

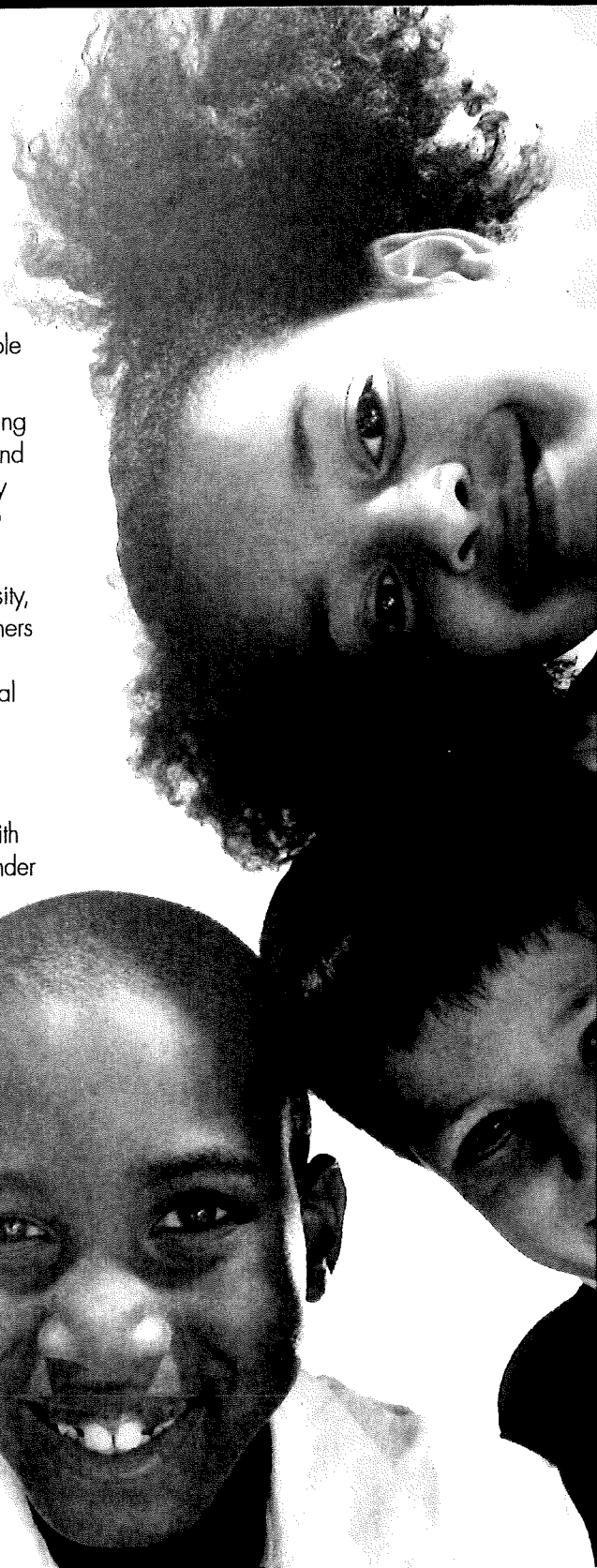
INSTITUTE for COURAGEOUS TEACHER LEADERSHIP

The local and national achievement results for students of color is startling. In 2017, the Minnesota Department of Education data revealed that White student achievement rates are approximately 35 percent higher than Black students in both math and reading and almost 40 percent higher than Black students in science. This data reflects national trends of steady and predictable racial disparities in our schools.

Research shows that effective teachers are the most important factor contributing to student achievement. When it comes to student performance on reading and math tests, a teacher is estimated to have two to three times the impact of any other school factor, including services, facilities, and even leadership. (RAND Education, 2018).

The Institute for Courageous Teacher Leadership at Minnesota State University, Mankato in Edina offers a solution: a year-long program that develops teachers as racially conscious and courageous classroom leaders to work in concert with principals who have graduated from the Institute for Courageous Principal Leadership and are interrupting the processes that perpetuate predictable achievement patterns.

In an era of unprecedented educational challenge, the Institute is committed to continuous development of teachers who, driven by a moral imperative, teach with fearlessness, skill, self-knowledge, and racial competence. It is our vision that, under their tutelage, every child is engaged, educated, included, and fully achieves.



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Purpose

In 2011, Minnesota State University, Mankato established an Institute for Courageous Principal Leadership to explore and define beliefs, behaviors, and strategies that set the foundation for meaningful changes to occur in schools to increase levels of achievement for children of color. The work for racial equity is complex and requires a collaborative effort among administration, staff, students, and their families.

The Institute for Courageous Teacher Leadership is designed to provide racial literacy and equity training to teachers of principals that have participated in Cohorts 1 through 2 and/or 2.0. The teacher-specific curriculum will parallel key concepts highlighted in the Principal Institute and will use research-based methods to establish racially conscious pedagogy thereby enhancing achievement for all students.

Each session will focus on:

- Personal Racial Identity Development
- Racial Literacy
- Strategies for Racially Conscious Classrooms

Goals

- Provide intense and intentionally designed curriculum for teachers that supports the learning from Courageous Principal Cohorts.
- Introduce and develop high-level best practices that lead to results.
- Build awareness of the relationship between beliefs and behaviors.
- Increase capacity of teachers to engage in racial equity conversations.
- Promote collaboration between administration and teachers.

**Sessions will meet from 9:00 AM - 3:00 PM
at 7700 France Avenue, Edina**

**Wednesday, October 2, 2019
Wednesday, December 4, 2019
Wednesday, February 5, 2020
Wednesday, May 13, 2020**

Cost: \$800.00 for the first participant and then \$550.00 for each additional participant from the same building. (Breakfast, Lunch, books/materials provided.)

Facilitators



Dr. Jinger Gustafson
Institute Leader

With over two decades in PreK-12 education, Gustafson has served in a variety of roles: Teacher, Coach, Teacher on Special Assignment, Dean of Students, Athletic Director, Assistant Principal, and Associate Superintendent. She now serves as an Assistant Professor in Educational Leadership at Minnesota State University, Mankato.



Dr. Bernadeia Johnson
Institute Leader

With over 35 years in education – from a Nationally Board Certified teacher to Superintendent of Minneapolis public schools – Johnson serves on the National Council of Teacher Quality. She speaks locally and nationally on areas that impact the education landscape. She is an assistant professor in the Department of Educational Leadership at Minnesota State University, Mankato.



Dr. Natalie Rasmussen
Institute Leader

With over 25 years of K-12 classroom and administrative experience in both public and independent schools, Rasmussen is a nationally recognized educator and presenter in racial equity and education. She now serves as assistant professor in the Department of Educational Leadership.

**CENTER FOR ENGAGED LEADERSHIP
MINNESOTA STATE UNIVERSITY, MANKATO AT EDINA
7700 FRANCE AVENUE S. EDINA, MN 55435**

**For further information contact:
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