

Teacher Compassion +

Student Will = 

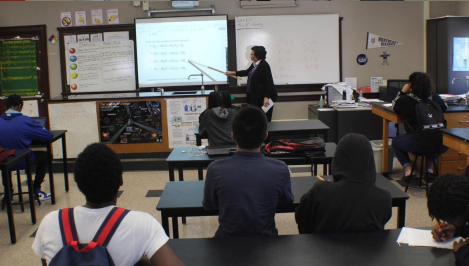


FEBRUARY 26, 2021



Northeast High School

VIKING
NATION

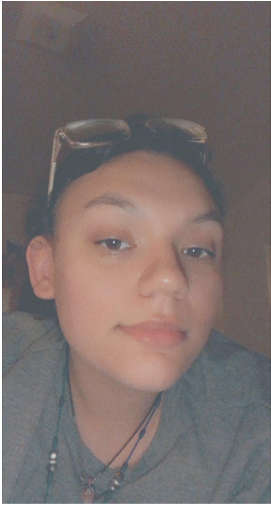
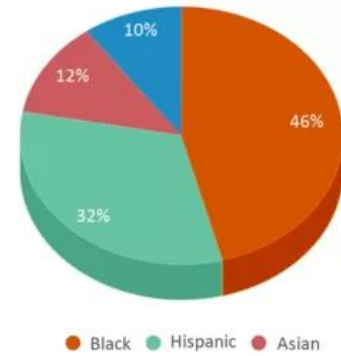


NORTHEAST
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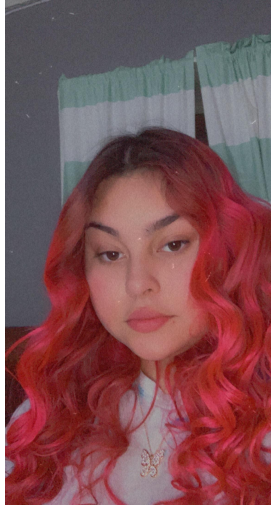


WHO WE ARE

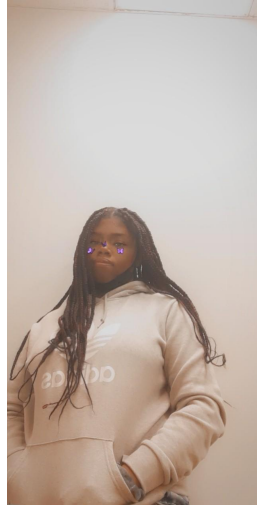
Northeast is one of the most diverse schools in Kansas City, with 91% minority enrollment.



Michaela Marshall



Guadalupe Juarez



Camryn Gibson



Jamal Edward



Gabriela Santamaria

THE WHY

- We've chosen this topic to bring about awareness to a problem that is nation wide. The school we attend is one of the most diverse student bodies in our district and we seem to be severely challenged in academics for several reasons. The teacher to student diversity gap may be one of these reasons.
- 82% of teachers nationwide are caucasian, while only 18% of teachers in the nation are people of color. Roughly 50% of the nations student body in public schools are minority students.
- While we strongly believe skin color does not define a good teacher, one who has compassion, drive and will to teach all students equally does. However, having teachers who look like us is reassuring.
- **Michaela's story:** Up until 9th grade, I didn't have any teachers of color and my grades were great.
- **Jamal's story:** School was pretty easy for me. The only time I struggled was when I felt like the teacher didn't have the drive to teach.
- **Camryn's story:** I was doing terribly in Math and it seemed as though my teacher didn't care.

---. "Newsela | U.S. Minority Students Lack Teachers Who Look like Them." *Newsela*, 5 Aug. 2014,

newsela.com/read/teachers-diversity/id/3846/?collection_id=339&search_id=b4938531-53fe-437a-bac4-c8734e239055.



DEFINING KEY TERMS



- **Veteran teacher**- a teacher who has given long service as a teacher, usually more than 10 years. This will be referred to when we talk about diversity training.
- **Diversity training**- any program designed to facilitate positive intergroup interaction that will reduce prejudice and discrimination. This will teach people who are different from each other how to work together.
- **Diversity**- the practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc. This is a real topic in our society today.
- **Implicit Bias**- when we discriminate towards people or associate stereotypes with them without our conscious knowledge.
- **Minority**- a relatively small group of people, especially one commonly discriminated against in a community, society, or nation, differing from others in race, religion, language, or political persuasion.
- **Colored**- relating to people who are wholly or partly of nonwhite descent.
- **Skewed**- make biased or distorted in a way that is regarded as inaccurate, unfair, or misleading.



