

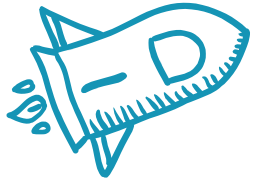


MILWAUKEE SCHOOL OF LANGUAGES  
EQUITY NON-NEGOTIABLES SURVEY

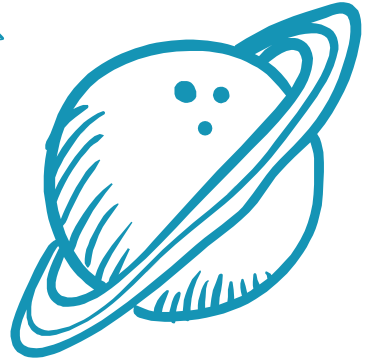
## \* BACKGROUND

Milwaukee School of Languages (MSL) is a 6th-12th grade school in the Milwaukee Public School system. The goal of this survey was to gauge the teachers understanding of MSL's Equity Non-Negotiables (ENNs).





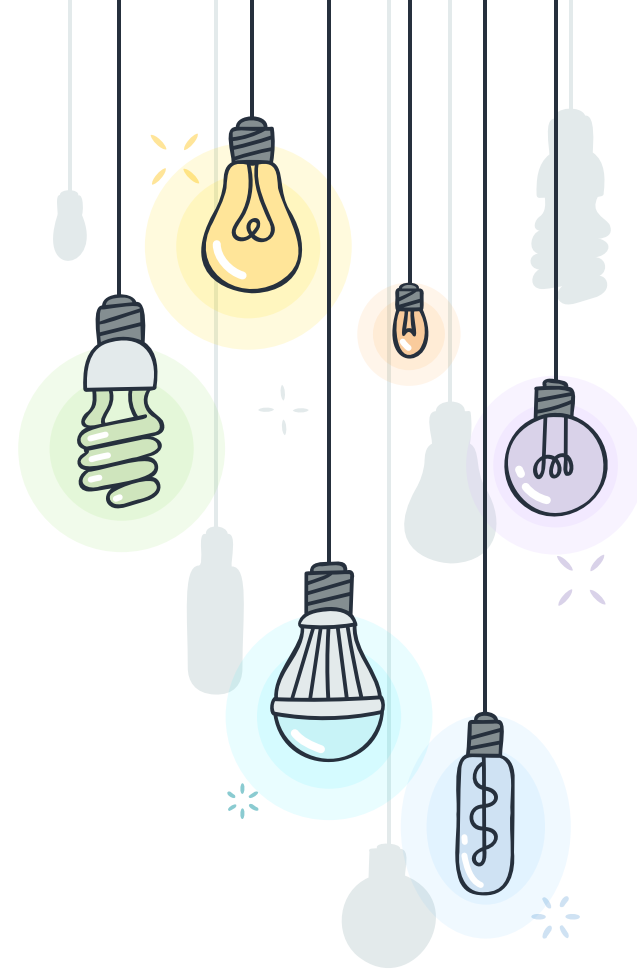
# WHAT ARE EQUITY NON-NEGOTIABLES?



ENNs are the equity guidelines for MSL teachers to help promote an anti-racist and healthy learning atmosphere.

## \* WHY ARE ENN'S NECESSARY?

- + Students of color at MSL experience disproportionate levels of disciplinary infractions
- + Students of color at MSL experience chronic absenteeism
  - × Missing 10% or 18+ days of school
  - × Missing 10% of school days is enough lost learning to make a student fall a year behind their peers

