

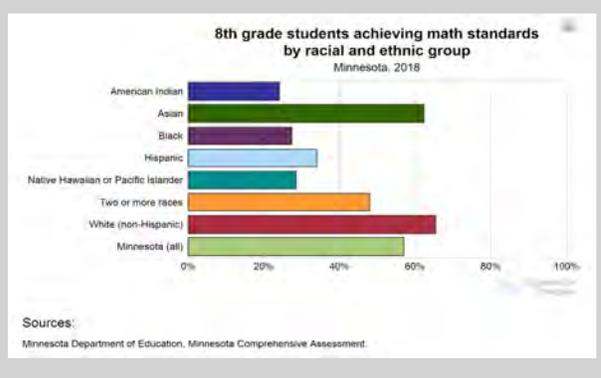
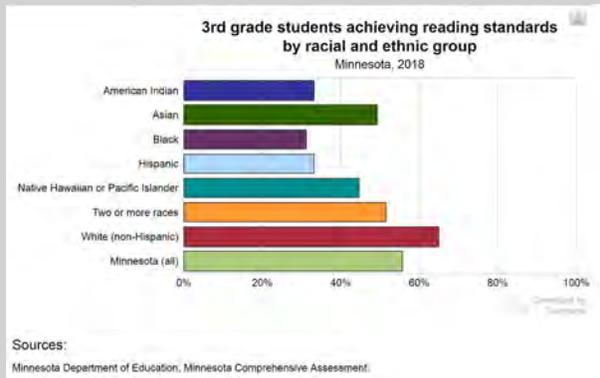
Reimagine Minnesota

MASA Spring Conference

David Law, Superintendent Anoka-Hennepin
Christine Osorio, Superintendent, N.St.Paul-Maplewood-Oakdale

March 7th, 2019

Educational Disparities in MN



Economic Disparities in MN

- For every 100,000 Minnesotans, there were 111 white people incarcerated and 1,219 black people
- Median household income for black families was \$30,306. For whites, it's \$66,979
- White unemployment rate is 3 percent. For black people, it's almost three times that.
- The home ownership for black people is 21.7 percent. For whites, it's 76 percent

Source: finance and business news publication 24/7 Wall St.

Lawsuit

Cruz - Guzman
 vs.
 State of Minnesota

Organizational Context

Minnesota Association of Metropolitan School Districts (AMSD)

Reimagine Minnesota

"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."

World Café Model

- 12 Distinct Community Conversations, hosted by high school students
- Colorful murals created as students shared
- Metro-Wide Student Conference to harvest World Café data collected

World Café Questions

- Describe your vision of an equitable, integrated and excellent education for all students. What does it look like, feel like?
- 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?
- What are the most urgent changes we need to make so that so all students have the best chance of being successful?
- 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?
- 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?

Student Summit

- Over 300 students from the metro area
- All day conference
- Open Space Technology Method
- Students created the agenda
- Adults hosted the space and the students
- Students facilitated the conversations

Student Priorities

1. Racial Diversity
2. Achievement Gap
3. LGBTQ Issues
4. Teach us about our culture
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

Anne Gomez Graphic Recorder



REIMAGINE MINNESOTA

HEART OF THE MATTER FOR YOU
STUDENTS ARE AT THE HEART

INTEGRATION & DESEGREGATION & SOBERGATION
It's not just black and white
It's also about classism
Why are we segregated in Minnesota?
Integration is a long, messy process
if resources, more equitable and working for all staff
Why is it based on where we live? Why do some neighborhoods/schools get so much programming?

RELATIONSHIPS
Build relationships among parents-students-teachers
Value teachers who know how to cultivate relationships with students & parents

TEACH THE TRUTH
History of segregation continues & is reflected in our schools but WHY DO WE NEVER talk about it
Children are being excluded from the circle because their stories are not told

YOUR VISION FOR AN EQUITABLE, INTEGRATED AND EXCELLENT EDUCATION
More teachers of color, please more leadership of color
Excellence means to be multi-lingual, multi-cultural, and rich in literature and knowledge
All kids deserve an excellent education
Building future leaders

URGENT CHANGES TO BE MADE
Address inequities in schools and outside school as well
All students should receive same opportunities quality of education at EVERY school
Decade of knowing Mn. will now have the lowest rates of African American kids

BARRIERS TO BE REMOVED
Socioeconomic
Language
Disability
Racial/Ethnic
Gender

CHALLENGES WHEN IMPLEMENTING
Not enough to have diversity, need to have diverse ways of engagement
Administrators don't feel need to integrate
Solutions may just need to find work among diverse staff

TEACHERS
How can we support teachers who are diverse? How can we support teachers who are not diverse? How can we support teachers who are not diverse?

LOOP AT DATA
Why aren't we able to do better in the past?
What programs worked?

