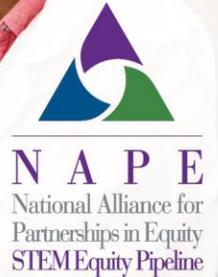


MICROMESSAGING

to Reach and Teach Every Student™



The Issue

Micromessages are small, subtle, often unconscious messages we send and receive in the form of word choice, gesture, treatment, or even tone of voice. These messages can be either positive (micro-affirmations) or negative (micro-inequities).

Without awareness, educators, parents, other adults, and even peers may inadvertently send micro-inequities that discourage students from engaging in courses, and ultimately careers. This is particularly salient in nontraditional careers where less than 25% of one gender is represented, such as many career and technical education (CTE) and science, technology, engineering, and math (STEM) fields.

The result: Industry and government are calling for diversity in high-skill, high-wage, and high-demand CTE and STEM programs and pathways, in order to grow the economy and innovate in a complex interconnected world. Without a diverse and representative workforce, we are not realizing our full individual and collective potential.

NAPE's Solution

NAPE has developed a research-based professional development program for educators, designed to employ the power of micromessages to improve classroom pedagogy and increase the enrollment, retention, performance, and completion of underrepresented students in nontraditional careers.

NAPE Resources and Products

Aligned to 2011 Learning Forward professional development standards and the Danielson Framework, the *Micromessaging to Reach and Teach Every Student™* program empowers educators to expand access and create equitable learning environments for every student.

Academy - Over the course of 9 to 12 months, educators are provided a data-driven and research-grounded process for sustainable, continuous improvement. Participants have 30 hours of face-to-face professional development, professional learning community meetings, and engage in action research.

Workshops - Introductory workshops ranging from 1 hour to day-long sessions are designed to address specific local or regional needs.

Webinars - Customized online sessions and facilitated web-based professional learning communities can support continued learning.

Toolkits - *Explore Nontraditional Careers* and *Explore STEM Careers* are turn-key implementation toolkits to assist educators in transforming practice.

Application

NAPE's inclusive professional development solution is designed to assist teams of educators in addressing specific school needs related to increasing diversity, ensuring equity, and providing full access in the classroom and student career selection.



napequity.org/micromessaging

National Alliance for Partnerships in Equity

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