



2017 Conference: Reimagine Minnesota

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Why Reimagine Minnesota?

Superintendent John Schultz, Edina
Superintendent Carlton Jenkins, Robbinsdale Area

AMSD Annual Conference
December 8, 2017

The convening process for inviting voice



AMSD 2017 Conference

TIES Building
December 8, 2017

Purpose statement:

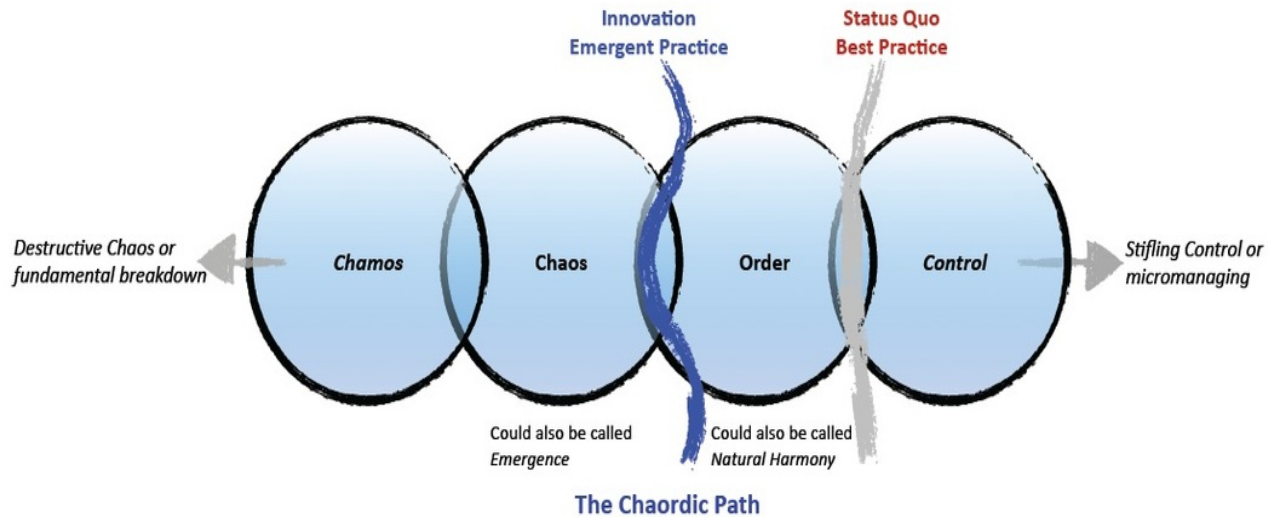
"Our purpose is to ensure the fundamental right to an adequate education of all students by creating a comprehensive collective educational plan to address integration, access, opportunity and educational achievement."

The invitation

- Created a list of inclusive, representative community groups to convene.
- Invited and convened 12 community conversations, hosted a business luncheon using the World Café model to collect challenges, hopes and ideas for creating lasting equity, integration, and excellence in education for ALL children.
- We hosted a student conference with over 300 students to collect their hopes and dreams about an equitable education.
- We harvested, analyzed and synthesized the data collected from community groups, holding several facilitated meetings to find the themes and develop recommendations for a collective educational action plan.
- Now, we are in the phase of reflecting on the information we collected and the suggested actions that the superintendents and leaders think we should take to move toward lasting equity, integration and excellence.



Methodology for Convenings



Chaordic Stepping Stones

Planning in Complexity



Reimagine Minnesota

A commitment to create lasting equity and excellence in education for all students

Welcome to a Community Conversation on Equity, Integration and Excellence for all Students



Introduce Yourself

- Share your name and position with your table friends.
- Pick a table host.





Nancy Margulies 2007

Question One

Describe your vision of an
equitable, integrated and
excellent education for all
students.

What does it look like, feel like?

Question Two

As you think about the challenges we will face to build an equitable, integrated and excellent education for all students, what is at the heart of the matter for you?



Question Three

What are the most urgent changes
we need to make so that so all
students have the best chance of
being successful?

Business Question Three

What is changing in our communities
and in the greater business
communities that requires a change in
the way we educate our students? How
will these changes affect our local
economy and community?