STOP BULLYING
Kids need to be seen
How they learn is an important part

RACISM IS STRUCTURAL
It's not just about people, it's about systems
It's not just about people, it's about systems
It's not just about people, it's about systems

Reimagine Minnesota

A Collective Education Roadmap for Action
 A commitment to create lasting equity and excellence in education for all students
 April 2018

School District 622
 1000 W. 10th Street, Minneapolis, MN 55408
 Ready for tomorrow



Association of Metropolitan School Districts
REIMAGINE MINNESOTA
 The Roadmap

9 KEY STRATEGIES

CULTURAL COMPETENCE <small>Develop, sustain and evaluate cultural competence for teachers</small>	PREPARATION AND RETENTION <small>Develop and implement culturally inclusive standards, curriculum and comprehensive assessments</small>	COMMUNITY BRIDGES <small>Build bridges between school and community</small>
PERSONALIZED EDUCATION <small>Prioritize and ensure personalized education with emphasis on acceleration vs. intervention</small>	STUDENT VOICE <small>Elevate student voice and leadership and improve/ensure inclusiveness in the school culture and environment</small>	SHARED UNDERSTANDING <small>Create and sustain consistent shared understanding of equity and high level of skill application for leaders</small>
CULTURAL INCLUSIVITY <small>Develop and implement culturally inclusive standards, curriculum and comprehensive system of assessment</small>	ADULT BEHAVIORS <small>Eliminate adult behaviors and policies that lead to disproportionality; provide growth-oriented support</small>	STATEWIDE FUNDING <small>Statewide funding that ensures equity, access and opportunity for all students</small>

www.amsd.org/reimagineminnesota

Sharing our Learning with Legislators




2017 Conference: Reimagine Minnesota

Stay Connected with AMSD!
 Today's conference materials are available at:
<http://www.amsd.org/2017-conference>

Twitter: @amsdmm
 Conference Hashtag: #amsdcon
 Facebook: www.facebook.com/amsdmm

Ready for tomorrow

Strategies in Action



School District 622
 Ready for Tomorrow

Association of Metropolitan School Districts

REIMAGINE MINNESOTA

2018 - 2019 ACTION ITEMS

- Continue to meet monthly with the Reimagine Leadership team
- Create talking points for Reimagine, including the Cruz-Guzman litigation
- Survey all original members to determine commitment and areas of need and interest
- Plan for the AMSD annual policy conference with a focus on Strategy 9 (Strategic Funding)
- Continue to hold Strategy Sessions throughout the year.
- Create a scorecard for districts to collectively populate that will demonstrate progress.

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REIMAGINE TALKING POINTS

- Regardless of race, gender, or economic background, all students should be able to attend a school that provides an equitable and excellent education that allows them to reach their full potential.
- Reimagine Minnesota identifies and acknowledges key universal challenges facing districts in Minnesota because of changing demographics and student populations.
- Reimagine Minnesota has collaboratively developed strategies, with extensive stakeholder input from each district’s own communities, to address these challenges. The result is a collective education plan and support network that employs consistent language, visions and goals for improving outcomes.
- The collaborative nature of the "Reimagine Minnesota" vision demonstrates that multiple school districts with individual challenges can work together and identify some universal steps that can improve access, equity and opportunity for all students.
- Educational leaders and educators need to think differently to ensure educational equity and excellence for all students.
- The educational leaders who collaborated with their communities on these strategies more than any other outside organization have the best understanding of their challenges and know the best solutions to them.
- Reimagine Minnesota recognizes each district is independent and has unique challenges, and is not a onesizefitsall solution to address the identified challenges.
- School leaders continue to work collaboratively and share ideas and best practices regularly.

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DISTRICT PARTICIPATION SURVEY RESULTS

Strategy	Need Support	Making Progress	Priority Area
A. Cultural Competence	25%	10%	45%
B. Personalized Education	25%	10%	60%
C. Curriculum	15%	10%	60%
D. Teacher Prep	15%	0	65%
E. Student Voice	5%	25%	70%
F. Address Adult Behaviors	5%	5%	55%
G. Build Bridges	5%	5%	55%
H. Develop Equity in	10%	5%	55%

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REIMAGINE MINNESOTA

AMSD ANNUAL POLICY CONFERENCE

2018 AMSD ANNUAL CONFERENCE

WEDNESDAY, NOV. 28, 2018

ENSURING EQUITY, ACCESS

AND OPPORTUNITY FOR ALL STUDENTS

GRAND HALL, TIES EVENT CENTER

7:30 A.M. – 1 P.M.

Presenters will include:

- [Dr. Tom Melcher](#), director of program finance, Minnesota Department of Education
- [Dr. Nicola Alexander](#), College of Education and Human Development, University of Minnesota

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REIMAGINE MINNESOTA

STRATEGY SESSIONS

- November 5th: Student Voice
 - Presentations by Richfield, Hopkins, Eden Prairie, St. Louis Park and Equity Alliance
- November 28: School Finance
 - Full day workshop with presentations from finance officers from several metro districts
- January 14: Recruiting a Diverse Workforce
 - Presentations from Minneapolis Public Schools and others
- February 4th: Shared Understanding, Cultural Competence for District Leaders

