



NATIONAL ALLIANCE FOR PARTNERSHIPS IN EQUITY

Annual Report 2016

Letter from NAPE Leadership

Dear Friends,

NAPE and the NAPE Education Foundation are pleased to release the FY2016 Annual Report. As you will see in the report, NAPE continues to focus on building educators' capacity to implement effective solutions for increasing student access, educational equity, and workforce diversity. The report highlights some of our successes from the past year in our four lines of business: professional development, technical assistance, research and evaluation, and public policy and advocacy.

The report confirms the significant growth that NAPE has experienced. We have created new tools, strengthened alliances, delivered comprehensive equity programs, and collaborated to expand our reach. The NAPE staff continues to grow in size and expertise. Evaluations of our programs continue to reveal positive results. However, the real proof is in the impact that we have on teachers and students in schools across the country—as highlighted in two profiles in the report.

As always, NAPE's growth could not happen without your involvement. We thank each and every one of you for your efforts to carry out our joint vision: "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."

Sincerely,

Mimi Lufkin

Chief Executive Officer

Jay Ramsey

2016 NAPE President

Dennis D. Harden, EdD

NAPE Education Foundation President

2016 FAST FACTS

7,975 Engaged with NAPE

991 Participating schools

106 Professional development events

35 State members

29 National/state presentations

68 National briefings, hearings, policy meetings attended

What We Did ...

STRENGTHENED ALLIANCES

➔ www.napequity.org/public-policy/

- Served as Office of Career, Technical, and Adult Education's (OCTAE) Equity Committee Stakeholder with the U.S. Department of Education.
- Became a partner in the Leadership Conference on Civil and Human Rights.
- Participated as a stakeholder in the United State of Women—White House Summit on Women.
- Celebrated when our Senior Policy Advisor was appointed a member of the Advisory Committee on Apprenticeship in the U.S. Department of Labor.

DO YOU KNOW?

NAPE successfully advocated for the committee markup and passage of the Strengthening Career and Technical Education for the 21st Century Act.

AND

NAPE collaborated with the office of Senator Maize Hirono (D-HI) to develop the 2016 Equity in CTE Act.

DELIVERED COMPREHENSIVE PROGRAMS

➔ www.napequity.org/professional-development/

- Conducted full-scale, year-long Program Improvement Process for Equity™ (PIPE) training at 114 sites and Micromessaging training at 131 sites.
- Provided Exploring Nontraditional Careers training through three separate programs to state teams in Colorado and Utah, as expansion of projects funded through the STEM Equity Pipeline.
- Hosted 233 people at the 38th National Summit for Educational Equity, which featured five workshop strands.
- Continued large-scale professional development in Ohio, which included creation with the Department of Education of two "Build Your Future: Ohio's Construction Industry" guidebooks.



NEW RESEARCH

Research on the outcomes of NAPE's NSF-funded Educators Equity in STEM project was published in *The Journal of Faculty Development*.

➔ [The Journal of Faculty Development](#)



COLLABORATED WITH PARTNERS

- Collaborated in the development of the *STEM Classroom to Career: Opportunities to Close the Gap* report, along with Destination Imagination, Educational Research Center of America (ERCA), and National Girls Collaborative Project (NGCP).
➔ [STEM Classroom to Career: Opportunities to Close the Gap](#)
- Participated in the Advancing Equity in CTE project, a 2-year, USDoE-funded grant administered by the Manhattan Strategies Group.
➔ [Advancing Equity in CTE](#)

CTE PROFILES

Each year NAPE develops a CTE profile for each state, DC, and the nation to share with federal and state policymakers.

➔ napequity.org/profiles

DEVELOPED NEW PRODUCTS

➔ www.napequity.org/products/

- Updated curricula to user-friendly workbook formats.
- Released the new Realizing Potential with Growth Mindset toolkit and a second edition of the STEM Careers toolkit.
- Created four new exciting infographics for use in schools and workplaces.



Why We Did It ...

Business, industry, and government are calling for diversity in high-skill, high-wage, and high-demand fields as a key driver of economic growth and innovation in a complex inter-connected world. Yet, many careers in these fields remain stubbornly gender- and race-segregated because of cultural stereotypes and norms that discourage students from pursuing them.