Business Question Four

What barriers can our business and community partners help the school districts move out of the way to create lasting equity, integration and excellence in school for all Minnesota school children?



Encourage everyone's
Contribution



Table Etiquette

-
- Listen to understand.
 - Listen for patterns, insights, deeper questions.
 - Contribute your thinking.
 - No fixing, no advising.
 - If you find yourself in judgment, turn to wonder.
 - Hear all the voices.









OUR VISION



REIMAGINE MINNESOTA



Harvest Time



Student Conference

- Over 300 students from the metro area school districts
- All day conference at TIES center
- Open Space Technology Method
- Students created the agenda
- The adults hosted the space and the students
- The students facilitated the conversations
- They spoke their truth with their hearts
- We need to Listen2students



Top Ten Student Priorities

1. Racial Diversity
2. Achievement Gap
3. LGBTQ Issues
4. Teach us about our cultures
5. Equal distribution of resources
6. Standardized testing
7. Courses should better reflect the diverse classroom that they are being taught in
8. Policing and pipeline to prison
9. Personalized learning
10. Safe spaces









Three Emerging Themes- “SEE ME”

1. Effective, diverse stakeholders who use trusting relationships to create welcoming classrooms, schools and communities that meet the needs (hopes & dreams) of all students and families
2. Personalized relevant education and youth development that guarantees access to rigorous learning and eliminating predictability based on race
3. Equitable resources (time, talent, funds) aligned to student needs (hopes & dreams) that enable every district to "see all" and "serve all"

"Nothing stops an organization faster than people who believe that the way you worked yesterday is the best way to work tomorrow."

Jon C. Madonna

Thank you!



Sharing a Vision for a Collective Education Plan

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Strategy A: Develop, sustain and evaluate cultural competence for teachers

- Build equity education into professional development, licensure and teacher prep degree programs
- Analyze and develop education standards and student evaluation using an equity lens
- Provide time, professional development and wellness resources to support and sustain teachers' work
- Build expertise and competence through teacher collaboration
- Train for culturally competent teaching approaches and school-wide practices



Strategy B: Prioritize and ensure personalized education with emphasis on acceleration vs. intervention

- Adopt personalized, student-centered teaching
- Create post-secondary paths for all learners -- connect education to life and career
- Personalize instruction and learning support to meet diverse needs
- Focus on getting to know each learner and building relationships with students
- Build supportive scheduling and technology for personalized student learning
- Provide academic support and rigorous, relevant education for all learners
- Provide life-skills education and post-secondary pathways preparation
- Meet the academic needs for all with personalized, student-centered instruction
- Assure the best teachers who can effectively teach each learner



Strategy C: Develop and implement culturally inclusive standards, curriculum and comprehensive system of assessment

- Embed equity competencies and content into curricula
- Hold high expectations for all and remove practices and beliefs that marginalize learners
- Use equity lens to examine and develop curriculum that is culturally relevant
- Develop inclusive standards/success measures for students and create pathways for achieving them
- Ensure more racially and culturally inclusive curricula
- Develop inclusive standards, success measures, supports for student progress



Strategy D: Develop teacher preparation, recruitment and retention for staff of color

- Structure and support robust pathways and strategies to increase staff of color
- Institute holistic strategies and systems for diverse teacher development, recruiting, hiring and retention
- Build systemic strategies for recruiting and retaining staff of color



Strategy E: Elevate student voice and leadership and improve/ensure inclusiveness in the school culture and environment

- Foster and catalyze inclusive and respectful school environment and school community practices
- Build inclusiveness in the school culture and environment
- Work to eliminate bias in the student community
- Empower student voice and leadership in school life and education issues
- Promote student engagement, leadership and connections between kids and kids
- Provide culturally inclusive social and physical school environment



Strategy F: Eliminate disproportionality due to adult behaviors and policies; provide growth-oriented student support

- Increase and strengthen support and mentorship for under-served students within and out of school
- Increase student support services/staffing - emotional/physical health, language, cultural liaisons, etc.
- Review discipline and other school policies for equity
- Review and revise student behavior and other policies with a race and cultural-conscious lens



