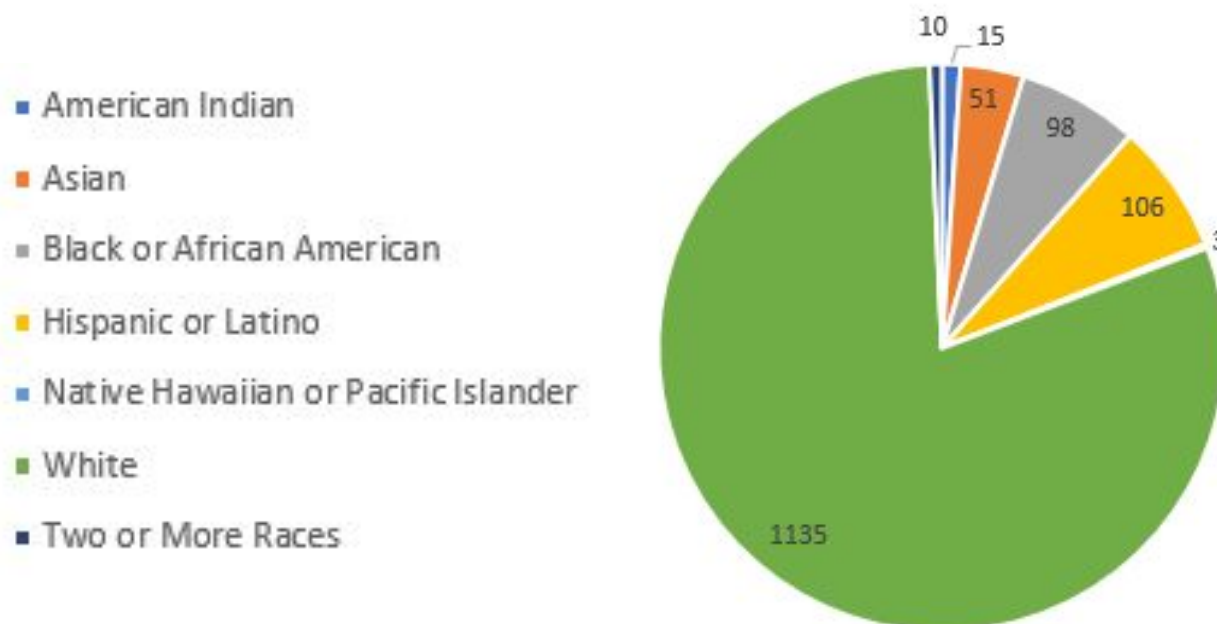
Data: FY 2025, [Minnesota Report Card](#)



**106** languages represented



# Staff Demographic Data



Ethnicity/Race	Number of Staff Members	Percent
American Indian	15	1.0%
Asian	51	3.8%
Black or African American	98	7.0%
Hispanic or Latino	106	7.0%
Native Hawaiian or Pacific Islander	3	0.2%
White	1135	80.0%
Two or More Races	10	1.0%

# Equity Action Plan

## Action Step/Strategy:

### District Equity Team

- Site representation
- Multiple perspectives and voices of BIPOC staff
- Continued work to define allies and identifying strategies to continue to move CPSS work forward
- Focus on district improvement and sustainability
- Supporting Gender Inclusive School Practices
- Ensuring equal access and opportunities
- Preparing for Ethnic Studies

### **Metrics:**

- *Revise annual action plan to support CPSS professional development system wide*
- *Developing plans for system wide ways to support gender inclusion to ensure that every student feels welcomed and supported at school*
- *CPSS Participation and Equimetrics Survey Data*

## Action Step/Strategy:

### Support Site Based Equity Teams

- Embed ongoing professional development at school sites
- Focus on equity in instructional practices and school climate
- Implementation of district response protocol to acts of racism, bias, and personal harm
- Implementing practices that support gender inclusion

### **Metrics:**

- *Team representation*
- *Meeting schedules and agendas*
- *Value Diversity: Learning about our diverse student population by creating professional development focused on cultures of our students*
- *Non-exclusionary Discipline Practices*

# Equity Action Plan

## Action Step/Strategy:

### CPSS Indicators for Instruction

- Strengthen institutional knowledge and practices with CPSS Instructional Look Fors
- Teaching evaluation alignment with CPSS
- Increase knowledge and expertise for site teams
- Equity based grading
- Collective Efficacy focused on supporting multilingual learners
- Establish collaborative partnerships to prepare for ethnic studies and Indigenous Education for All

### Metrics:

- *District PD sessions PK-12 Focused on CPSS and Lesson Look Fors*
- *Use of Updated Rubric for instruction in Danielson Framework for Teaching*
- *Curriculum Resources and preparing learning materials for Ethnic Studies and Indigenous Education for All*
- *Language rich classroom environment to support multilingual learners*
- *Revised English Learner Action Plan*

## Action Step/Strategy:

### Attract, Support and Retain Diverse Staff

- Support Amplify One91
- Adapt application and hiring process to remove institutionalized barriers
- Continued work with District 191 Grow Your Own Program

### Metrics:

- *Staff member demographic data*
- *Work to create pathways for international applicants*
- *Impact of Indigenous and Spanish Speaking Cultural Liaisons*



# Equity Action Plan

## Action Step/Strategy:

### Increase diversity and representation on school & district teams and advisory groups

- Active recruiting for site parent advisory groups
- Actively recruit for diverse perspectives and representation on SASIAC
- Support student and staff affinity groups
- Support the American Indian Parent Advisory Committee (AIPAC)
- Support Multilingual Parent Group

### Metrics:

- *Representation of diverse staff on each district advisory committee and building advisory groups*
- *Agenda of sessions will align with needs presented by families/community*
- *Attendance data to understand participation in affinity groups in the district*
- *Indigenous families participation data*

## Action Step/Strategy:

### CPSS/Equity Training for District Leadership

- Evaluate and interrupt practices that perpetuate inequities and create barriers
- Learning about Indigenous Culture & Language
- Supporting inclusive learning spaces that include windows and mirrors

### Metrics:

- *Dedicated CPSS learning on HR/Business Monthly Meeting*
- *Establish a way to offer asynchronous Training*
- *Professional Learning feedback data collected*



# Equity Action Plan

## Action Step/Strategy:

### Evaluation of impact and effectiveness

- Conduct district equity walkthroughs
- Review Equimetrics Survey Data
- Align metrics with Comprehensive Achievement and Civic Readiness (formerly World's Best Workforce) and Achievement & Integration Plans which include reducing student achievement gap goals
- Develop a plan to conduct "Stay Interviews"

### Metrics:

- *Equity Audit/Walkthrough Summary Report*
- *Updated Equity Action Plan*
- *Comprehensive Achievement and Civic Readiness (formerly WBWF)/A&I Combined Progress Report*
- *Stay Interview data*
- *Equimetrics Staff Survey Data*



## Action Step/Strategy:

### Embed System Sustainable Professional Development

- Identify professional development focus areas
- Ongoing training for all staff

### Metrics:

- *CPSS embedded in onboarding new staff*
- *CPSS and Equity professional development in Instructional Leadership agendas*
- *Feedback & Survey data*



# Staff Recruitment/Retention Efforts



- MN Educator Career Fair
- Hosting Student Teachers from various Colleges/Universities
- BHS Future Educators Club
- Hiring International Teacher Candidates
- Grow Your Own Program

## Programming Highlight: Grow Your Own Program

- **13** District 191 employees currently enrolled
- **1** graduated and is working at Rahn as a teacher
- **1** is currently completing student teaching
- **3** will graduate in 2025-26
- **2** will graduate in 2026-27
- **7** are scheduled to graduate by 2031
- District 191 can support 6 additional employees

### **Participating Colleges:**

Metro State  
University of MN  
Concordia  
Augsburg

### **Degrees Awarded in:**

K-12 ESL  
Special Education  
Social Studies  
English

# Programming Highlight: Co-Teaching at Gideon Pond

\*Pictures/Videos to be inserted here

***Thank you***