

# NATIONAL ALLIANCE FOR PARTNERSHIPS IN EQUITY

Annual Report 2015



## Letter from NAPE Leadership

Dear Friends,

All of us at NAPE and the NAPE Education Foundation are proud to share our FY 2015 Annual Report. The report highlights some of our favorite successes and provides an overview of our activities. It has been another year of significant capacity building to implement NAPE's four lines of business: professional development, technical assistance, research and evaluation, and public policy and advocacy.

During the year we were mindful of using our 2014-2016 Strategic Plan to set our course and provide us with guidance about priorities. Our leadership groups consist of volunteers who are committed to educational equity and to NAPE's mission and include the Executive Committee, Education Foundation Board of Directors, STEM Equity Pipeline National Advisory Board, and Business Alliance Council. Without the dedication and commitment of these volunteers, NAPE would not have continued to experience significant growth throughout the year.

We are especially excited about the rebranding of our annual conference (formerly the Professional Development Institute, PDI) as the National Summit for Educational Equity. We look to build on this event's reputation as a spectacular professional development opportunity and to expand its reach to bring

together a more diverse crowd of practitioners and researchers working to increase opportunities for every student. We continue to hear from the field that the NAPE PDI is the best conference ever—we expect the NSEE to exceed that expectation! Please join us in Alexandria, VA, on April 12-14, 2016.

Finally, we could not have experienced such success in 2015 without your involvement. Whether you are a funder, partner organization, participant, or just learning about NAPE, we welcome you to the family and encourage you to become or remain involved. As the saying goes—"many hands make light work"—we look forward to joining hands to make this a better world!

Through access, equity, and diversity,

Mimi Lufkin

Chief Executive Officer

Teresa Boyer

President

NAPE

Executive Committee

Mary Wiberg

President

NAPE

Education Foundation

## FAST FACTS FOR 2015

**7,213** Professional development participants  
**1,326** Participating schools

**110** Professional development events  
**32** State members

**39** National/state presentations  
**84** Visits to Capitol Hill/White House

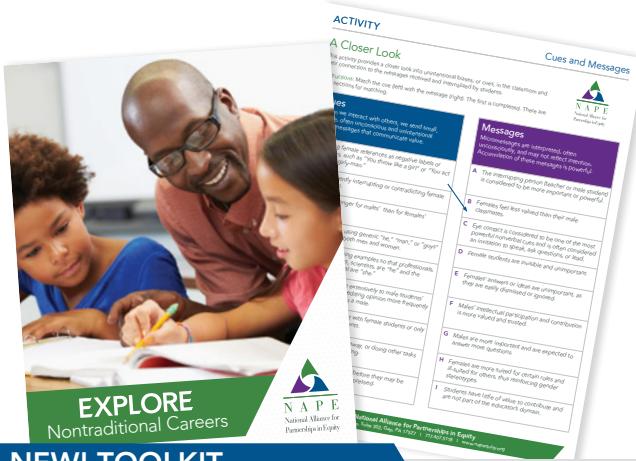
# What We Did ...

## 1: ENHANCED CURRICULUM

### Micromessaging to Reach and Teach Every Student™

► [www.napequity.org/mm](http://www.napequity.org/mm)

- Broadened curriculum to provide for an intersectional approach with specific strategies related to race, class, and gender.
- Increased offerings to include customized sessions, virtual workshops, improved professional learning communities, and online courses for K-12 educators, counselors, and administrators.
- Expanded units that focus on student achievement such as growth mindset and self-efficacy.
- Delivered comprehensive 1-year Micromessaging Academies to 747 educators in 7 states.



### NEW! TOOLKIT

The *Explore Nontraditional Careers* toolkit and companion professional development workshops assist educators in transforming their practice to increase the participation and persistence of students in nontraditional occupational programs and pathways.

[www.napequity.org/toolkits/](http://www.napequity.org/toolkits/)

## 2: FOCUSED ON DATA

### NAPE's Professional Development Suite

► [www.napequity.org/professional-development/](http://www.napequity.org/professional-development/)

- Conducted professional development in 44 states with more than 2,600 educators from more than 900 schools.
- Created more than 210 comprehensive CTE dashboards to help state and local teams to conduct a participation gap analysis for special population students disaggregated by gender, race/ethnicity, disability status, and economic disadvantage as part of the PIPE Explore module.
- Created a national data dashboard of CTE concentrators disaggregated by gender by career cluster for every state.

