

EXCELLENCE FOR ALL

Creating Environments for Success for
Males of Color in the Great Cities



MALES
of COLOR

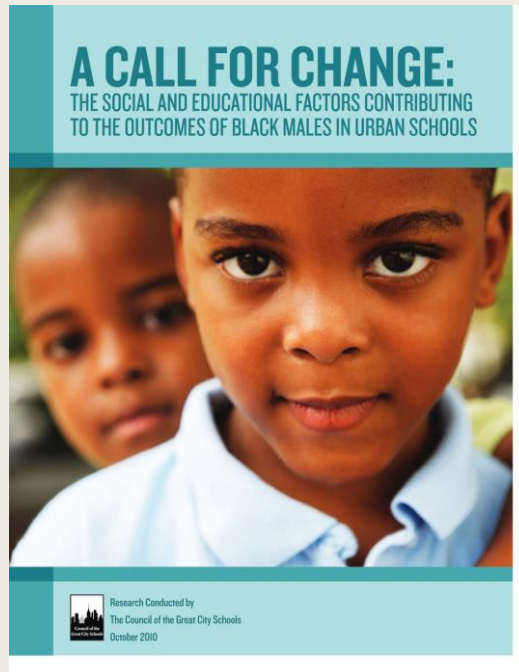
Council of the Great City Schools

Overview

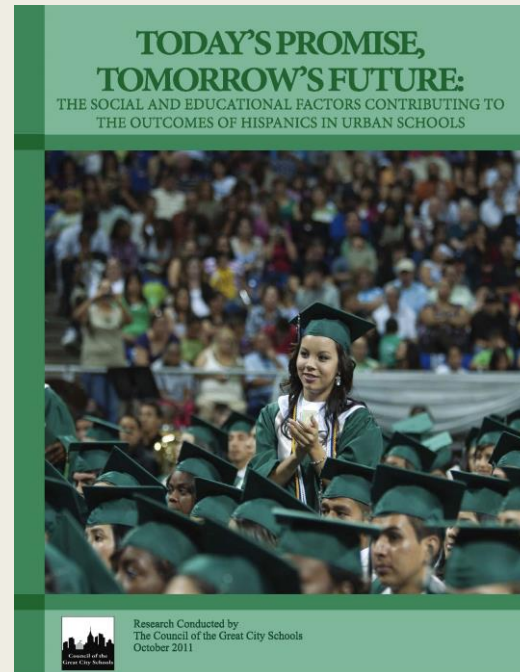
- The Males of Color Initiative Over the Years
- Males of Color Policy Conference Overview
- Excellence for All: Creating Environments for Success for Males of Color in the Great Cities

