

SAINT PAUL PUBLIC SCHOOLS POLICY MANUAL

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101.00 RACIAL EQUITY

PURPOSE

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.

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.

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.

1. ELIMINATE SYSTEMIC DISPARITIES

To interrupt systems that perpetuate inequities, SPPS will:

- A. Invite and include people from all races and ethnicities to examine issues and find adaptive solutions, which address the root causes and systems, rather than technical solutions, which provide one-time, situational fixes;
- B. Develop the personal, professional, and organizational skills and knowledge of its employees to enable them to address the role and presence of racism; and
- C. Eliminate practices that result in predictably lower academic achievement for any student racial group compared to peers.

2. ENSURE SYSTEMIC EQUITY

SPPS will implement and lead from a system-wide racial equity plan that stands on three critical pillars: Family, Student and Community Engagement; Leadership; and Teaching and Learning.

A. Family, Student and Community Engagement

SPPS employees will develop and implement equitable practices for and with our students, their families and other community members including:

1. Intentionally seeking and including students' multiple racial perspectives in the development and implementation of culturally responsive teaching and learning practices and curriculum;
2. Engaging family and community members with staff and students, district-wide and at school and program sites, in the development and implementation of culturally appropriate and effective partnerships between home and school; and
3. Inviting and including community members to bring multiple cultural perspectives to examining and solving issues that arise.

B. Leadership

SPPS leaders will ensure that racial equity guides employee actions and leads to improved academic results by:

1. Recruiting, employing, supporting, retaining and continuously developing a workforce of racially conscious and culturally competent administrative, instructional and support personnel;
2. Modeling racial equity in business practices;
3. Replacing inequitable operational practices with systems that support implementation of this policy, and
4. Focusing accountability systems and metrics on racially equitable results.

C. Teaching and Learning

SPPS employees will work together to increase their individual and collective capacity to effectively teach a racially and ethnically diverse and changing student population by:

1. Ensuring a positive and academically rigorous school environment that engages all students;
2. Collaborating as teachers and administrators to create and implement culturally responsive instructional practices, curriculum and assessments; and
3. Eliminating practices that lead to the over- or under-representation of any student racial group compared to peers.

3. IMPLEMENTATION AND MONITORING

The Board directs the Superintendent to develop and implement a system-wide racial equity plan with clear accountability and metrics, which will result in measureable academic improvements for SPPS students. The Superintendent shall regularly report progress on the plan and outcomes.

LEGAL REFERENCES

- U.S. Const. amend XIV, § 1 (Equal Protection)
- 20 U.S.C. § 1703 (Equal Educational Opportunity)
- 42 U.S.C. § 2000c et seq. (Desegregation)

42 U.S.C. § 2000d et seq. (Title VI of the Civil Rights Act of 1964)
42 U.S.C. § 2000e-2 (Title VII of the Civil Rights Act of 1964)
25 U.S.C. § 452 et seq. (Johnson-O'Malley Act)
Minn. Stat. § 124D.855 et seq. (School Desegregation and Integration)
Minn. Stat. § 124D.71 et seq. (American Indian Education Act of 1988)
Minn. Stat. § 123B.02, subd. 11 (Agreements with Indian Tribes)
Minn. Stat. § 123B.30 (Classification of Pupils by Race)
Minn. Stat. § 124D.74, subd. 2 (Assignment of Students by Race)
Minn. Stat. § 124D.123 (Race discrimination in Flexible Year Programs)
Minn. Stat. § 181.59 (Discrimination by Contractors)
Minn. Stat. Chapter 363A (Minnesota Human Rights Act)
Minn. Rules Part 3535 (Equal Opportunity in Schools)

Garcia et al. vs. The Board of Education of Independent School District No. 625: Order, Consent Decree and Final Judgment Dated July 9, 1984, United States District Court for the District of Minnesota (Latino Consent Decree)

CROSS REFERENCES

102.00 - Equal Opportunity/Non-Discrimination
415.00 - Harassment, Violence and Other Offensive Behavior
506.00 - Student Discipline / Rights and Responsibilities Handbook
601.00 - Educational Programming
601.01 - Achievement
602.00 - Curriculum Development, Instruction and Accountability
602.01 - Multicultural, Intercultural, Non-Racist, Non-Sex-Biased, Gender and Disability Fair Education

Adopted: 2/19/1991
Revised: 6/17/2008, 6/24/2014

Saint Paul Public Schools Policy

102.00

102.00 EQUAL OPPORTUNITY/NON-DISCRIMINATION

1. Saint Paul Public Schools does not discriminate on the basis of race, creed, sex, marital status, national origin, immigration status, age, color, religion, ancestry, status with regard to public assistance, socio-economic status, sexual or affectional orientation, gender identity and expression, familial status, physical appearance or disability. Saint Paul Public Schools also makes reasonable accommodation to the known disabilities of qualified disabled individuals. This policy applies to all areas of education, employment, programs and services operated by the school district.
2. Every school district employee and school board member shall comply with this policy.
3. The Superintendent shall designate one or more employees to coordinate the school district's efforts to implement this policy and to comply with and carry out the district's responsibilities under the following laws and their implementing regulations: section 504 of the Rehabilitation Act of 1973, the Americans with Disabilities Act, Title IX of the Education Amendments of 1972, and the Civil Rights Act of 1964. The Superintendent or designee shall publish contact information for the employees responsible for carrying out the requirements of this paragraph.
4. Individuals may direct questions about this policy or its implementation to the responsible school district employee, designated by the Superintendent, or to the Superintendent.

