

House Education Symposium

Superintendent Panel

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REIMAGINE MINNESOTA

THE STRATEGIES

What initiatives or directions are needed to address the barriers and implement the goals?

Click each box to learn more

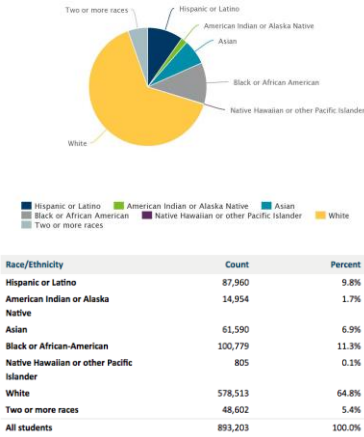
Strategy A: CULTURAL COMPETENCE Develop, sustain and evaluate cultural competence for teachers	Strategy D: RECRUITMENT AND RETENTION Develop and build systemic strategies for recruiting and retaining staff of color	Strategy G: COMMUNITY BRIDGES Build bridges between school and community
Strategy B: PERSONALIZED EDUCATION Prioritize and ensure personalized education with emphasis on acceleration vs. intervention	Strategy E: STUDENT VOICE Elevate student voice and leadership and improve/ensure inclusiveness in the school culture and environment	Strategy H: SHARED UNDERSTANDING Create and sustain consistent shared understanding of equity and high level of skill application for leaders
Strategy C: CULTURAL INCLUSIVITY Develop and implement culturally inclusive standards, curriculum and comprehensive system of assessment	Strategy F: ADULT BEHAVIORS Eliminate adult behaviors and policies that lead to disproportionality, provide growth-oriented support	Strategy I: STATEWIDE FUNDING Statewide funding that ensures equity, access and opportunity for all students

Source: Association of Metropolitan School Districts

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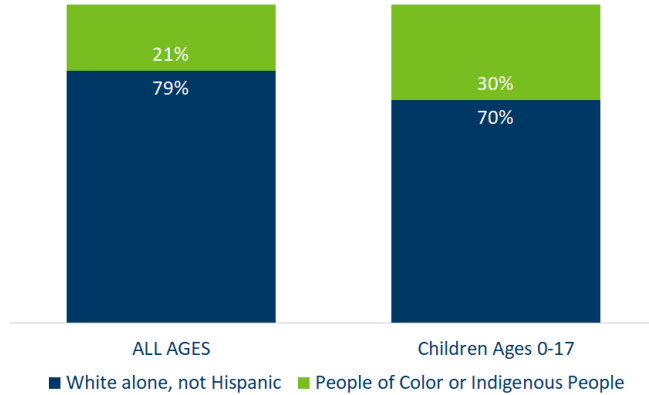
Inclusive, culturally supportive and anti-racist learning environments

2020 enrollment by race/ethnicity



Source: MN Department of Education Report Card

Children are more diverse than general population



Source: U.S. Census Bureau, American Community Survey 2017

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Inclusive, culturally supportive and anti-racist learning environments

Why did we experience success?

- ONE91
- Culturally Proficient School Systems
- Systems to Support Whole Child
- English Language Arts Curriculum



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Inclusive, culturally supportive and anti-racist learning environments

What makes our 3rd graders successful?

- Strong research based curriculum
 - Latest research in literacy education
- Social Emotional Learning
 - Integrates social and emotional learning
- Engaging Teaching Practices
 - Useful support for teachers to build caring classroom communities that motivates & inspires



one91
Future Ready. Community Strong.

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Disproportionality in the use of exclusionary practices

6.2x

In Minnesota:

- Black students are 6.2 times as likely to be suspended as White students
- Latinx students are 2.4 times as likely to be suspended as White students
- White students are 1.4 times as likely to be suspended as Asian, Pacific Islander or Native Hawaiian students
- Students of Two or More Races are 3.2 times as likely to be suspended as White students

Source: ProPublica

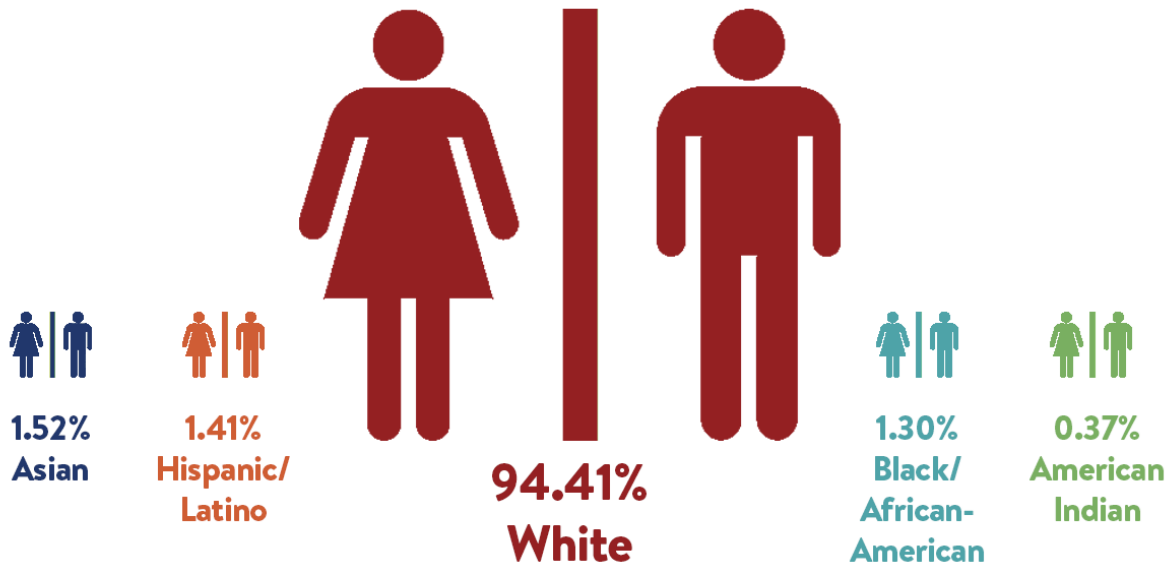
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Anti-racist strategies to increase inclusionary practices

- Establish a consistent and systemic response to student behavior and progress monitoring of data
- Create a positive equity focused school climate
- Provide staff professional development on positive behavior interventions and restorative practices
- Intentional implicit bias training for staff
- Review policy, practice and procedures for disparate impact

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Recruiting and retaining a racially diverse workforce



Card

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Develop and build systemic strategies for recruiting and retaining staff of color

Formal & Informal Mentoring

New Teacher Project Partnership with Local Colleges
 Districtwide Grow-Your-Own Affinity
 Pathway Grants Groups
 Professional Equity and Leadership Seminars
 Development Community Forums

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Barriers for recruiting and retaining staff of color

Unwelcome Environment Lack of
 Systemic Racism Undervalued Support
 Antagonistic Work Culture
 Feelings of Isolation Invisible
 Unequal Student Loan Debt

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