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

3rd grade students achieving reading standards by racial and ethnic group

8th grade students achieving math standards by racial and ethnic group

Sources:
Minnesota Department of Education, Minnesota Comprehensive Assessment.
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
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 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

A Community Conversation on Equity, Integration and Excellence for all Students
Reimagine Minnesota
A commitment to create lasting equity and excellence in education for all students

Association of Metropolitan School Districts
Reimagine Minnesota
the goals:
SEE ALL
SERVE ALL
SUPPORT ALL

www.amsd.org/reimagineminnesota
9 KEY STRATEGIES

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

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
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 collective populate that will demonstrate progress
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 one-size-fits-all solution to address the identified challenges.
- School leaders continue to work collaboratively and share ideas and best practices regularly.

DISTRICT PARTICIPATION SURVEY RESULTS

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

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
9 KEY STRATEGIES

CULTURAL COMPETENCE
Develop, sustain, and evaluate cultural competence for teachers

PREPARATION AND RETENTION
Develop and implement culturally inclusive standards, curriculum, and comprehensive assessments

PERSONALIZED EDUCATION
Prioritize and ensure personalized education within or across an accommodation or intervention

STUDENT VOICE
Enhance student voice and leadership and improve tailoring and diversity in the school culture and environment

CULTURAL INCLUSIVITY
Develop and implement culturally inclusive standards, curricula, and comprehensive system of assessment

ADULT BEHAVIORS
Eliminate adult behavior and policies that lead to disproportionality; provide growth-oriented support

COMMUNITY BRIDGES
Build bridges between school and community

SHARED UNDERSTANDING
Create and sustain resentment shared understanding of course and high level of skill application for leaders

STATEWIDE FUNDING
Statewide funding that ensures equity access and opportunity for all students