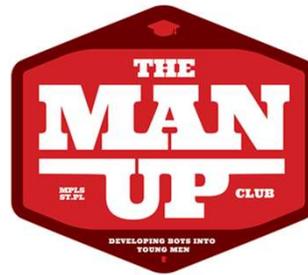


An Even Greater Divide: How Do We Close The Gap?

Tianna McKinney, Tre Morgan & Celena Eamiguel



please go to www.menti.com and use code 43 24 43 5
or use **the link** in the chat & give us your answers to this question:

What are some contributing factors to the achievement gap?

As you enter the webinar please go to www.menti.com and use code 59 83 66 2

What are some contributing factors to the achievement gap?

In this workshop we will examine the further challenges that distance learning poses on African American students and particularly disadvantaged and low income African American males. We pose solutions to these issues that continue to elude educators, scholars and policymakers.

In this session you will:

- *Gain insight on the particular challenges African American Males are facing in their new distance learning environment.
- *Discuss solutions that mentors and youth workers can use to help students of color during this time.
- *Hear from a young African American man who has direct and current experience with distance learning.
- *Explore views, concerns and suggestions from and for our communities.

Introductions



Tianna McKinney



Tre Morgan

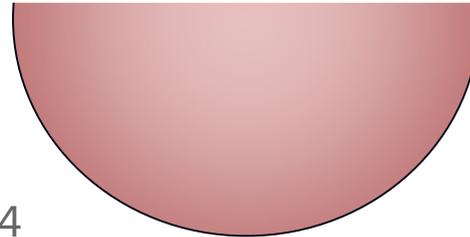


Celena Eamiguel



The Man Up Club

- Mentor Leadership Non-Profit Org.
- Mentors Young Black Males Ages 12-24
- Community Chapters in Minneapolis & St. Paul
- School Chapters



Areas of Mentorship:

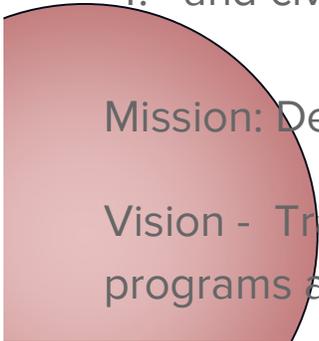
1. Teach- Life skills,
2. social skills,
3. academic discipline,
4. and civic responsibility

Goals:

1. Graduate from high school,
2. Stay out of the prison pipeline,
3. Go to college or Get a trade.

Mission: Develop young boys into holistic men of character

Vision - Transform the mind of inner city youth and urban culture through programs and events that offer hope, love, and leadership.



Results

We asked you:

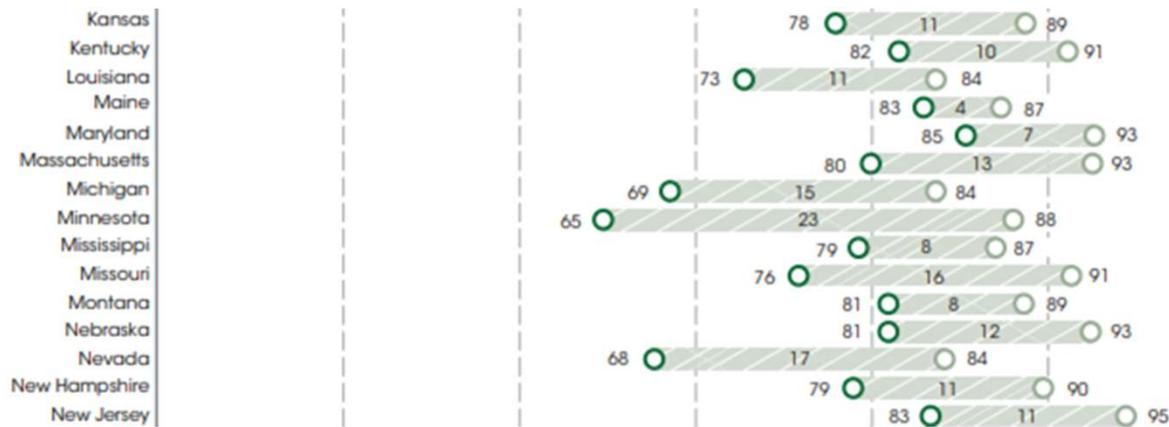
What are some contributing factors to the achievement gap?

And You Said...



What is the Great Divide?

“Minnesota’s graduation rates for Black and Hispanic students are the worst among all 50 states.”