Council Reports on Males of Color

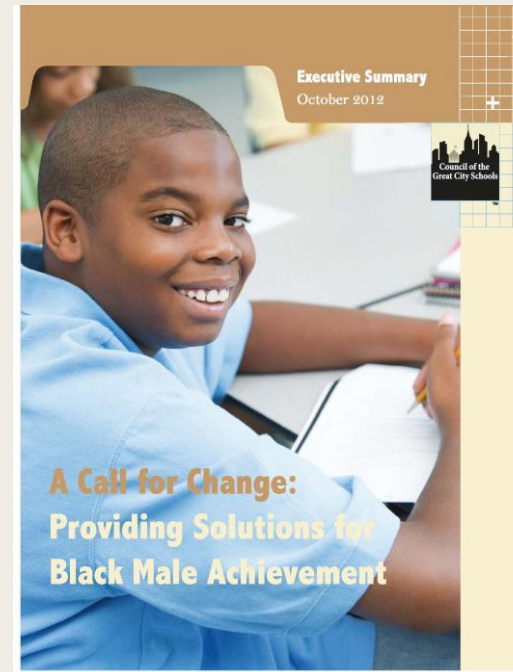
2010



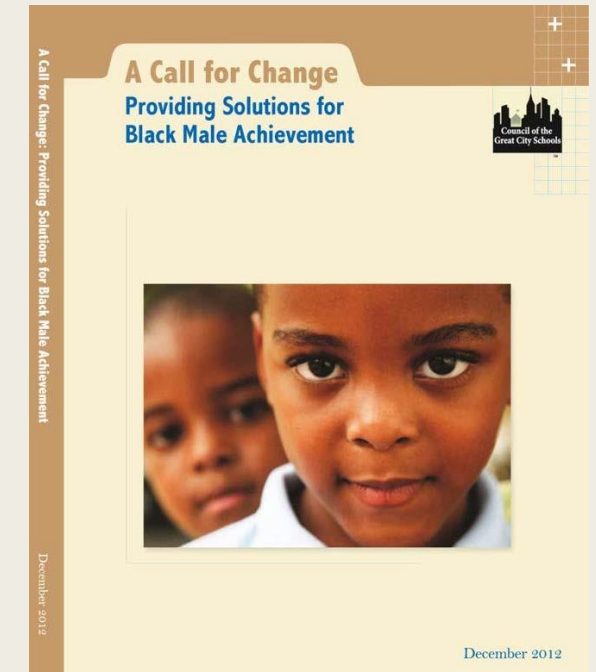
2011



2012



2013





A PLEDGE BY AMERICA'S GREAT CITY SCHOOLS

A Pledge by America's Great City Schools

- Ensure pre-school can serve the academic and social development of males of color
- Implement elementary and middle school interventions to ensure males of color are on-track to succeed in high school
- Establish data protocols to monitor and intervene to improve the academic trajectories of males of color
- Reducing absenteeism and reducing disproportionate disciplinary rates
- Increase participation of males of color in advanced placement and honors coursework
- Encouraging colleges of education to prepare teachers to reform teacher preparation to meet the needs of males of color
- Increasing the number of males of color who complete FAFSA applications for college
- Reduce the proportion of males of color in special education programs
- Transform high schools with low graduation rates and increase parent engagement
- Examine the intersection of race, language, culture, and gender in large districts.

Males of Color Policy Conference



- Conference held March 2017 in Washington, D.C
- Participants from 38 Council districts
- Purpose of conference was to:
 - *Convene district leaders leading males of color initiatives*
 - *Explore topics affecting males of color and discuss solutions*

Excellence for All: Creating Environments for Success for Males of Color in the Great Cities

- Ensuring Access to and Readiness for Rigorous Curriculum
- Creating Access and Continuous Support Systems to Postsecondary and Career Opportunities for Males of Color
- School Culture: Discipline, Social and Emotional Learning, and Cultural Competence
- Planning Effective Leadership and Communication Strategies for Males of Color Programs
- Legal Issues Related to Implementing Programs for Males of Color

ENSURING ACCESS TO AND READINESS FOR RIGOROUS CURRICULUM



Ensuring Access to and Readiness for Rigorous Curriculum

- Proactively address low academic expectations by developing a unifying vision of high-quality school and classroom practice rooted in college-and-career ready standards.
- From early childhood to high school graduation – begin early and use data to inform interventions and support for students.
- Develop culturally and socially relevant curriculum that is aligned to college-and-career ready standards.
- Recruit racially, culturally, and linguistically diverse teachers.

A woman with short dark hair, wearing a black and white patterned blazer, is speaking into a microphone. She is standing in front of a large presentation screen. The screen displays a slide with a group photo of people and text. The text on the screen includes "El Paso ISD Collegiate Academy" and "Opportunities for our Students". The woman is looking towards the screen. The background is a dimly lit room with a blue curtain.

