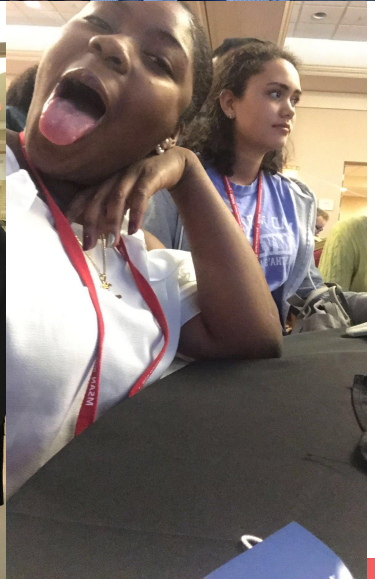


Minority  
Student  
Achievement  
Network





# What is MSAN?

- National coalition of school districts w/ similar characteristics
  - Affluent, mostly white, near major college or university
  - Means + resources to eradicate achievement gap, yet haven't
- Annual student conference - October
  - Hundreds of students and faculty attend

# Attendance of BPS Educators

- Ms. Erin Blette - BHS English Teacher
- Mr. Clifton Jones - BHS Guidance Counselor
- Ms. Nicole Gittens - Deputy Superintendent for Teaching and Learning
- Mr. Gabe McCormick - Director of Professional Development
- Mr. Anthony Meyer - BHS Principal

# What We Did

- Heard from speakers of color
  - Jeff Johnson: Journalist
  - Jamie Almanzán: Achievement Gap Scholar
  - Elec Simon: Performer
- College visits, community building
- Action Planning



# Action Plan: “RCC”

## WHAT IS RCC?

“Reconciliation Community Collaboration”

- Restorative Justice principles
- Normalize communication between teachers & students
- Debrief the infraction of students within fixed school community members
- Include people affected by event
  - Teacher(s)
  - Student(s)
  - Counselor(s)
  - Principal

# Disciplinary Database

- Mandatory for BHS
- Data collection following event
  - Including:
    - Infraction
    - Narrative of incident from student and staff
    - Explanation of punishment or lack thereof

# Asking For Courage

- Ran a workshop about the conference
- Separated into groups and had discussion about the Achievement Gap at BHS



# Discussion Questions

1. **Opening:** If you walked into a random class at BHS, do you think you could guess what level it is?
  - a. What about the makeup of a class would lead you to believe it's standard, honors, or AP?

## Continued discussion questions:

- Did the data surprise you? Why or why not?
- What is your understanding of the achievement gap? What do you think informs it or allows it to persist?
- What are ways that you think could help put an end to the achievement gap?
- What do you think we need to see at our school in order to change?

# Three takeaways:

- Know that the achievement gap is not due to a lack of effort or intelligence of students of color.
- This is a pervasive, national issue as evidenced by dozens of MSAN districts participating and decades of research.
- Although BHS is progressive in having Asking for Courage, eliminating the achievement gap requires sustained discussion, reflection, and action regarding how to make the uncomfortable comfortable.

## What we learned from our peers:

- Many wanted to see more classes about being racially aware
- Students wanted to see teachers have more training on how to deal with racially charged incidents