

Sharing a Vision for a Collective Education Plan

AMSD Annual Conference

December 8, 2017

www.amsd.org



@amsdmn #amsdcon

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

