



Access. Equity. Diversity.

NATIONAL ALLIANCE FOR PARTNERSHIPS IN EQUITY

Annual Report 2014



Letter from NAPE Leadership

Dear Friends,

We are pleased to share with you our 2014 Annual Report—a report highlighting the work we are doing to impact equity in education through professional development of educators at all levels. This year we are particularly proud of the positive results of our Micromessaging Program with both teachers and students. Our research partnership with Johns Hopkins University demonstrates that this new professional development curriculum leads to improved student performance. Watch for a formal report on Micromessaging in early 2015!

The growth of the programs we deliver and increased requests for professional development on equity and student success from states and districts across the country create greater demands on staff and resources. However, our staff and consultants meet these demands in numerous ways. Our Train the Trainer program and adaptation of curriculum to meet specific needs are two of the ways we are managing our growth. The new NAPE and the NAPE Education Foundation 2014-16 strategic plan provides guidance to our direction, giving attention both to implementation and evaluation of the work we are doing.

Finally, NAPE has a long history of advocating for strong public policy on access and equity in public education. In the past year, we hired a full-time public policy director who has helped us strengthen old partnerships and build new ones in our effort to focus on ways to improve opportunities for student success and equity in the workplace.

We are proud of our progress this year and are committed to building on our success. We continue to seek input from our members, partners, and funders. Please connect with us, give us feedback, and join us in our work and NAPE events throughout the coming year.

For access, equity, and diversity!

Mimi Lufkin

Mimi Lufkin
Chief Executive Officer

Tasha Kawamata Ryan

Tasha Kawamata Ryan
President
NAPE
Executive Committee

Mary Wiberg

Mary M. Wiberg
President
NAPE
Education Foundation

FAST FACTS FOR 2014

- 4,986** Professional development participants
- 606** Participating schools
- 97** Professional development events
- 32** State members
- 39** National/state presentations
- 59** Visits to Capitol Hill/White House

What We Did

Broadened the influence of Micromessaging to Reach and Teach Every Student™

➔ www.napequity.org/mm

- Delivered the enhanced Micromessaging curriculum to 950 educators in 12 states.
- Implemented strategies to increase the effectiveness of Professional Learning Communities.
- Researched the impact of the EE-STEM Academies with grant funding.

NEW! INFOGRAPHICS

NAPE offers infographics of the Culture Wheel, Program Improvement Process for Equity, and the Learning Process.

www.napequity.org/infographics

Expanded the impact of the Program Improvement Process for Equity™

➔ www.napequity.org/pipe

- Trained 430 educators in 9 states to effect institutional change through PIPE, bringing the total since the inception of the STEM Equity Pipeline to 1,122 educators in 22 states.
- Supported 9 STEM Equity Pipeline states to implement PIPE-STEM, focused on increasing the participation and completion of women and girls in STEM-related programs of study in 140 sites.
- Created 18 comprehensive CTE dashboards to help state and local teams to conduct a participation gap analysis for special population students disaggregated by gender and race/ethnicity as part of the PIPE Explore module.

STEM EQUITY SUITE

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

www.napequity.org/stem

Increased the reach of the Focus on Counselors Initiative

➔ www.napequity.org/counselors

- Conducted STEM Career workshops for 180 educators and counselors.
- Distributed 456 STEM Career Toolkits in 23 states.
- Presented on the STEM Career Toolkit at national conferences, including WEPAN and NACAC.

FACT SHEETS

NAPE maintains a CTE Fact Sheet for each state to be shared with federal and state policy makers.

www.napequity.org/state-cte-profiles/

Made strides with Public Policy

➔ www.napequity.org/public-policy/

- Cultivated new working relationships with the Congressional Black Caucus, the Congressional Caucus on Women's Issues, organized Labor, and national civil rights organizations.
- Served as contributing partner in newly formed and diverse Perkins Reauthorization Coalition.
- Actively engaged with the congressional House and Senate CTE Caucuses, the Senate HELP Committee, and the House Committee on Education and Workforce, OCTAE, and the Women's Bureau.



➔ [Visit NapequityTV on YouTube](#)

Hosted the 35th annual Professional Development Institute

➔ www.napequity.org/pdi

- Gathered 200 equity professionals from 33 states to hear the latest research, share best practices, network, and form Professional Learning Communities.
- Convened an energized Public Policy Day on Capitol Hill with record participation by leaders from Congress and the Administration.
- Featured expert speakers from academia, business and industry, and secondary public school administration.

DO YOU KNOW?

NAPE is a partnering organization in the White House Summit on Working Families?

www.workingfamiliesummit.org



Why We Did It

So that every person is able to fulfill his or her potential through equal access to and equity in educational options that lead to the entire spectrum of career choices.