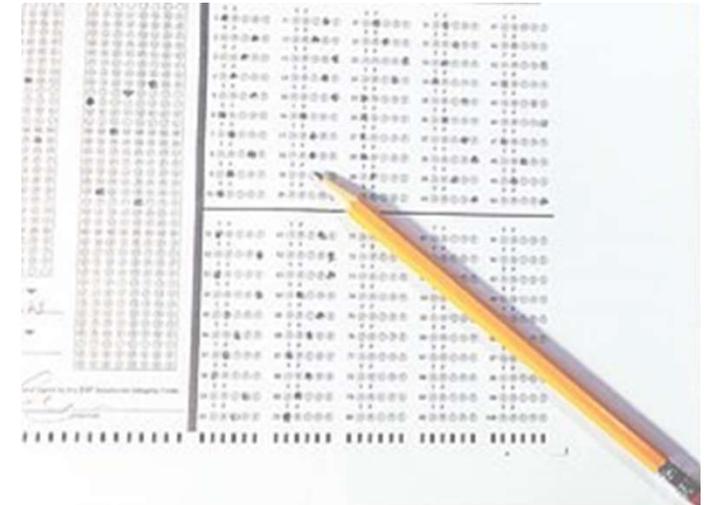
Source: https://nces.ed.gov/programs/coe/pdf/Indicator_COI/coe_coi_2019_05.pdf



History of this issue

2003 Harvard Educational Review by Freedle

Claimed bias against African American students in the SAT college admissions test.



Educational Testing Service (ETS), the agency responsible for the development of the SAT fought against this research.

The study was re-done by Santelices & Wilson, who addressed some technical concerns from Freedle's study

They too confirmed SAT items functioned differently for black students and white students in the verbal test & argued the industry needed to recognize this & take action.

So what did they do?

Nothing.

And what happened?



High School Class of 2019, Saw an even greater gap on SAT's (study conducted by non-profit national org. FairTest)

So how did we address the issue?

Holistic Application Analysis rather than focusing on standardized test scores

1,050+ COLLEGES, UNIVERSITIES NOW DO NOT REQUIRE SAT OR ACT SCORES

<https://www.fairtest.org/2019-sat-scores-gaps-between-demographic-groups-gr>

The Even Greater Digital Divide

“The Gap is only widening with added challenges of distance learning, and it is widening along already strained economic and racial lines.”

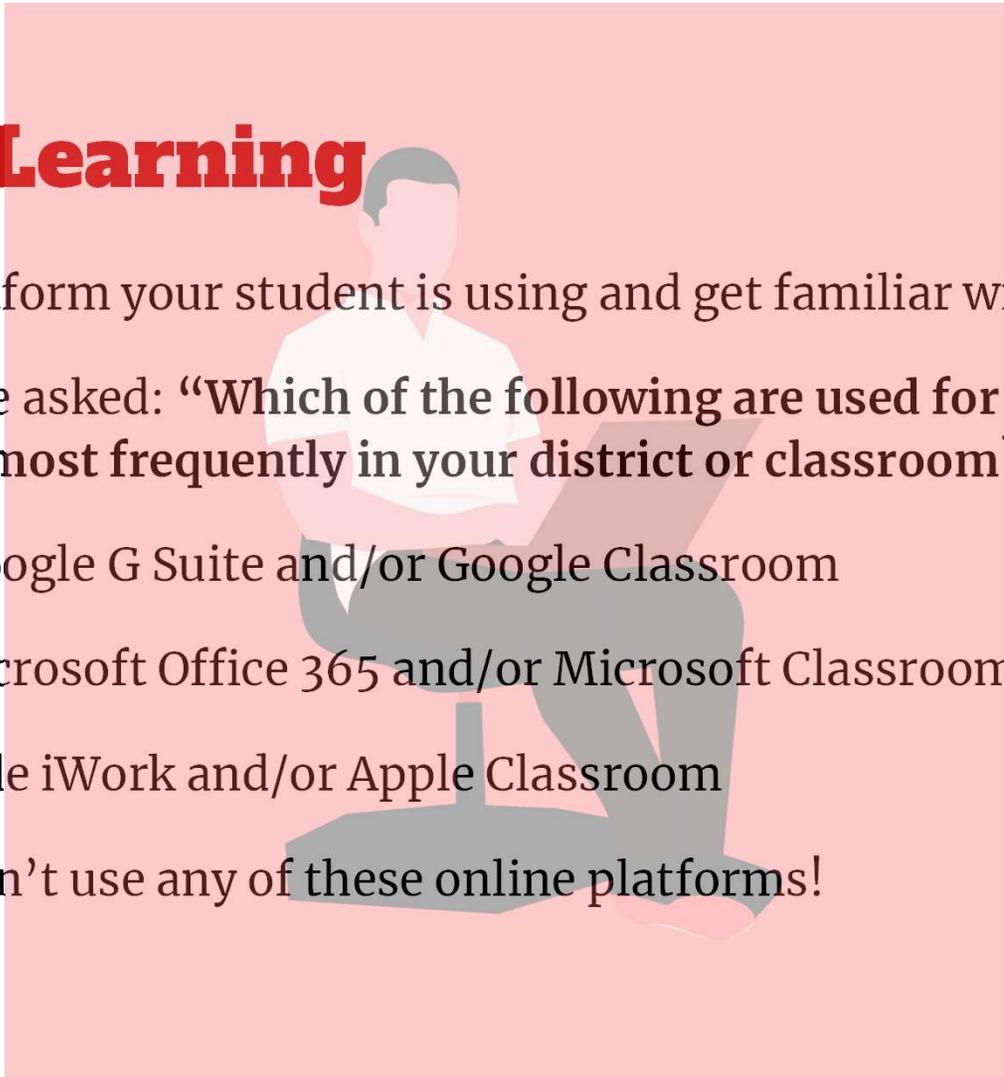
- According to a study done by Stanford University