Realization of our individual and collective potential starts with school leaders who are:



Empowered and equipped with knowledge, strategies, and tools

"We've struggled with finding lasting processes to positively influence nontraditional participation and completion. The (PIPE) process paired with the polished resources and tools provided are exceptional."

"This is powerful information that can directly impact in a positive way every teacher's practices, which then impacts student success!"

"I learned a great deal of useful information and strategies to help me empower more students."



Engaged to share a common language about equity

"In changing the paradigm in our country about how people perceive one another, this is the kind of training that needs to happen more. It's the next step to improving our career force."

"The facilitators skillfully navigate cultural misconceptions by highlighting the multiple perspectives in the room and lived experiences."

"The teachers have expressed that through this [Micromessaging] academy they are confident in their ability to identify and change the words, actions, and class environment that may have previously hindered student growth unintentionally."



Encouraged to dive deeper and continue the conversation

"You've given me my voice, increased my confidence, and enhanced my leadership capabilities."

"The training really opened my eyes to the biases that I may have and how I can better craft my messages to my co-workers and new teachers."

"Two things have especially stood out to me throughout this process: the quality of the professional development offered by the NAPE trainers and the relationships I've built with the teachers involved in this project on my campus."

How We Made an Impact ...



In FY16, Oregon implemented the second of 3 years of Program Improvement Process for Equity training in each of the CTE regions in the state.

During the action research phase of this training, the Pipeline team at Roseburg High School discovered that girls were not taking welding courses in part because the protective gear/clothing and equipment were too "large" for them to comfortably manage. Therefore, the girls decided that welding "was not for them."

Along with the welding instructor, the team implemented four specific strategies to address this and other barriers to girls' participation in the program. As a result, the enrollment of girls in welding increased from 4 in fall 2015 to 38 in spring 2016.

Learn more about the four strategies and the PIPE model in an article published in the Nov/Dec issue of ACTE Techniques.

www.napequity.org/pipe

Chester County Intermediate Unit (CCIU) has worked with NAPE for the past 5 years to increase performance on its nontraditional measures. This consortium of nine school districts in Pennsylvania has steadily increased its performance and met its reported performance measures for nontraditional completion for the first time last year. The CCIU partnership with NAPE and the commitment of all staff and teachers to this effort is responsible for this improvement. Hear from the CCIU students in the video linked below.



[Careers Have No Gender](#)

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
NXP Foundation
Boone Family Foundation
RGK Foundation
Rainwater Foundation

\$10,000-\$24,999

The Fluor Foundation
Motorola Solutions Foundation
Toyota

\$5,000-\$9,999

Rockwell Collins
Cisco

\$2,500-\$4,999

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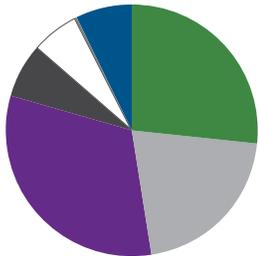
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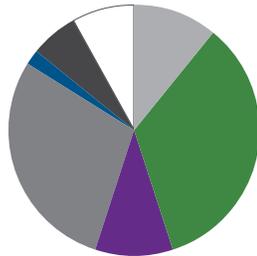
nape@napequity.org

FINANCIALS



Revenue

● Foundation Grants	27%
● Government Grants	21%
● Program Fees	32%
● PDI and Events	7%
○ Membership	6%
● Other	0%
● Product Sales	7%



Expenses

● Nonpersonnel	11%
● Payroll Expenses	34%
● Participant Support	10%
● Professional Fees	29%
● Subawards	2%
● PDI and Events	6%
○ Travel	8%

For FY2016, NAPE's consolidated revenues equaled \$1.8 million, and its total liabilities and net assets balance exceeded \$1.0 million. NAPE's financial health and growth in programs and services continue to prosper.



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
- Donate with every purchase with Amazon Smile <http://smile.amazon.com/ch/13-4249100>

National Alliance for Partnerships in Equity

91 Newport Pike, Suite 302, Gap, PA 17527 | 717.407.5118 | www.napequity.org

