

Holland schools work on equity for minority, low-income kids

By AMY BIOLCHINI, *The Holland Sentinel*

HOLLAND, April 1, 2015 (AP): Students of color and of low socioeconomic status don't do as well as their white peers in *Holland Public Schools*.

That reality—as stark as it may be—is one that administrators in Holland are approaching head-on this year.

In June 2014 the district was delivered a report from an equity audit—based on interviews with staff, teachers, students and parents. The resulting data was compelling: Teachers often lowered expectations and used different attitudes for students of color and of low socioeconomic status.

Superintendent Brian Davis is now working to embolden teachers, staff and administrators to ensure equity of opportunity for students of all backgrounds.

"This will not change overnight," Davis told The Holland Sentinel (<http://bit.ly/19Kfsl>). "Our journey is just beginning.... If this were easy to fix, there wouldn't be achievement gaps."

Davis is leading the change, enlisting the aid of two Michigan State University researchers to provide data and a map forward: Dorinda Carter Andrews and Muhammad Khalifa.

The audit revealed disparities in perceptions between teachers and students. Though many teachers felt they were doing their best to create welcoming, safe environments, African-American and Latino students reported that they feel bullied by teachers at times and that teachers get frustrated easily.

When asked if teachers in the school respect students' cultural differences, black teachers who responded disagreed, 22 percent of Latino teachers disagreed and 72 percent of white teachers disagreed.

The equity audit came out of a strategic planning process the district underwent that exposed the achievement gaps. After learning about a similar effort East Lansing Public Schools made, Davis engaged the MSU team.

"This became a strong passion for me to say, we really need to do something different," Davis said.

The MSU researchers found a common attitude among HPS teachers: There was a quickness to blame students' performance on their home life.

"Principals do confirm that teachers are more likely to blame students and families for low academic performance and also hold lower expectations

for some students," the audit reads. "As one principal stated, 'Teachers care, but lower expectations for some students.'"

About half of the students enrolled in HPS are Latino—47 percent this school year. But when it comes to staffing, the majority of teachers—92 percent—are white. That disparity is something Davis said he is hoping to change in the future.

In his opening day talk with teachers this fall, Davis reminded his staff of the implicit bias that everyone carries.

"We need to move away from the blame, shame, and guilt," Davis said.

Holland teachers will be going through a two-year process to learn how to develop culturally responsive classrooms. They're also beginning to implement restorative justice practices in their classrooms.

The professional development is one piece of the puzzle.

For the first time, Holland Public Schools observed Martin Luther King Jr. Day. Throughout Black History Month, Davis' staff posted videos of black community members sharing their experience growing up in Holland. Not all of it was positive—but it was honest, Davis said.

The district also recognized

National Hispanic Heritage Month.

Building principals have been undergoing training this spring to learn how to become more culturally responsive school leaders—and there's much more training and engagement to come.

Holland New Tech High School Director Andrea Mehall is in her first year with the district.

Mehall previously worked in a school district in Phoenix, where the community had undergone a similar transformation, demographic-wise. The district leadership did not approach student achievement through an equity standpoint—and the gaps between the highest performing and lowest performing students grew, Mehall said.

"Hearing district leadership be deeply committed to this work...it's a privilege and honor to be here while this work is being done," Mehall said. "Ultimately, the equity work is being done by the district because it's the right thing to do. It's about justice for kids."

Information from: *The Holland Sentinel*, <http://www.thehollandsentinel.com>

Michigan Women's Commission to meet April 13 in Grand Rapids

Lansing: The Michigan Women's Commission will meet at 2 p.m. on Monday, April 13, 2015 at the *Van Andel Institute*, located at 333 Bostwick Avenue, NE, Grand Rapids 49503. Guest speakers include Dr. Cindy Miranti, who will discuss the WISER (Women in Science, Education and Research) program.

Special Attorney General Colleen Pero will update the group on the new Michigan Human Trafficking Commission. Mary Drew from the Michigan Attorney General's office will then present on OK2SAY, a school-based bullying prevention initiative.

For more information about the Michigan Women's Commission, please visit our website at www.michigan.gov/womenscommission. Like us on Facebook and follow us on Twitter @MIWomensComm.



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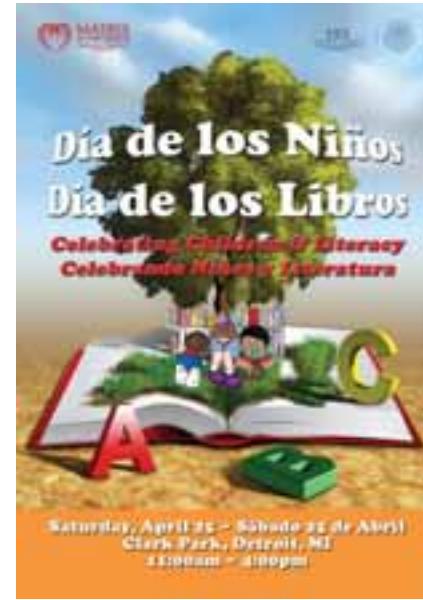
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Tri-C student wins Cleveland's Culinary Clash

Victory sends Magdalis Galarza to San Francisco for cooking competition finals

Magdalis Galarza, a culinary student at Cuyahoga Community College (Tri-C), will represent Cleveland in the 2015 Ultimate Culinary Clash — a cooking and scholarship competition sponsored by InterContinental® Hotels & Resorts.

The finals will be held May 6, 2015 in San Francisco, where Galarza will test her skills against other students from Mexico, Puerto Rico, and other areas.

Galarza qualified for the Ultimate Culinary Clash by winning a local competition that took place at Table 45 at InterContinental Hotel Cleveland, where she im-

pressed guest judges and diners with her dishes.

Her menu featured an appetizer of shrimp ceviche and golden brown coconut arepa; an entrée of grilled skirt steak with creamy horseradish aioli and potato-cauliflower fritter; and a dessert of passion fruit mousse with lace almond cookie and dark chocolate.

Ms. Galarza is a sauté chef at Fire Food & Drink on Shaker Square after starting at the Cleveland restaurant via an internship through the college.

For winning the local Culinary Clash, Galarza received a \$1,500 scholarship from Table 45 at InterContinental Cleveland. The restaurant awarded a total of \$5,000 to student competitors and the Tri-C Hospitality Management Center Scholarship Fund.

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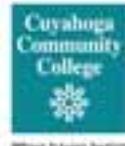
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*Source: www.salaryempols.com; October 2014

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