CREATING ACCESS AND SUPPORT SYSTEMS TO POSTSECONDARY AND CAREER OPPORTUNITIES

El Paso ISD Collegiate Academy

Opportunities for our Students

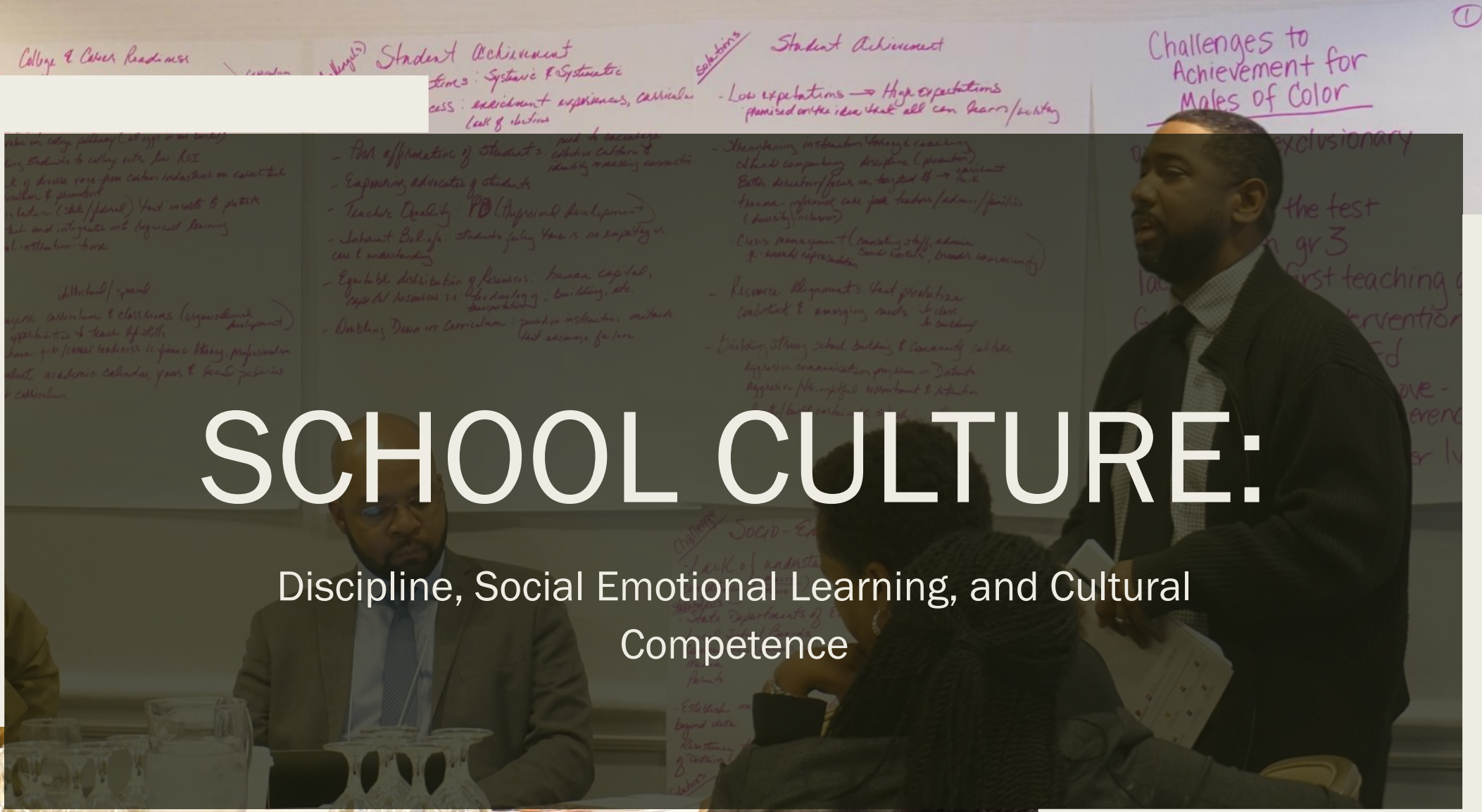
ISD
Programs

Creating Access and Continuous Support Systems to Postsecondary and Career Opportunities for Males of Color

- Access to rigorous coursework that aligns to students' academic and career goals
- Early exposure to postsecondary and career options
- Navigating the college admissions process
- Financial aid literacy
- Strategies for persisting in college and long-term success