Contributing Factors are Magnified - Revisiting some items on the list

- **Poverty: Homelessness**
- **Their new classroom becomes their home environment**
- **No counselors or teachers in the home to recognize behaviors and help correct them - limited from behind a screen**
- **No cafeterias, free & reduced Lunches, etc.**
- **COVID has affected access to alternative study spaces**
 - **reduced business hours of libraries & no abundance of cafes in urban areas -**
- **Poor internet connections & given mobile devices, laptops**
 - **The inexperience of use of these items (troubleshooting, utilization)**
 - **What good is giving a child a book if they don't know how to read?**
 - **Or giving someone a blueprint - but they have no construction training or background.**

COVID disproportionately affects racial and ethnic minority groups & their environment. (Source: CDC)

Distance Learning



Find out what platform your student is using and get familiar with it!

K-12 officials were asked: “Which of the following are used for **school-related purposes most frequently in your district or classroom?**”

- 68% - Google G Suite and/or Google Classroom
- 17% - Microsoft Office 365 and/or Microsoft Classroom
- 1% - Apple iWork and/or Apple Classroom
- 14% - Don't use any of these online platforms!

Google Classroom - What to know:

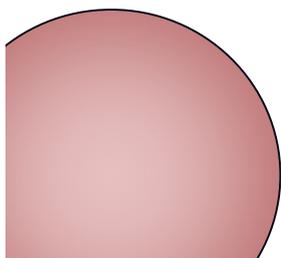
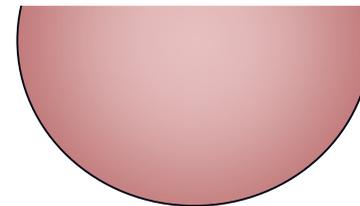
- Google Classroom (product of G suite for education and the drive contains all the other products such as Docs and slides that help teachers and students share classwork and assignments with each other. Without access to drive, teachers will not be able to create and share assignments or learning material.)
- Users: Basically, anyone with a google account can use google classroom. Teachers can create these assignments using learning materials like Youtube videos, Google form surveys, or PDFs from the drive. They can assign assignments to all students or individual students.
- Parent vue/Student vue- Check grades, attendance etc.



What are Key Factors in Distance Learning?

- Virtual discussions
- Staying focused Checking on assignments regularly
- Checking school emails for regular updates.
- Teachers can invite students to answer question-driven discussions and respond to classmates.
- Comments on google docs enable students to engage in two-way discussions, as teachers can give back feedback to students; which is a great way to keep students engaged, especially when you cant see them.

Tre's Direct Experience



Break Out Room Time!

Tre Morgan said, “For the majority of inner city students, life outside of school can already be hard enough. Figuring out the best way to stay self-motivated, dedicated and focused on distance learning is easier said than done. Figuring out how credits work and grades for each term/quarter of the school year is a difficulty urban youth face.”

Start-Up Discussion:

What strategies have you found success in supporting young people?

-or-

Where are the opportunities where you feel you could provide more support but are experiencing barriers?