### DATA DASHBOARDS

NAPE can develop data dashboards for education agencies to help them better understand equity gaps to support their process of program improvement.

[www.napequity.org/dashboards](http://www.napequity.org/dashboards)



## 3: EXPANDED PARTNERSHIPS

### Public Policy

► [www.napequity.org/public-policy/](http://www.napequity.org/public-policy/)

- Presented at the Conference on Attracting Minority and African American Girls to STEM hosted by the White House, Center for Poverty and Inequality, Georgetown University, and USDoE.
- Co-conducted a micromessaging presentation at the Maryland Cultural Proficiency Conference.
- Established a partnership agreement with the Congressional Black Caucus Foundation's Permanence Project.



### STEM EQUITY SUITE

Learn more about the STEM Equity suite of programs, which are included in the Change the Equation STEM-works database.

[www.napequity.org/stem](http://www.napequity.org/stem)



### 36th Annual Professional Development Institute

► <https://youtu.be/dma0ohouDn4>

This annual event brings together leaders in education equity to build capacity, knowledge, and skills to transform classrooms and improve student success.



### DO YOU KNOW?

NAPE's work with middle school teachers is featured in two Teaching Channel videos:

Micromessages in the STEM Classroom

[www.teachingchannel.org/videos/using-micromessages](http://www.teachingchannel.org/videos/using-micromessages)

Growth Mindsets for STEM Careers

[www.teachingchannel.org/videos/preparing-for-stem-careers](http://www.teachingchannel.org/videos/preparing-for-stem-careers)

## 4: RELEASED REPORT WITH JOHNS HOPKINS UNIVERSITY

### Solving the Education Equation

► [www.napequity.org/solving-education-equation](http://www.napequity.org/solving-education-equation)

- Called for a national commitment to address the culturally based biases that exist in education, particularly in STEM.
- Built a coalition of corporations, educators, civil rights organizations, and organized labor to develop recommendations for policy and practice reform.
- Hosted a congressional staff briefing on Capitol Hill, with remarks by Congresswoman Donna Edwards, to launch the report.

## SOLVING THE EDUCATION EQUATION

A new model for improving STEM workforce outcomes through academic equity.

If there is no educational equity, then the STEM workforce shortage is absolute.

## Why We Did It ...

The United States must address the culturally based explicit and implicit biases that exist in education to create inclusive, culturally responsive, equitable learning environments for every student.

An equitable learning environment is one where...

Educators are responsive to the ways that diverse students may be marginalized.

*"The NAPE training helped our high school science educators identify possible sources of bias, recognize the unique gifts of others, and embrace cultural diversity. We examined the impact of micromessages on future career choices. Educators reported that this was 'one of the best professional learning sessions they had ever attended.'"*

—School District Director of Science

Educators take seriously the multiple perspectives, values, experiences, and beliefs of their students and their families.

*"With girls being underrepresented in STEM fields, NAPE is providing innovative training that helps teachers discover ways to more effectively engage their female students. The results speak for themselves. Not only do the girls perform better in these teachers' classrooms, but so do the boys."*

—Texas Instruments Foundation Executive Director

Classrooms are student centered.

*"Professionally I was able to see my classroom environment in a new way, bringing an equity to my students that I was unaware they were not experiencing all of the time. The culture of our room was almost indescribable. Best professional development I have had in 30 years!"*

—Middle School Intervention Specialist

► [www.vimeo.com/141947840](http://www.vimeo.com/141947840)

NAPE delivered its in-demand Micromessaging to Reach and Teach Every Student curriculum with Baltimore County Public Schools (BCPS) educators, who are dedicated to perfecting their pedagogical practice to increase underrepresented students' access to STEM pathways that leads to high-wage, high-demand careers.

Through this partnership, 25 educators received Micromessaging professional development, and the BCPS district office developed a strategic plan predicated on many of the equity initiatives outlined in the curriculum.

Hear NAPE CEO Mimi Lufkin and NAPE mentor instructor Dr. Lisa Williams, who is the director of equity and cultural proficiency at BCPS, speak to the importance of creating equitable learning environments to increase student performance and outcomes.