SCHOOL CULTURE:

Discipline, Social Emotional Learning, and Cultural Competence



College & Career Readiness

Student Achievement
Challenges: Systemic & Systematic
Process: experiential experiences, curricular
lack of inclusion

Solutions Student Achievement
- Low expectations → High expectations
promised on the idea that all can learn/achieve

Challenges to Achievement for Males of Color

... on college pathway (at eye or no target)
... standards to college with low ROI
... of diverse voice from culture industries on content
... & provided
... (able/learn) had wants to protect
... and integrate into required learning
... institution-based

... (school)/years
... curriculum & classrooms (organizational development)
... opportunities to teach life skills
... (time) / (time) readiness is from library, professional
... about academic calendar year & local policies
... curriculum

- Poor affirmation of students → need to encourage
cultural identity & success connects
- Empowering, educating of students
- Teacher Quality: PD (Professional Development)
- Inherent Beliefs: Students feeling there is no empathy or
can't understand
- Equitable distribution of resources: human capital,
capital resources i.e. technology, buildings, etc.
- Dumbing Down vs Curriculum: quality instruction, methods
last exchange factors

- Strengthening instruction through coaching
ethical computing discipline (position)
Better structure/pace in targeted → consistent
transmission of core values/behavior/families
(diversity/inclusion)
- Crisis management (counseling staff, admin
support, social work, broader community)
- Resource alignment: that production
consistent & engaging needs in class
to building
- Building strong school building & community culture
effective communication program in District
aggressive, thoughtful, transparent & intentional
to build culture

... exclusionary
... the test
... in gr 3
... first teaching
... intervention
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Immigrant
Refusal
Violence
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School Culture: Discipline, Social Emotional Learning, and Cultural Competence

- The three attributes of school culture: discipline, social emotional learning, and cultural competence
- Addressing implicit biases in teachers and school staff toward males of color
- Move away from an overreliance on exclusionary discipline policies such as detention, suspensions, and expulsions
- Creating environments that are responsive to various trauma that young men and boys of color bring to school
- Involving parent voices in discussions of discipline and culture

Implicit Biases vs Explicit Biases

- Implicit biases
 - *Unconscious beliefs, attitudes, or predispositions*
 - *Everyone has them*
 - *Do not always align with our declared beliefs*
 - *Can be changed*
- Explicit biases
 - *Conscious beliefs*

Source: [Kirwan Institute](#)



PLANNING
EFFECTIVE
LEADERSHIP AND
COMMUNICATION
STRATEGIES FOR
MALES OF COLOR
PROGRAMS

Planning Effective Leadership and Communication Strategies for Males of Color Programs

- Three goals of a leadership and communications framework:
 - *Sustain a long-term initiative focused on improving the academic outcomes of males of color*
 - *Align issues of equity with the district's academic priorities*
 - *Cultivate a broad network of support and community ownership for the initiative*
 - *Prioritize the needs of students and the local community*

LEGAL ISSUES RELATED TO IMPLEMENTING PROGRAMS FOR MALES OF COLOR



Legal Issues Related to Implementing Programs for Males of Color

- Title VI of the Civil Rights Act of 1964
 - *Prohibits discrimination on the basis of race, color, or national origin for programs receiving federal money*
 - *Initiatives must meet “strict scrutiny” to comply with law*
- Title IX of the Educational Amendments of 1972
 - *Prohibits discrimination on the basis of sex in any program receiving federal money*
 - *Initiatives must meet “intermediate scrutiny” to comply with the law*
- Strategies to consider
 - ***Involve your district’s legal counsel at onset of planning initiatives for males of color***
 - *Disaggregate all data by race and gender*
 - *Have clearly defined and measureable goals and objectives for your initiative*
 - *Ensure participation in programs is voluntary*
 - *Periodically review the need for race and sex-based initiatives*

Learn More About the Initiative

- Visit our website devoted to the males of color initiative at: www.malesofcolor.org