



EE-STEM



Micromessaging To Reach and Teach Every Student Program

Micromessaging to Reach and Teach Every Student™, a professional development program for teachers, is designed to increase the participation and success of their students in Science, Technology, Engineering and Mathematics (STEM), with an emphasis on underrepresented populations, including women. Educators, including secondary and post-secondary faculty, learn how they can use the power of micromessages (small and often subtle, yet powerful messages) to improve classroom pedagogy and increase the **enrollment, retention, performance and completion** of students in STEM.

A team of equity and STEM experts, researchers and practitioners developed the program to provide educators with research-based strategies and effective resources to address the unique needs of students by looking through the lens of gender and culture. The program includes seven units and up to 24 hours of classroom training spread over 12 months. The curriculum aligns to the professional development standards created by Learning Forward, an international association of learning educators and has been approved for educator course credit by both CCBC and MSDE. The program includes:

- A data-driven process for classroom-based continuous improvement;
- Micromessages and their impact on student success and how to use micro-affirmations to improve student outcomes;
- Social learning theories including: fixed versus growth mindset, attribution theory, stereotype threat, self-efficacy, and more;
- Multicultural awareness, positionality, and intersectionality;
- Equitable learning environments: administrative, curricular and pedagogical;
- Project based learning, equitable mathematics and science problems, and spatial skills; and
- STEM careers and how to communicate opportunities to students.

Teachers will be part of an ongoing learning community facilitated through NAPE's SharePoint site or a preferred local online vehicle and will have full access to NAPE Education Foundation webinars, research-based materials and effective practices, tools, and resources.

NAPE Education Foundation

NAPE is a consortium of state and local agencies, corporations, and national organizations committed to access, equity, and diversity in education and careers. The NAPE Education Foundation was established in 2002 in response to requests for expanded assistance with program improvement efforts by education and workforce agencies across the nation. The NAPE Education Foundation developed this training based on the foundational elements of a successful gender equity program offered in the Dallas Independent School District (DISD) from 2003 to 2012. *Micromessaging to Reach and Teach Every Student* is part of the **STEM Equity Pipeline™**.

For additional information, contact:

Tara Ebersole, CCBC STEM Alliance, 443-840-5948, TEBERSOL@ccbcmd.edu
Claudia Morrell, Chief Operating Officer, 610-241-2285, cmorrell@napequity.org



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