Strategy G: Build bridges between school and community

- Expand and support proactive parent and family engagement
- Examine adult beliefs in school and community through training, honest dialogue, affinity groups, etc.
- Build stronger family partnerships and build capacity to support students
- Address life challenges faced by families -- housing, immigration, etc.
- Institute more services to support health, life and language needs
- Build strong education partnerships between the school, families and community



Strategy H: Create and sustain continuous/consistent shared understanding of equity and high level of skill application for leaders at all levels

- Continue and intensify equity-related training for all school stakeholders
- Unify accountable system-wide planning and action; in school, districts, across districts, and statewide
- Educate to assure equity-aware decision-making by school boards and/or leaders
- Build school boards representative of the community with equity decision-making lenses and practices
- Implement proactive district/inter-district strategies and metrics that disrupt racial bias in the system of education
- Seek school board leaders that support education equity goals



Strategy I: Statewide funding that ensures equity, access and opportunity for all students

- Re-evaluate and re-structure statewide school funding
- Identify funding needs and shortfalls and strategize ways to ensure sufficient funding for educating all learners
- Build a unified legislative platform supported by all advocacy groups and policy stakeholders
- Advocate for an equitable and sufficient school finance system that enables quality education for all learners



Partners for Equity Development

**A group of organizations
and individuals committed
to equitable E-12 education
outcomes for each and
every student**

www.partnersforequitydevelopment.com



THE VOICE FOR PROFESSIONAL
EDUCATORS AND STUDENTS



Professional Association Partners



MASA



masbo



MN ASSOCIATION OF
CHARTER SCHOOLS



Minnesota
Humanities
Center

Service Provider Partners



Our mission is to build equity-centered
capacity

through a **systems and community**
approach to race and culture

that leverages **data, personal and**
professional development, and
organizational learning

for improved academic and social outcomes.

The Partners for Equity Development

- Provides a framework to help decision makers assess their key stakeholder needs.
- Helps decision makers find, choose, and implement high-quality, accessible, and affordable professional development, learning, and support opportunities.
- Advances equitable actions in E-12 education settings.
- Identifies resources available across partner organizations.
- Identifies and creates programs to address unmet needs.

Service Provider Partners

<p>Ready to achieve equity in education?</p> <p>We are here to help!</p>	<p>Equity Alliance MN www.equityalliancemn.org 651-379-2679</p> <ul style="list-style-type: none"> • Leading force for systemic educational equity • Equity driven leadership development • Transformative systems change through professional learning and peer equity coaching in: implicit bias, pedagogy, curriculum, and climate • Customized consulting services for organizational development • Culturally responsive, integrated P-12 student programming 	<p>Minnesota Education Equity Partnership (MnEEP) www.mneep.org 651-645-7400</p> <ul style="list-style-type: none"> • People of color-led organization addressing race equity in education systems-change statewide • Race equity in education research and policy development • Race equity in education collective action planning • Race equity in education leadership development (school board and superintendent trainings) • Shaping public narratives about the power of communities of color and American Indian communities to shape education policy and practice 	<p>Minnesota Humanities Center www.mnhum.org 651-774-0105</p> <ul style="list-style-type: none"> • K-12 professional development with Absent Narratives approach--those voices or stories often left out or marginalized • Workshops, immersive experiences, and educator resources • Focused on educator / student relationship through the power of story
<p>Minnesota State University Mankato http://ed.mnsu.edu/cel/ http://bit.ly/ismstheater 507-389-1260</p> <ul style="list-style-type: none"> • Racially conscious leadership development • Critical race foundations for Organizational & Systems Change • Racially conscious pedagogy 	<p>National Urban Alliance (NUA) www.nuatc.org</p> <ul style="list-style-type: none"> • Professional development • Cultural relevance • Student voices 	<p>West Metro Education Program (WMEP) www.wmep.k12.mn.us 612-752-7200</p> <ul style="list-style-type: none"> • Support district in strategic planning for transformational outcomes in A&I, WBWF, ESSA goals • Facilitate collaborative strengths to scale up pockets of success within/ across districts • Provide targeted P.D. to close adult knowledge and skill gaps in meeting the needs of diverse learners 	<p>YMCA of the Greater Twin Cities www.ymcamn.org</p> <ul style="list-style-type: none"> • Equity Leader Certification • Social Innovation/Design Thinking engagement • Youth / Family / Community Engagement