A F F I R M A T I O N S

MAN UP CLUB PLEDGE

1. I WILL RESPECT MYSELF.
2. I WILL TREAT OTHERS WITH THE UPMOST RESPECT.
3. I WILL LOOK PEOPLE IN THE EYE WHEN I SPEAK.
4. I AM INTELLIGENT.
5. I WILL GRADUATE.
6. I WILL BE ON TIME.
7. I WILL NOT MAKE EXCUSES FOR MY SHORTCOMING OR MY BEHAVIOR.
8. I WILL RESPECT AUTHORITY.
9. I WILL NOT EMBARRASS MYSELF, MY FAMILY OR MY COMMUNITY.
10. I WILL WORK HARD TO BECOME SUCCESSFUL.
11. I WILL EXPECT NO HANDOUTS.
12. I KNOW MY VALUE.
13. MAN UP MEN, WE SET THE STANDARD FOR OUR COMMUNITY.



WWW.THEMANUPCLUB.ORG

We start every Man Up Club Session with The Man Up Pledge, which is always led by a Man Up Member.



Man Up Practices

INTERNAL (Man Up Members)

Journals

- Record our experiences and progress. (Private to us)

Accountability

- Check In with my mentor on how school is going.
- Peer - to - peer

Suit Up Program

- Look Good, Feel Good, Do Good

EXTERNAL (Community)

Partner with the community

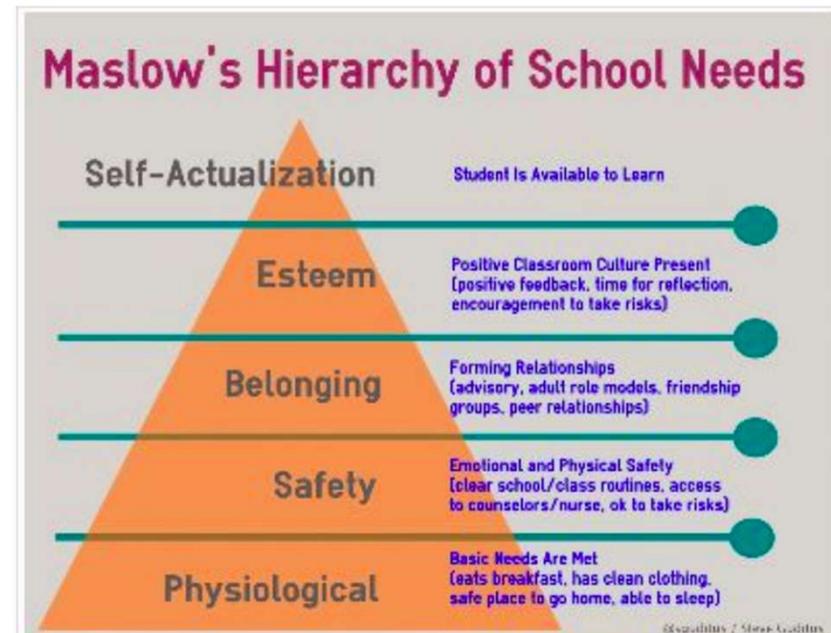
- Volunteers
- Tutors
- Organizations

Other Resources

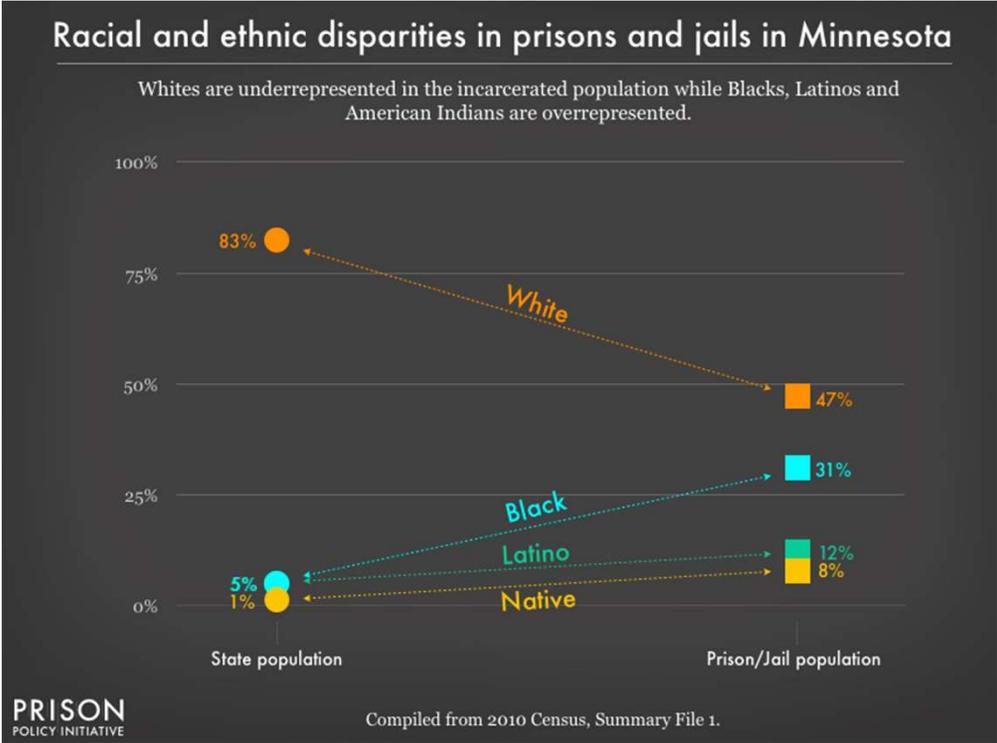
- Food Shelves & Groceries
- COVID Resources