# Thanks to NAPE's Funders

NAPE recognizes that funders have many options for giving. We appreciate and value your support of the NAPE Education Foundation (a 501c3 organization). Together, we will continue the important work of ensuring access, equity, and diversity in the classroom and the workplace.

## \$25,000 or above

National Science Foundation  
Texas Instruments Foundation  
Communities Foundation of Texas—High Tech High Heels  
Lockheed Martin Foundation  
Freescale Foundation  
Boone Family Foundation  
Motorola Solutions Foundation

## \$10,000-\$24,999

The Fluor Foundation

## \$5,000-\$9,999

Rockwell Collins  
Xerox  
Cisco

## \$2,500-\$4,999

CompTIA  
AVID Center  
Oppasser Family Charitable Foundation

## Executive Committee, 2014-2015

Terri Boyer *President*  
Tasha Kawamata Ryan *Past President*  
Jay Ramsey *President Elect*  
Debra Huber *Treasurer*  
Donna Dutcher *Member at Large*  
Lakshmi Mahadevan *Member at Large*  
Karen Showers *Member at Large*  
Nancy Mitchell *Member at Large*  
Monica Marsh *CTECC Representative*  
Terri Grusendorf *CTECC Representative*

## Education Foundation Board, 2014-2015

Mary Wiberg *President*  
Jocelyn Riley *Vice President*  
Lou Hargrave *Treasurer*  
Dennis Harden *Secretary*  
Judith D'Amico  
Patricia Elizondo  
Norman Fortenberry  
Rob Gira  
Fatima Goss Graves  
Quentin Hart  
Gretchen Koch  
Monica McManus  
Cherri Musser  
Jane Oates  
Raelene Sanders  
Jeff Weld  
Sandra Westlund-Deenihan

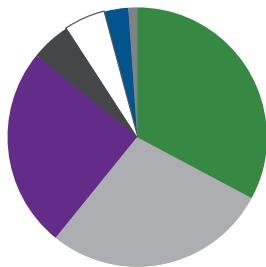


## Support Access, Equity, and Diversity

Your support is essential to our mission to build educators' capacity to implement effective solutions for increasing student access, educational equity, and workforce diversity.

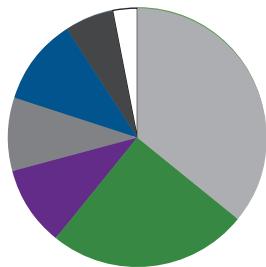
- Become a member, [www.napequity.org/join](http://www.napequity.org/join)
- Request professional development, [www.napequity.org/request](http://www.napequity.org/request)
- Donate to our Education Foundation, [www.napequity.org/donate](http://www.napequity.org/donate)
- Donate with every purchase with Amazon Smile <http://smile.amazon.com/ch/13-4249100>
- Contact the NAPE office to learn about partnering opportunities, [nape@napequity.org](mailto:nape@napequity.org)

## FINANCIALS



### Revenue

● Foundation Grants	33%	○ Membership	5%
● Government Grants	28%	● Product Sales	3%
● Program Fees	25%	● Other	1%
● PDI and Events	5%		



### Expenses

● Payroll Expenses	36%	● Travel	11%
● Professional Fees	25%	● PDI and Events	6%
● Nonpersonnel	10%	○ Subawards	3%
● Participant Support	9%		

For FY2015, NAPE's consolidated revenues equaled \$2.0 million, and its total liabilities and net assets balance exceeded \$791 thousand. NAPE's financial health and growth in programs and services continue to prosper. Audited financial statements are available upon request from the NAPE National Office.

## Connect

- [www.facebook.com/NAPEquity](http://www.facebook.com/NAPEquity)
- [www.linkedin.com/company/national-alliance-for-partnerships-in-equity](http://www.linkedin.com/company/national-alliance-for-partnerships-in-equity)
- [www.twitter.com/napequity](http://www.twitter.com/napequity)
- [www.youtube.com/user/NAPEquityTV](http://www.youtube.com/user/NAPEquityTV)
- Pipeline Press e-newsletter, [www.napequity.org/subscribe](http://www.napequity.org/subscribe)
- Become involved, [www.napequity.org/committees](http://www.napequity.org/committees)
- [nape@napequity.org](mailto:nape@napequity.org)

## National Alliance for Partnerships in Equity

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