Partners for Equity Development: Systemic Educational Equity Organizational Assessment

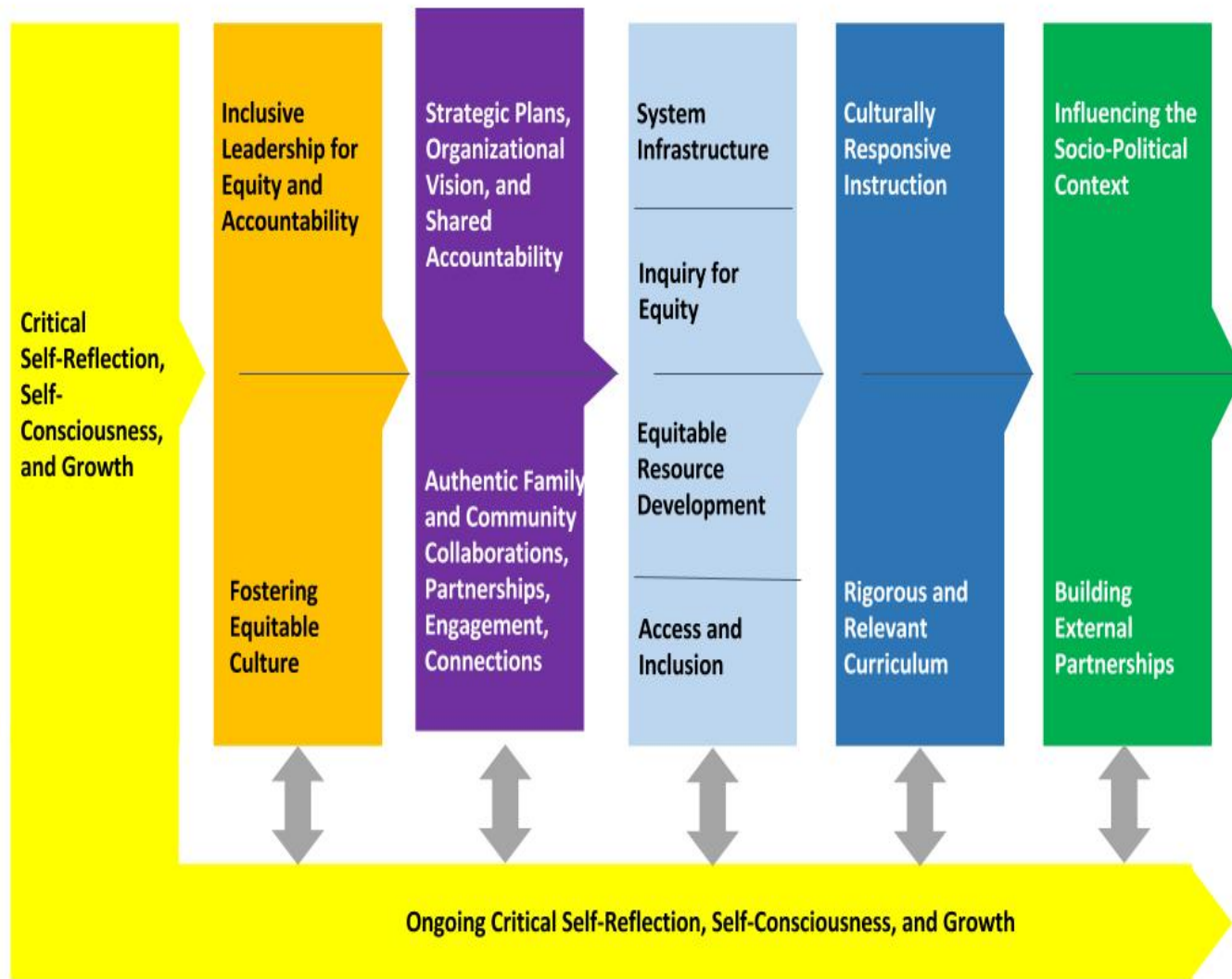


Table Discussions

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Question 1:
What stood out for you?

Question 2:
**What advice do you have for implementing the
action plan?**

Question 3:
Other Comments?