Connecting Issues Many Minorities Face to the Hierarchy of Needs

- Belonging: **4.3% of MN teachers are people of color, while there are more than 33% who are students of color** (The MN Professional Educator Licensing Standards Board & Wilder Research)
- Safety: **Today, MN's incarceration rates stand out internationally, with people of color being the ones who are overpopulating the prison & jail system** (Prison Policy Initiative)
- Physiological: **Greater MN counties have some of the highest teen pregnancy rates in the state.**



Mass Incarceration



Let's hear Tre's thoughts on this.

Teen Pregnancy

- Early Dropouts: struggle to try and work while taking care of kids
- Even outside of pregnancy, older siblings are having to take care of younger ones while parents work
- Keeps an already broken family in that cycle because without outside positive influences - they resort to handling difficult situations like their parents had to
- Instead of pursuing academics they focus less on school & more on a low wage job that will offer a short term immediate financial fix



- As a youth worker you can step in and help them take advantage of platforms for success
 - Help them find alternative solutions that will keep them on track for school

Solutions & Incentives



Personalize the incentives to the students preferred hobbies, pastimes, and preferences.

1. Reward System

- Outings
- Treat to Restaurant
- Gift Cards
- Stipends for attendance &
- Bonuses

2. Get as “Hands-On” as possible!

- Check-ins
- Office hours
- Scheduling
- Joining learning pods, tutoring organizations
- Setting Up Study Groups with peer

3. Assess & Take Action

- Improve digital competency
- Study space access (w/ internet connection)
- Go above & beyond to ensure students’ resources
- Learn about organizations for kids to plug into (food shelves, student therapy, community sports teams, etc)

Thoughts on Distance Learning

^ From **Tomya**, Central High School (Louisville, KY) Class of 2017

Savannah, 15 (freshman)
High School: **Shawnee High School,**
Louisville KY



In the chat – share one thing that you are thinking about or taking away with you from today’s session.

Local Initiatives

Abc Oct. 1st, 2020 - SPS Commerce Donates \$300,000 to Sponsor Learning Pod to Address Minnesota's Racial Achievement Gap:

At no cost to at-risk students they will receive:

- In-person Social Interaction
- & Supplemental Learning 7:30AM - 4PM
- Food
- Technology & Internet Access
- Tutors and Youth Workers
- Located In St. Paul & Minneapolis
- Sign Up Grades 1-8 at: <https://www.eventbrite.com/e/north-star-network-presents-learning-pods-family-life-center-tickets-120447151673#:~:text=Within%20that%20network%20is%20Learning,for%20students%20grades%201%2D8.>



Top 6 Things You Can Do As a Youth Worker to Help a Distance Learning Student

1. Help them create a schedule to stick to. Get them a planner & ask them to fill it out.
2. Reward them for following the schedule, or incentivize academic success &/or discipline.
3. Schedule an activity that involves social interaction.
4. Schedule a weekly 'check-in.'
5. Assess and improve their digital capabilities.
6. Be an advocate, Get active in your community - speak out on the issues the students are facing so that we can partner up to address the concerns.

Questions ?

Thank You for Joining Us!
Before you go, write in the chat what you are motivated to do.

If you have any questions you can also drop them in the chat or unmute your mic
and we will be happy to answer them!

More information on The Man Up Club & Contact information can be found at:

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