NAPE's values

Research-based approaches to program development and public policy using data to drive effective implementation.

“By carefully researching effective practices and using plain spoken and easy to understand examples, instructors give a clear understanding of how subtle differences in the way people teach, speak and even use body language affect the willingness of students to participate in educational activities.”
—CTE Coordinator, Forth Worth ISD

“Putting our work into the context of legislation is very motivating.”
—State Member

Responsiveness to the changing needs of the educational community and stakeholders.

“The awareness of a wide variety of issues will help me be more mindful of demographics that continue to benefit from additional access and visibility in education.”
—PDI participant



Innovative solutions to deliver cutting-edge equity strategies in an ever-changing learning environment.

“The structure and content was appropriate for educational professionals passionate about creating equitable pathways and spaces for learning.”
—PDI participant

“Using the NAPE micromessaging strategies has made a substantial difference in the way I approach my students, and how they respond to my queries”
—Educator, Frederick County Public Schools

Collaborative efforts to engage with a wide range of partners to reach STEM, CTE, and special populations.

“The whole program inspired innovative proven methods to level the playing field and improve the quality of life and educational success for people who may not otherwise have a chance to succeed.”
—PDI participant

A SAMPLE OF RESULTS FROM ACROSS THE COUNTRY



After NAPE delivered PIPE to secondary educators in a district in Illinois, female enrollment in Project Lead the Way **increased by 48% over 3 years.**

➔ www.napequity.org/u46-graph



After NAPE delivered PIPE to secondary educators in a district in California, female students **planned an Equity Awareness Conference** and were invited to summarize their experiences at Project Lead the Way's National Summit.

➔ youtu.be/unERJoSkNnk



After NAPE delivered micromessaging to secondary and postsecondary educators in Maryland, **pre- and post-surveys showed a significant change** in teachers' perceptions of classroom environment and student abilities and knowledge of effective classroom interventions.

➔ www.napequity.org/eestem-table



After NAPE delivered micromessaging in two districts in Texas:

- 1 Male and female students **performed better on districtwide end-of-course exams in chemistry and physics.**
- 2 More AP chemistry and physics tests were taken and passed by male and female students, with the number of tests passed by girls **increasing by more than 50% in chemistry and 100% in physics.**

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
- Request professional development, www.napequity.org/request
- Donate to our Education Foundation 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

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- Pipeline Press e-newsletter, www.napequity.org/subscribe
- Become involved, www.napequity.org/committees
- nape@napequity.org

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
High Tech High Heels
Motorola Solutions Foundation
Communities Foundation of Texas
Lockheed Martin Foundation
Dallas Women's Foundation
Posey Family Foundation

\$10,000-\$24,999

Harold Simmons Foundation
The Fluor Foundation
Texas Instruments

\$5,000-\$9,999

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2013-2014 NAPE

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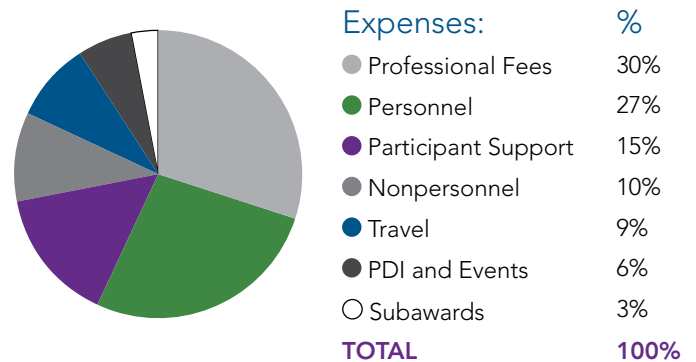
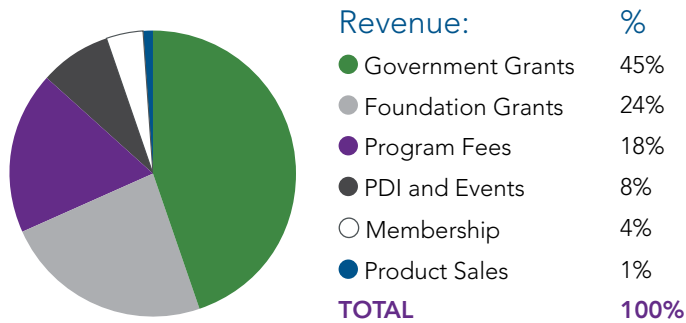
2013-2014 NAPE

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FINANCIALS



For FY2014, NAPE's consolidated revenues equaled \$2.24 million, and its total liabilities and net assets balance exceeded \$896,575. 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.

National Alliance for Partnerships in Equity

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