



Brainerd Public Schools

Opportunity. Innovation. Success.

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July 19, 2021

RE: Updated Letter of Commitment to Equity for All Students and Staff at Brainerd Public Schools - ISD 181

Dear Brainerd Public School Community:

In our ongoing district mission statement, “Brainerd Public Schools, in partnership with the community, will ensure all students achieve their individual potential by providing the highest-quality programs and resources to prepare learners for an ever-changing global society.” On June 8, 2020, the Board of Education made a commitment to Equity for All Students at Brainerd Public Schools. Since this time, the district has made progress toward the stated initiatives. Through this letter, we are re-committing to this important work while expanding on our initial district framework.

We are proud of the intentional commitment the school district has made during the past years to address equity in our educational system; however, there remains additional important work to do. As we move forward, Brainerd Public Schools will continue our work in developing a comprehensive district plan that includes systemic solutions necessary to combat discrimination and promote inclusion. We continue to do this through the following initiatives. Brainerd Public Schools will:

- Complete a thorough review of district policies, procedures and handbook expectations to ensure equity for all as per policy review schedule;
- Ensure Board of Education membership on advisory task forces surrounding equity;
- Convene a multi-disciplinary advisory task force, including board representatives who are skilled in cultural competency and equity, to bring forth recommendations for consideration by the Board of Education;
- Ensure culturally relevant curriculum offerings align with MN standards and best practice instruction;
- Provide additional professional development for all district representatives, including the Board of Education, to increase awareness and deeper understanding and common learning;
- Cultivate a school culture in which brave work and tough conversations are the expectation to ensure that each child feels safe, accepted, heard, and included;
- Support a District Student Services and Equity Director;
- Commit to publicly communicating our equity work on the District website through a transparent and common communications framework;
- Provide resources that will support the state standards and enrich the curriculum to reflect all racial, ethnic, cultural, age, gender, and ability diversities (Policy 606), and
- Adhere to our professional responsibility to report misconduct, harassment, or bullying;

Brainerd Public Schools is committed to creating a brighter, safer and more just future for all. We are dedicated to partnering with Central Lakes College, neighboring school districts, community stakeholders, regional partners, and state/federal professional associations to be the systemic change we need to see in our world. Together, we will pursue educational excellence while building a safe and equitable learning environment and an inclusive future for all. Our students, our future, are counting on us! Thank you.

Sincerely,

Robert Nystrom, Chairperson
On behalf of the Brainerd Board of Education – ISD 181

Laine D. Larson -
Superintendent of Schools – ISD 181

Heidi Hahn
Asst. Superintendent of Schools – ISD 181

Timothy Murtha -
Director of Teaching & Learning – ISD 181