House Education Symposium
Superintendent Panel

Source: Association of Metropolitan School Districts
Inclusive, culturally supportive and anti-racist learning environments

2020 enrollment by race/ethnicity

Children are more diverse than general population

Why did we experience success?

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

Inclusive, culturally supportive and anti-racist learning environments

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
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

Recruiting and retaining a racially diverse workforce

- 1.52% Asian
- 1.41% Hispanic/Latino
- 94.41% White
- 1.30% Black/African-American
- 0.37% American Indian
Develop and build systemic strategies for recruiting and retaining staff of color

**Formal & Informal Mentoring**
- Partnership with Local Colleges
- Grow-Your-Own Pathway Grants
- Affinity Groups
- Equity and Leadership Seminars
- Community Forums

**New Teacher Project**

**Districtwide Professional Development**

**Barriers for recruiting and retaining staff of color**

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