LEGAL REFERENCES:

Minn. Stat.. Chapter 363A (Minnesota Human Rights Act)
Minn. Stat. § 121A.04
20 U.S.C. § 1681 et seq. (Title IX)
20 U.S.C. § 1701 et seq. (Equal Educational Opportunities)
29 U.S.C. § 621 et seq. (Age Discrimination in Employment Act)
29 U.S.C. § 794 et seq. (Rehabilitation Act)
42 U.S.C. § 2000c et seq. (Civil Rights Act—Public Education)
42 U.S.C. § 2000d et seq. (Title VI, Civil Rights Act—Federally Assisted Programs)
42 U.S.C. § 2000e et seq. (Civil Rights Act—Equal Employment Opportunity)
42 U.S.C. Ch. 126 (Americans with Disabilities Act)
29 C.F.R. Part 32
29 C.F.R. § 1630.1 et seq.
34 C.F.R. Parts 104, 106

CROSS REFERENCES:

Adopted: 12/4/1984
Revised: 6/17/2008

Saint Paul Public Schools Policy

103.00

103.00 COMPLAINTS

1. The school district takes seriously all complaints by any person. If a specific complaint procedure is provided by any other policy or procedure of the school district, a collective bargaining agreement or contract, or bylaw, that specific procedure shall be followed in reference to such a complaint. If a specific complaint procedure is not provided, this policy provides a procedure that may be used.
2. Any person may report concerns or complaints to any member of school district staff or to the Board of Education. Written communication is preferred, but a complaint may be made orally or electronically.
3. Whenever a written complaint is made directly to the School Board as a whole or to a school board member as an individual, it will be referred to the Superintendent, or if necessary, to Legal Counsel.

LEGAL REFERENCES:

CROSS REFERENCES:

- 206.01, Public Participation in Board Meeting & Exhibit: Guidelines for Public Comment
- 212.00, Complaints Against a Member of the Board of Education

Adopted: 1/6/1998
Revised: 6/17/2008

Saint Paul Public Schools Policy

105.00

105.00 SITE-BASED SHARED DECISION MAKING

1. The Saint Paul Public School's Board of Education supports collaborative decision- making at local school sites. Such support shall include consideration of requests from a school site decision-making team to enter into an agreement between the Saint Paul Public Schools and the site decision-making team, as provided in Minn. Stat. § 123B.04, subd.. 2.
2. The Board, when entering into an agreement, shall take into consideration issues of equity and accountability.
3. Each agreement shall include an achievement contract according to 123B.04, subd.. 4.
4. Each agreement shall specify a mechanism whereby the principal and the Superintendent or her/his designee shall make all decisions regarding how financial and personnel resources are best allocated at the site and from whom goods and services are purchased.
5. Each agreement shall include a statement of powers, duties, responsibilities, and authority to be delegated to and within the site.

LEGAL REFERENCES:

Minn. Stat. § 123B.04

CROSS REFERENCES:

Adopted: 6/17/2008
Revised:

Saint Paul Public Schools Policy

106.00

106.00 SCHOOL DISTRICT MISSION STATEMENT

1. The Board of Education shall adopt by resolution and publish a district mission statement.
2. The Board shall review the district mission statement every two years or after a newly elected or appointed member takes office.
3. At five- to seven-year intervals (reckoning from the years in which the current mission statement was last reviewed or revised), the Board shall conduct a comprehensive assessment of the district's mission.

LEGAL REFERENCES:

Minn. Stat. § 123B.09, subd.7

CROSS REFERENCES:

Adopted:
Revised:

6/17/2008

Saint Paul Public Schools Policy

150.00

150.00

POLICIES INCORPORATED BY REFERENCE

PURPOSE

The Board of Education provides notice by this section of the application and incorporation by reference of the following policies, which are applicable to more than one area of the Policy Manual:

Policy Number

102.00	Equal Opportunity/Non-Discrimination
103.00	Complaints
206.01	Public Participation in School Board Meetings
209.00	Development, Adoption and Implementation of Policies
210.00	Conflict of Interest
401.00	Equal Employment Opportunity
405.00	Records/Personnel Records
409.00	Travel Expense Reimbursement
413.01	Chemical Use and Abuse
414.00	Tobacco-Free Environment
415.00	Harassment, Violence and Other Offensive Behavior
420.00	Students and Employees with Sexually Transmitted Infections and Diseases and Certain Other Communicable Diseases and Infectious Conditions
422.00	Solicitation of Staff
425.00	Nepotism
501.00	Hazing Prohibition
520.00	Information Technology Usage and Safety Policy
533.00	Wellness Policy
602.00	Multicultural, Intercultural, Non-Racist, Non-Sex-Biased, Gender and Disability Fair Education
603.00	School Calendar, School Year, Employment Year
603.02	Holiday Observances
609.00	Religion
610.00	Field Trips
615.00	Family Involvement
618.00	Research
707.00	Transportation Eligibility
707.05	Transportation:: Type III School Buses
710.00	Transportation: Field, Athletic, Community Education Trips
713.00	Equal Opportunity Procurement
713.01	Sweatshop Free Purchasing Policy
716.00	Advertising in the Schools
718.00	Branding:: Supplies/Stationery
812.00	School Emergency Management

812.02	Release of Students From School
814.00	Visitors to Schools
903.00	Dangerous Weapons, Firearms

Employees are charged with notice that the above cited policies are also applicable to employees; however, employees are also on notice that the provisions of the various policies speak for themselves and may be applicable although not specifically listed above.

LEGAL REFERENCES:

CROSS REFERENCES: