



Equity/Achievement & Integration Plan

School Board Meeting
March 9, 2020

Mission Statement



The Bloomington Public School District is an educational leader developing in all our learners the ability to thrive in a rapidly changing world.

Pathways to CAREER & COLLEGE

STUDENTS ENTER BLOOMINGTON PUBLIC SCHOOLS WITH A PROMISE AND LEAVE WITH A PURPOSE



BLOOMINGTON PUBLIC SCHOOLS is committed to preparing all students to develop their hopes and dreams. Our Pathways to Career and College plan provides personalized learning paths from birth to graduation that prepare students to succeed in college and the global workforce. Each pathway features milestones to measure students' growth and progress.



PERSONAL GROWTH PLANS (PGP)

To meet individual learning needs and interests, each student is empowered to develop a Personal Growth Plan to plan, monitor, manage, and evaluate academic, career, and personal and social development.

We prepare students for future success through high quality academics, exploration opportunities, and courses aligned with students' career and college goals.

All of our work is focused on ensuring every school is making strides to increase student performance. Using multiple indicators, we assess and share our progress in our annual report.



MORE INFORMATION

Community Relations Office
952.681.6403
commrelations@isd271.org



Birth to Age 3

PRE-SCHOOL
READY



Ages 3-5

KINDERGARTEN
READY



Grades K-2

ON COURSE FOR
ELEMENTARY
SUCCESS



Grades 4-5

MIDDLE SCHOOL
READY



Grades 6-8

HIGH SCHOOL
READY



Grades 9-12

CAREER & COLLEGE
READY



BLOOMINGTON PUBLIC SCHOOLS

www.bloomingtonschools.org/pathways

Stakeholder Feedback



- Continue using some of the tools we've already adopted in BPS
- Consider ways we might engage in an “inside-out” journey with regard to equity
- Ensure integration & inclusion are parts of our plan
- Partner with the City of Bloomington
- Consider equity as a broad concept with race equity as a foundation

Safe and Supportive Schools



- Students need to feel as though staff care and support them
- Students need more support with regard to mental health
- Students need academic, social and emotional supports

Safe and Supportive Schools



- Families need support navigating the school system
- Staff need support understanding the assets of families, communities and cultures



Equity/Achievement & Integration (A&I) Plan

Equity/A&I Plan



Goal #1:

100% of building equity representatives on every building equity team will be trained in the use of the Cultural Proficiency tools and continuum. This includes increased professional development opportunities that will reach 100% of the BPS staff over the course of three years. These activities will be focused on equity, improved achievement and respect and safety of all students and stakeholders.

Equity/A&I Plan



Goal #2:

BPS is committed to implementing practices to ensure that all student discipline and behavioral processes are equipped to eliminate bias and to renew wholeness for all involved, especially the student. **BPS will pilot these strategies with two buildings in an effort to change our discipline referral data and behavioral referrals processes.**

Equity/A&I Plan



Goal #3:

BPS will grow cross-district leadership and gifted and talented opportunities for all students. **BPS will increase student engagement and participation in these programs by 2% each year.** We will provide cross district opportunities for academic, social & emotional (SEL) and mental health support and programming. BPS aims to increase enrollment in our gifted education programs for students of color as well as those in challenging socio-economic situations.

Equity/A&I Plan



Goal #4:

Increase achievement for each student. **Provide programming and support that focuses on promoting career and college readiness for 100% of our underserved students in grades PreK-12 - this includes BCCA and Choice.**

Equity/A&I Plan



Goal #5:

BPS is committed to implementing practices that recruit, employ, support and retain racially and linguistically diverse and culturally competent administrative, instructional staff and support personnel. **Our goal is to increase the Bloomington Public Schools racially and linguistically diverse staff by 2% per year over the next three years.**

Equity/A&I Plan



FY21 A&I Budget Breakdown

Direct Services to Students *Must be at least 80%	\$1,764,686.27	80.68%
Professional Development *Must be no more than 20%	\$239,615.63	10.96%
Administrative/Indirect *Must be no more than 10%	\$182,901.53	8.36%
Total	\$2,187,203.43	



Relevant Policies

Relevant Policies



- Policy 102: Equal Educational Opportunity
- Policy 401: Equal Employment Opportunity
- Policy 419: Tobacco Free Environment
- Policy 506: Student Discipline
- Policy 514: Bullying Prohibition
- Policy 521: Student Disability Nondiscrimination
- Policy 522: Student Sex Nondiscrimination
- Policy 534: Unpaid Meal Charges
- Policy 603: Curriculum Development
- Policy 606: Instructional Materials Selection
- Policy 609: Religion in Schools



Timeline

Equity and A&I Timeline





Thank You