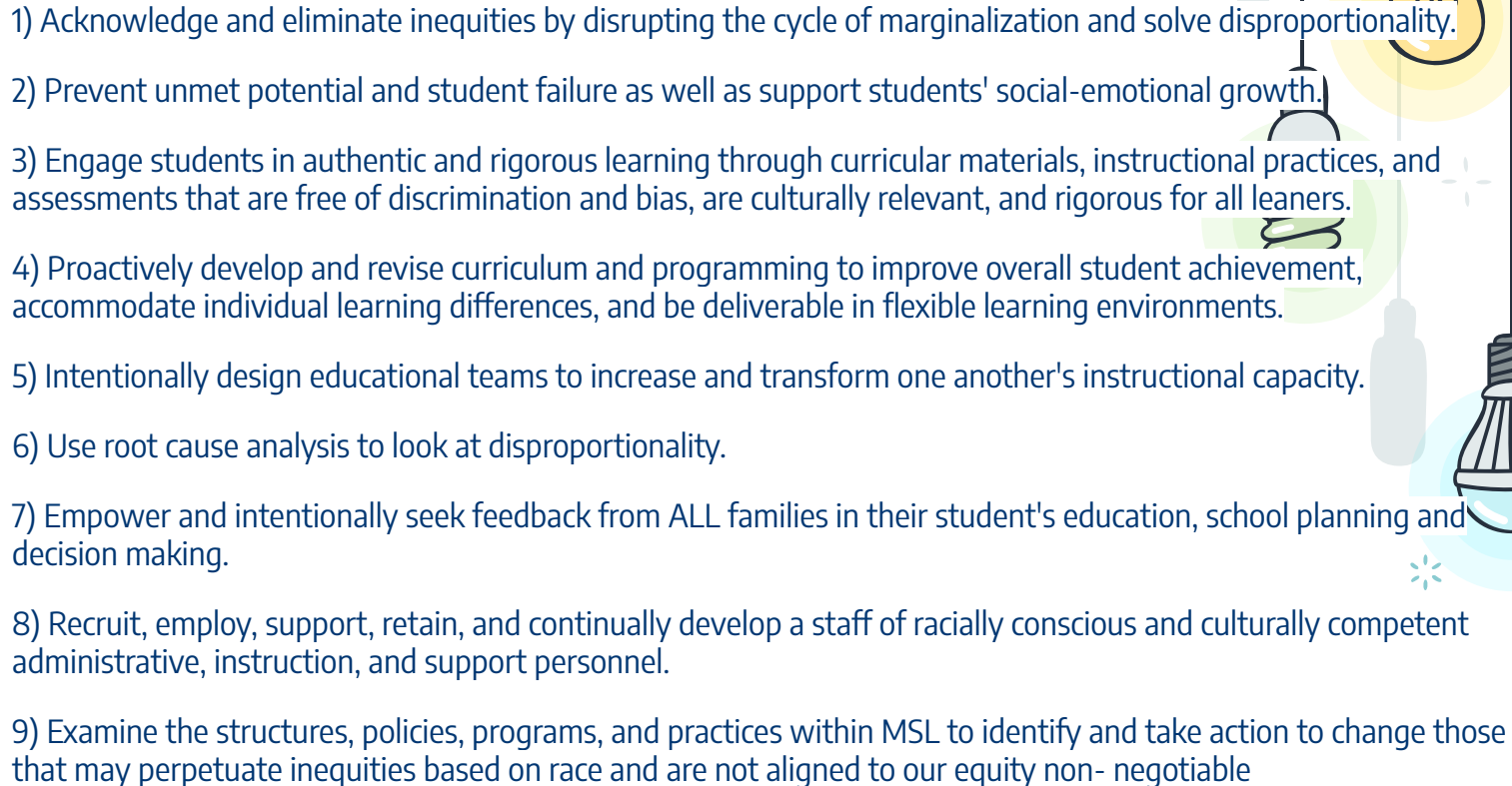


## \* PURPOSE FOR THE ENN SURVEY

- + To provide the MSL Leadership Team with data to identify issues of clarity and gaps of understanding the ENNs to properly educate faculty and adjust Professional Development accordingly



# THE EQUITY NON-NEGOTIABLES:

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- 1) Acknowledge and eliminate inequities by disrupting the cycle of marginalization and solve disproportionality.
  - 2) Prevent unmet potential and student failure as well as support students' social-emotional growth.
  - 3) Engage students in authentic and rigorous learning through curricular materials, instructional practices, and assessments that are free of discrimination and bias, are culturally relevant, and rigorous for all learners.
  - 4) Proactively develop and revise curriculum and programming to improve overall student achievement, accommodate individual learning differences, and be deliverable in flexible learning environments.
  - 5) Intentionally design educational teams to increase and transform one another's instructional capacity.
  - 6) Use root cause analysis to look at disproportionality.
  - 7) Empower and intentionally seek feedback from ALL families in their student's education, school planning and decision making.
  - 8) Recruit, employ, support, retain, and continually develop a staff of racially conscious and culturally competent administrative, instruction, and support personnel.
  - 9) Examine the structures, policies, programs, and practices within MSL to identify and take action to change those that may perpetuate inequities based on race and are not aligned to our equity non- negotiable

## \* SURVEY DEMOGRAPHICS

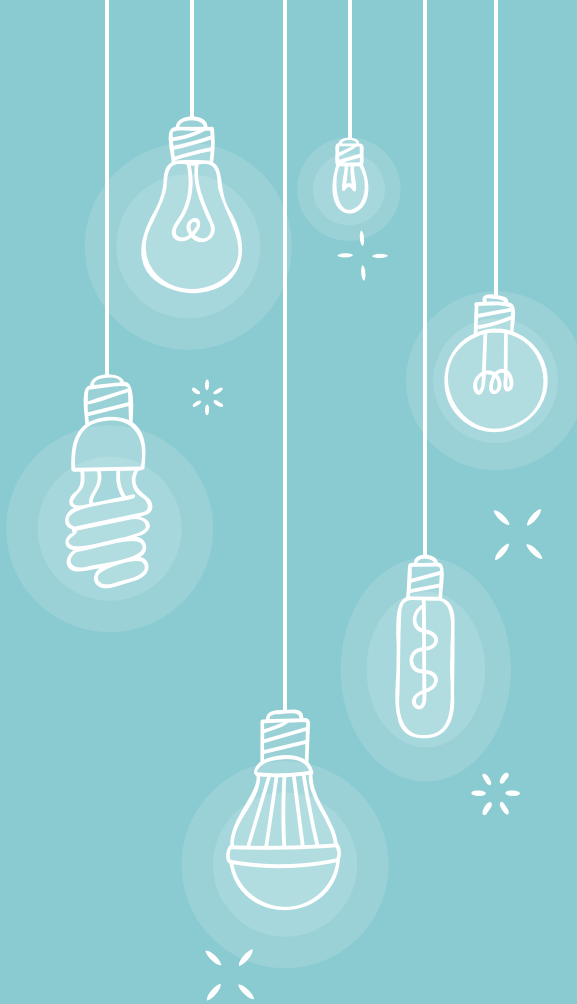
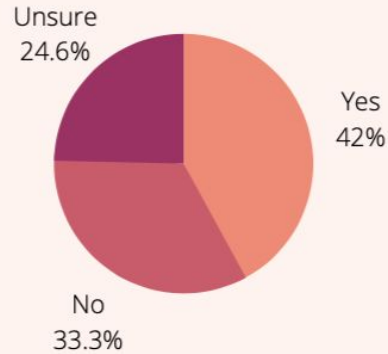
- + 69 faculty members completed the survey
- + The average years of teaching experience is 16 years
- + 42% of respondents have received certification in an area related to equity
- + 95.65% of respondents have participated in Diversity, Equity, & Inclusion (DEI) Professional Development



