



NATIONAL ALLIANCE FOR PARTNERSHIPS IN EQUITY

Annual Report 2013



Letter from NAPE Leadership

Dear Friends,

We are pleased to share with you our 2013 Annual Report. While reflecting on the activities of the past year, we were impressed by the level of commitment and community that has made them so successful. The saying that “it takes a village” is relevant to the tremendous growth that we have seen and the success of our efforts to increase the capacity of educators at all levels to impact equity in education. The dedication of staff, members, leadership, funders, and partners in our work is indicative of the healthy future of NAPE and the NAPE Education Foundation.

The activities highlighted in this report only scratch the surface of a year filled with firsts. We expanded the STEM Equity Pipeline’s suite of professional development offerings, enhanced our capacity to provide technical assistance to our members, and developed new tools and resources. After exceeding the goals and benchmarks set in our 2010-13 strategic plan, we have embarked on the development of a new joint NAPE and NAPE Education Foundation 3-year strategic plan that will be released in early 2014.

We are proud of the progress we have made this year and are committed to building on our successes as we expand our outreach to more students and educators. Together, NAPE and the NAPE Education Foundation continue to be organizations that listen to the needs and ideas of members, partners, and funders. We encourage you to connect with us, provide us with feedback, become involved in the many aspects of our work, and participate in NAPE events throughout the year.

For access, equity, and diversity!

Mimi Lufkin

Chief Executive Officer

Francine Shuman

President
NAPE
Executive Committee

Mary Wiberg

President
NAPE
Education Foundation

By the Numbers for FY 2013

State members (year-end): 32

Affiliate members (year-end): 166

Professional development participants: 1,353

Participating schools: 372

Email reach: 5,312

Unique visits on STEM Equity Pipeline site: 34,814

Unique visits on NAPE site: 18,040

Fulfilled requests for technical assistance: 817

National/state presentations: 50

Visits to Capitol Hill/White House: 12

What We Did

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

- Expanded delivery of Micromessaging to eight states, training a total of 351 educators since 2011
- Published a peer-reviewed article about Micromessaging in the American Association of Community College's journal, *Diversity and Democracy*
➔ www.bit.ly/1cQOzPA
- Trained an additional 7 consultants to deliver Micromessaging and 9 consultants to facilitate year-long Professional Learning Communities
➔ www.napequity.org/teacher-training

MICROMESSAGING

NAPE's Micromessaging professional development program demonstrates a significant impact on educators' attitudes, intentions, and behaviors, which leads to improved student outcomes, as shown by a 2013 independent evaluation.

Expanded the impact of the Program Improvement Process for Equity™

- Increased training by 36 percent—771 administrators are now using PIPE to increase the participation and completion of diverse females in nontraditional and STEM programs of study
- Supported mature STEM Equity Pipeline states as they sought external funding or changes in internal funding to institutionalize PIPE
➔ www.napequity.org/program-improvement

PIPE STEM

PIPE professional development leads to increases in student enrollment and interest in nontraditional or STEM programs of study and careers as confirmed in 2013 by high school and community college data.

Collaborated with Public Policy partners

- Convened Public Policy Day with a standing-room-only session on Capitol Hill to hear about legislation impacting classrooms and the workplace
- Briefed federal legislators on the value of Perkins measures in improving participation and completion of students in CTE programs nontraditional for their gender
- Co-created and co-facilitated meetings of Action 2013: Women in STEM, a collaboration of 40 national stakeholders with one goal: To link promising practices to national policy in an effort to increase the participation of diverse females in STEM education and careers
➔ www.napequity.org/public-policy

DO YOU KNOW?

Do you know NAPE co-chairs the STEM and the Career & Technical Education & Workforce Training taskforces of the National Coalition for Women and Girls in Education?

