



Minnesota
Education Equity
Partnership

Advancing Race Equity & Excellence

Mankato School District-MnEEP Partnership.

Project Objective: To Build a Race Equity Framework for Sustainable Anti-Racism dialogue, teaching, and community-building with the Mankato School District community:

A racial equity framework sees racism as both individual and collective, both explicit and implicit, institutional and structural—and everyone needs to share these understandings to plan and implement change. Once everyone is on the same page, the organization can treat the issue as a top priority by setting goals, making a plan, and holding itself accountable.

The following is a set of activities and processes that MnEEP proposes to work with Mankato school district leadership on, to develop a race equity framework, community engagement process and ultimately, key elements for an Education Equity Plan.

<u>Timeline</u>	<u>Project Activities</u>	<u>Hours/Rate</u> (\$200/hour, 3 staff \$600 an hour	<u>Total</u>
Step 1. Community Engagement & Leading with an Equity Lens: The Mankato school district leadership team will spend intentional retreat time with MnEEP staff in order to review the current “state of education equity” in the district and community. Followed by a review of key concepts around race equity in education, anti-racism and building a race equity framework district-wide.			
Key Pre-Work:	<u>MnEEP implements an Race Equity Planning Readiness Review</u> to assess baseline information on how system is addressing equity and readiness of leaders, staff, community: <u>Review of:</u> <i>-Local Mankato diversity survey results</i>	13 hours	\$7,800

	-Strategic Plan goals -Equity definitions -Board Equity Policies -Curriculum -Staff survey on education equity definitions and understandings. -Focus Groups to gauge families/student input. <i>*MnEEP interviews/meets w/Mankato Diversity Council and additional community-based groups as part of this phase.</i>		
Pre-work	<u>Cabinet Leadership Meeting:</u> -Review of MnEEP findings from readiness review. -Agreement on project goals. -Agreement on principles of this collective work. -Develop specific purpose and goals of a "Promise Summit" Fall 2020	3 hours (and prep)	\$1800
Fall	<u>A.) Promise Summit: (Visioning/Listening Session with Community)</u> -Opportunity to listen to cultural communities on their insights for an equity planning process -MAPS system leaders share vision for community-centered promise -MAPS system leaders and Mankato community leaders express commitment to race equity planning and goals.	10 hours (w/prep)	\$6,000
Fall (*Possibly early 2021 depending on scheduling)	<u>B.) District Leadership Retreat: (40 system leaders)</u> -Review Findings from Summit -Collective Ed Equity visioning, definitions understanding; setting principles for race equity, and common commitment to an equity action planning process (Process: community engagement, policy and practice collective review, and setting goals). <i>[proposed: 2-day retreat, using data collected for second half day]</i>	15 hours /\$600 (prep time and retreat time and report write up)	\$9000
Fall/Winter	<u>C.) Teaching and Learning Department: From Cultural Responsiveness to Anti-Racist Teaching:</u> Building the anti-racist, equity-focused teaching and learning practices in MAPS.	12 hours /\$600 *Initial 4 hours per learning group.	\$7200

	-Principals, Teaching and Learning Department -Teacher leaders. (train the trainers-- Cultural responsiveness and anti-racist teaching)	(prep time and retreat time and report write up)	
		Sub-total	\$31,200
Step 2. Deep Community Visions for Anti-Racist Education in Minnesota: MAPS leaders with MnEEP technical assistance, will develop a community engagement process to center community voice into a race equity framework, engage in a collective review of root causes of inequities in education dialogues, and set visions for an anti-racist education in Mankato.			
Spring 2021 (TBD virtual/in-person options due to Covid context)	A.) Community-Wide Equity Summit: A special convening to highlight the district's commitment to engage and center community voice into a process for race equity planning. Our model suggests including a keynote speaker – to provide inspiration and example to the community for moving forward in the equity planning process.	10 hours with planning and implementation & keynote	\$6000 +\$3000 for keynote total= \$9000
Spring 2021 (TBD virtual/in-person options due to Covid context)	B.) Visioning Town Halls with distinct cultural community groups • Group A • Group B • Group C MnEEP synthesizes findings, presents to leadership team and plans for a Strategic Retreat with community leaders, family advocates and district leaders.	\$5000 per listening session. And write up time \$2000	\$17,000
By June 30, 2021	C.) Strategic Retreat- Antiracist Visions, Values, Strategies and Commitments: Strategic Retreat with community leaders, family advocates and district leaders to outline strategies, policies and commitments.	10 hours for prep (4 hours) and retreat (4hrs)	\$6000
	D.) Final review meetings and writing up of Equity Action Plan	7 hours	\$4200
		Sub-Total:	\$36,200

Total Fee: \$67,400

DISTRICT Staff (20 hours a week? For assistance in coordinating meetings; town halls; visioning; retreats)
\$InKind

Timeline: August 15, 2020 until July 31, 2021.

MnEEP Lead Consultants:

	Jennifer Godinez is Associate Executive Director at Minnesota Education Equity Partnership (MnEEP) and Project Director of the Race Equity and Excellence in Education Network (REEEN). Jennifer has led key initiatives in the intersection of equity-centered collective action, research, public policy and the nonprofit sector for 20 years. Her focus is race equity in education action planning and school-community leadership development. She has led key education equity planning efforts in rural areas of Minnesota and is currently a part of an advising taskforce on Distance Learning for the MDE Commissioner. Jennifer holds a B.A. in Sociology from Drake University and a Master's in Public Policy from the Hubert H. Humphrey School of Public Affairs. Jennifer was an international German Marshall Fellow in 2008 and her education efforts have been featured in local print and television media.
	Dr. Rose Wan-Mui Chu is a Senior Policy Fellow for MnEEP, leading the TeachMN2020 Campaign to advance systems change for creating and retaining a racially diverse teacher workforce in Minnesota. Part of the campaign is also to elevate and demystify the teaching profession to attract nation builders, justice hero's and change makers to a critical and most noble of profession. Rose brings over 20 years of rich and diverse experiences in the private sector, in school settings, in higher education, in public service and in nonprofits. Her original Engineering training coupled with her experience as a licensed classroom teacher have continued to ground her life's work in educational reform and transformation. Rose was former Assistant Commissioner at MN Department of Education. She was also former interim dean of Urban Education and is now Professor Emerita at Metropolitan State University.
	Leiataua Dr. Jon Peterson is a consultant at Minnesota Education Equity Partnership and the Co-owner, founder, and President/CEO of TE2: Education and Engineering Consulting, LLC. Jon holds a B.S. in Secondary Education from the University of Wisconsin – River Falls, an M.A. in Public Policy, and an Ed. D. in Leadership, both from the University of St. Thomas. Jon brings 20 years of experience in E-12 public and private education to his work as a principal consultant. Additionally, Jon is a licensed teacher, K-12 Principal, and Superintendent and has experience leading programs, schools, and services in large, urban educational settings. Lastly, Jon is a published author and recording artist having concurrently released, in 2018, his book, “Uncovering Indigenous Models of Leadership,” and extended play album, “Heart of the Matter.”

Minnesota Education Equity Partnership:

Our Mission: Minnesota Education Equity Partnership (MnEEP) uses a race equity lens to transform educational institutions, organizations, and leaders to ensure that students of color and American Indian students achieve full academic and leadership success. The MnEEP vision is a just society in which an equitable educational ecosystem ensures all students achieve their full potential. Achieving this vision would mean that race is no longer a predictor of educational success. Visit our strategies and campaigns for race equity in education at www.mneep.org or follow us on FaceBook and Twitter at @MNEEPRaceEquity