## EQUITY TRAINING

This pie chart shows the percentage of respondents who have obtained an equity certification. In addition, 95.65% of respondents have participated in DEI professional development.

### Equity Certification





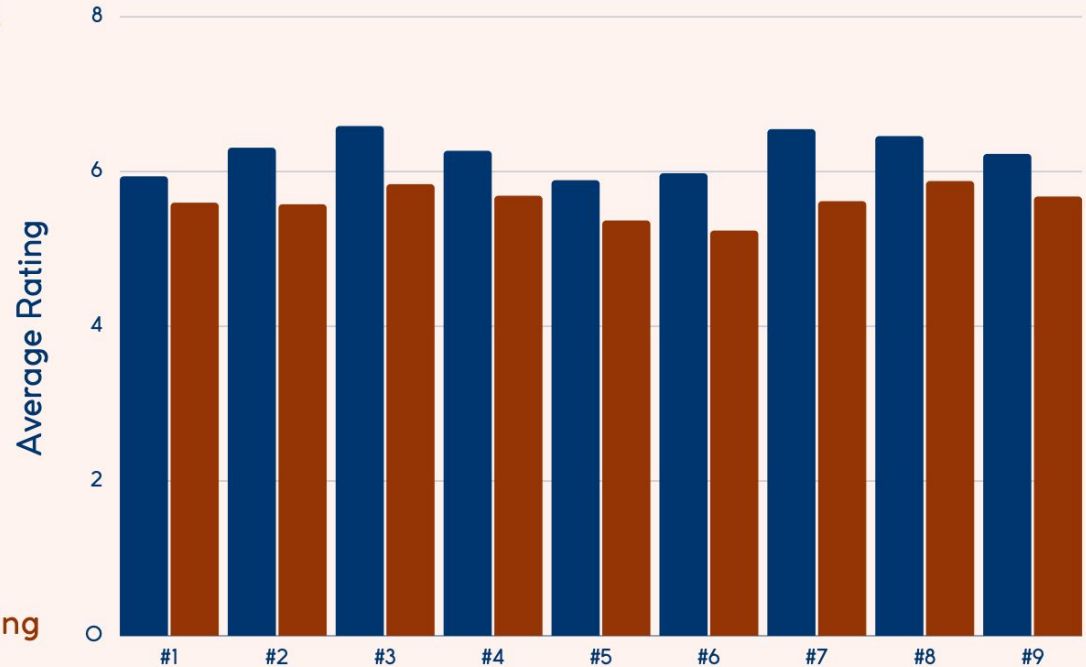


## MSL Survey Results

This chart shows the average ratings on the clarity of the equity non-negotiables and how well MSL is meeting the equity non-negotiables. The rating scale was 1 (not at all) to 10 (completely). Average responses were in the 5.23 to 6.58 range.

- Clarity of the ENN
- How well MSL is meeting the ENN

## MSL Survey Data



# CONCLUSION

- ✦ The average rating to survey questions fell within 5.23 to 6.58 range (scale 1-10)
- ✦ A rating of 5 represents “somewhat” and a rating of 10 represents “completely”
- ✦ ENN #3 was rated as the most clear to understand (6.58)
- ✦ ENN #5 was rated as the least clear to understand (5.88)
- ✦ For how well MSL is meeting each ENN:
  - × ENN #8 was rated the highest (5.87)
  - × ENN #6 the lowest (5.23)
- ✦ Every ENN was rated higher for understanding than for how well it is being met. This indicates that there is room for growth in teacher understanding of the equity non-negotiables, as well as growth in how well MSL is meeting these standards.



## \* NEXT STEPS

- + The research team created a handout of the survey results to share with MSL team
- + By understanding which ENNs are unclear to faculty, Professional Development teams can focus on making the ENNs as clear as possible
- + By making the ENNs more clear, teachers can implement the ENNs in their classrooms to foster a better learning environment for students