Developed new products

- Data Dashboards to make career and technical education data understandable, meaningful, and actionable
➔ [Watch the session video at www.1.usa.gov/1dSZHfP](http://www.1.usa.gov/1dSZHfP)
- A Counselor Toolkit to introduce STEM careers to students using positive and effective messaging
➔ www.napequity.org/counselors
- Online interactive, self-paced courses that provide cutting-edge, research-based content on creating equity in schools and improve educator performance and student outcomes (piloting now for national release in 2014)



Hosted the 34th annual Professional Development Institute

- Gathered 200 equity professionals from 30 states to hear the latest research, share best practices, network, and form professional learning communities
- Introduced facilitated networking sessions to allow state and local educational leaders to discuss their needs, challenges, and opportunities
- Launched the Focus on Counselors Initiative to aid counselors in introducing STEM careers to students

LEARN MORE

Learn more about the four-part STEM Equity suite of programs

➔ www.napequity.org/stem



Why We Did It

For administrators

To assist administrators in increasing the participation and completion rates of students that are underrepresented in programs of study that lead to high-wage, high-skill, and high-demand careers.

“Considering the appalling lack of adequate numbers of STEM students (especially minorities and women) graduating in this country today, this PIPE-STEM program is a real eye-opener that should contribute greatly to an increase in our number of future engineers and technologists.”

—District CTE coordinator, TX

For educators

To provide educators with effective strategies to address micro-inequities and bias in their classrooms so that every student can succeed.

“This training has been by far one of the best and most applicable trainings I have ever attended. It has helped me improve my teaching and relationships with students, coworkers, parents, and community members. This is a transformative program that will improve learning, teaching, and relationships of all attendees.”

—Assistant Principal, TX

For NAPE Members

To provide educators, administrators, and counselors with tools and resources to support the success of every student.

“The toolkit lessons combine research with real-world information from these careers and will make students think. It is tangible, user friendly, and easy to facilitate.”

—PDI participant

“I am excited to implement the Equity Dashboard. It is an impressive tool to really understand how well programs are recruiting and retaining students.”

—PDI participant



For all educational communities

To provide stakeholders with high-quality professional development and research and evaluation on equity and diversity in education and workforce development.

“[The PDI participants] are very smart people, so being able to benefit from that, and being in a room with all of that experience and knowledge, when it comes to diversity and equity, is a wonderful experience.”

—State member

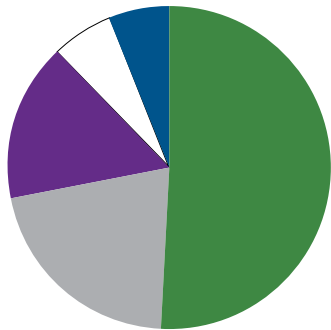
For all Americans who care about access, equity and diversity

To advocate for the passage of favorable policies that support access, equity, and diversity in education and workforce development.

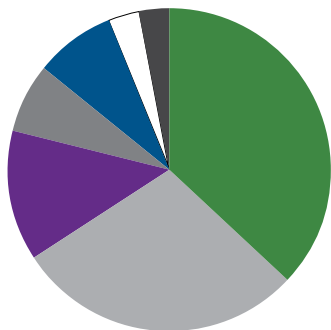
“[NAPE] really puts everything into perspective...a big picture of how policy will eventually trickle down and affect practice.”

—State member

FINANCIALS



Revenue:	%
● Government Grants	51%
● Foundation Grants	21%
● Program Fees	16%
○ Membership	6%
● Events	6%
TOTAL	100%



Expenses:	%
● Personnel	37%
● Professional Fees	29%
● Participant Support	13%
● Nonpersonnel	7%
● Travel	8%
○ Subawards	3%
● Events	3%
TOTAL	100%



N A P E
National Alliance for
Partnerships in Equity

For FY2013, NAPE's consolidated revenues equaled \$1.56 million, and its total liabilities and net assets balance exceeded \$870,000. 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.

