Examples of Impact in K-12 and Higher Education

NAPE facilitation has, quite honestly, been the single best quality training I have received…If you are considering how to create a more equitable classroom environment or just simply become a better educator in general, THIS TRAINING IS A MUST!

Chris Camacho
Science Teacher

▶ *Hear Chris Share His Experiences*

As a participant in NAPE's pilot Certified Educational Equity Coaching program, I have experienced more personal and professional growth in the past 4 months than in the past 4 years. It's been a truly transformational experience for myself, for the teachers I support, and for the students now being welcomed back into the learning process.

Christopher Martell
Learning Specialist

📄 *Read Christopher's Case Study*

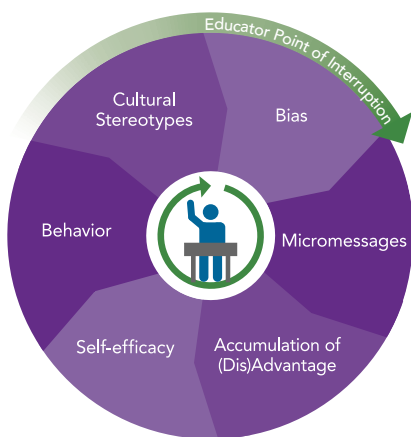**Our NAPE programs took us from 33% of students in advanced 6th-grade math class to 75%. We've eliminated the gatekeep-ers to advanced classes–teacher recommendations, minimum test scores, minimum class averages –and instead replaced them with procedures that make this accessible for all.**

Natalie Nichols
Area Superintendent, Stony Point Learning Community

▶ *Hear Natalie Share Her Experiences*

Micromessaging to Reach and Teach Every Student™ combines the power of micromessages with research grounded strategies to create equitable learning environments where every student can thrive. The NAPE Culture Wheel frames the discussion of micromessaging.

NAPE Culture Wheel: Educator Point of Interruption — Cultural Stereotypes, Bias, Micromessages, Accumulation of (Dis)Advantage, Self-efficacy, Behavior

Examples of impact from various STEM Equity Micromessaging Academies:

- Students of NAPE trained teachers were 3 times more likely to choose a STEM pathway
- 8th grade algebra course requests grew from 134 to 212, girls went from 52 to 105, Black and Hispanic students doubled from 28 to 58
- Enrollment increased in every 7th and 8th grade Pre-AP course; with increases between 12% and 39% in Pre-AP math and science, referrals to discipline decreased by 31%
- STEM related AP tests passed (score of 3 or above) increased 100%
- 84% of college faculty observed a positive impact on students 📄 *See Poster*
- Pre-to-post surveys demonstrated a:
  - statistically significant increase in educator self-efficacy
  - > 200% increase in equity knowledge and skills
  - 98% agreement with the statement "I believe all students can succeed in STEM disciplines."

➡ *Learn more about Micromessaging Programs*

Coaching for Educational Equity is a sustainability program designed to enhance self-efficacy in providing feedback to others and leading with an equity lens.

- Pre-to-post surveys demonstrated a significant increase in equity coaching skills and knowledge.

➡ *Learn more about Coaching Programs*

Program Improvement Process for Equity™ (PIPE) effects change using data-driven analysis of root causes of opportunity gaps and application of research-based strategies and outcome measures. Examples from PIPE programs focused on increasing diverse representation of girls in nontraditional careers follow.

- Welding enrollment from fall to spring semester grew from 4 to 38 📄 *Article*
- District enrollment in Project Lead the Way increased 48%. 3 schools grew enrollment of girls from 78-119 (53%); 12-25 (108%); and 4-11 (175%)
- 82% enrolled in senior math, with 55% in advanced math, up 250%
- IT enrollment grew 23%
- Enrollment and persistence increased in Design and Engineering.

📄 *Read Brandywine School District Case Study*

PIPE cycle: ORGANIZE — EXPLORE, DISCOVER, SELECT, ACT, EVALUATE; Repeat to broaden the impact. Reflect on the results.

PIPE is now offered with **Leading for Equity** to provide a framework to address equity in policies, procedures, internal supervision, communication and community engagement.

➡ *Learn more about PIPE*