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
- Contact the NAPE office to learn about partnering opportunities, nape@napequity.org

Connect

- www.napequity.org
- www.facebook.com/NAPEquity
- www.youtube.com/user/NAPEquityTV
- Pipeline Press e-newsletter, www.napequity.org/subscribe
- Become involved, www.napequity.org/committees
- 717.407.5118
- 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
Texas Instruments
Communities Foundation of Texas
Lockheed Martin Corporation Foundation
Dallas Women's Foundation
Miles Foundation
Harold Simmons Foundation
The Dallas Foundation
Hillcrest Foundation

\$10,000-\$24,999

Fluor Foundation

\$5,000-\$9,999

Rockwell Collins
Xerox

FY 2013 NAPE Executive Committee

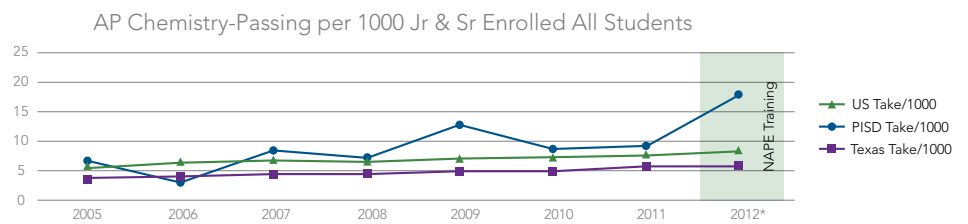
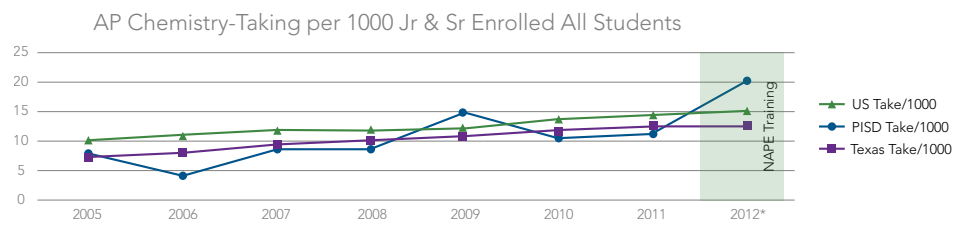
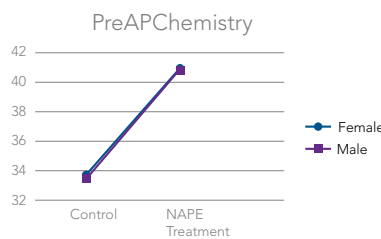
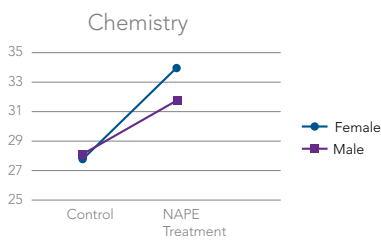
Francine Shuman (President)
Jeanette Thomas (Past President)
Tasha Kawamata Ryan (President Elect)
Debra Huber (Treasurer)
Teresa Boyer (Member at Large)
Kristi Enger (Member at Large)
Bill Hatch (Member at Large)
Nancy Mitchell (Member at Large)
Monica Marsh (CTEEC President Elect)
Eva Scates-Winston (CTEEC President)

FY 2013 NAPE Education Foundation Board

Mary Wiberg (President)
Jocelyn Riley (Vice President)
Catherine Didion (Treasurer)
Dennis Harden (Secretary)
Fern Bowling
Judith D'Amico
Patricia Elizondo
Wanda Gass
Fatima Goss Graves
Lou Ann Hargrave
Gretchen Koch
Monica McManus
Anne Sourbeer Morris
Barbara Orwig
Raelene Sanders
Jeff Weld
Sandra Westlund-Deenihan

RESULTS OF NAPE TEACHER TRAINING IN TEXAS

NAPE training had a significant effect on the performance of students taking pre-AP and AP chemistry tests—overall and by gender.



National Alliance for Partnerships in Equity

P.O. Box 369, Cochranville, PA 19330 | 717.407.5118 | www.napequity.org

www.facebook.com/napequity

www.youtube.com/user/NAPEquityTV