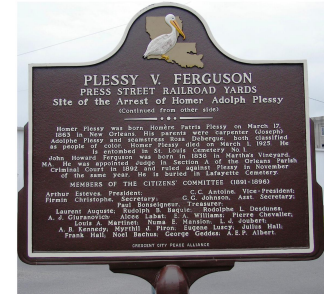
THE WHAT

- Initially, our group was a bit wary about this topic. We had several questions like, “does a teacher have to look like me to be good teacher?” We wondered if that really mattered. Then we realized, the color of a teacher’s skin doesn’t matter, the compassion, will and drive does. This drove us to research and find more data on the topic to share with our audience.
- The 4 subtopics of this presentation are History, Relevance, Challenges, and Solutions. These are very important to the topic and how we identify them because without them, we would not be where we are right now in our schools. The history will talk about how we got to be this integrated with our teachers. The relevance will talk about how important this topic is. The challenges speak about the challenges we want to set for others so we can ultimately reach our goals and lastly, the solutions will state ways we can fix and change the things we want changed.



HISTORY

- Plessy vs Ferguson in 1896 was the start of segregation in America. Historically officials of the time claimed schools were separate but equal until 1954 with Brown vs Board of Education in Topeka. This would bring on desegregation in schools across America.
- The government began bussing black kids to white schools. With fewer students, black schools were forced to close causing many black teachers and principals to lose their jobs.
- The number of African American teachers were cut by half. Fewer blacks were offered jobs at white schools. The jobs offered to them were not as important or paid less than they had made when employed previously.
- ** Mexicans were being lynched and deported back to Mexico, beginning in 1931.
- Plessy vs Ferguson
- Brown vs Board of Education



RELEVANCE

- This topic relates to the students because it affect us and and how motivated we feel to do in school.
- This relates to teachers because it affects them too, like more colored people would choose to become teachers and teachers that are passionate.
 - This relates to families because if the teachers are passionate and students do better in school they will more likely go to college and they could be the first one to go and that would breaking a cycle.
- This relates to me school because if students attend school and make better test scores it would over all help the school.
- This topic relates to Kansas City, because if students do better, then the schools overall ranking will go up.

CHALLENGES

Challenge 1

American History is a half truth!

The history textbooks that have been used in schools for centuries, in America, only tell our (people of color) history from a skewed perspective rather than tell a complete story of our ancestors and their dealings in America. A complete and honest history is desperately needed because otherwise we are scammed out of knowing our own true story and therefore robbed of our culture.

Without this needed change many minority's culture and history will ultimately be forever eliminated.

Challenge 2

The classroom is not a place for Implicit Bias !

Ignorance brings Implicit Bias, and Implicit Bias brings painful suffering. Teachers who don't know, often mean well and speak out of turn. Which results in the student spirits getting killed. Without Implicit Bias in our classrooms we will have a better overall learning atmosphere.

Challenge 3

All Police Officers are not bad!

All police officers are not bad. At this point of time this statement means a lot. Currently, in our country Police officers are getting a bad rap rather good or bad. Many students view police officers in school buildings as a negative thing, but we don't think that has to be. Police Officers in our school building is actually a positive thing. They can be used to teach students how to solve their problems nonviolently as well as teach self defense classes while they are protecting our building from outsiders.

SOLUTIONS

- **Challenge 1:** To incorporate a full honest and accurate view of all people's history in the school textbooks.
- **Challenge 2:** Diversity training for all teachers and school personnel BEFORE entering the school.
- **Challenge 3:** Allow police officers to teach, so they can bond more closely to students and staff so they will have a more positive connotation.



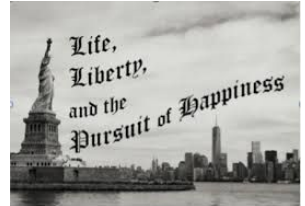
SOLUTIONS : Making the Connection

- For decades, history books have been rewritten and new ones have come along, but they all have something in common, the lack of truth involving our ancestors and their experiences in America. We feel like with mankind developing, so should the history books. When we are able to open a history book and learn the uncut truth of the trials and tribulations our ancestors really went through, it will change America. It will rehabilitate our culture. This will mean a lot because then we will get the chance to learn about our culture and our roots more personally. Because our true history plays such a vital part to our existence, it is of dire necessity that the teachers who would teach this subject are unbiased and open-minded. We believe that mandatory diversity training for all teachers and administrators will help with this goal and extinguish any possible racial disparities and implicit biases.



SOLUTIONS : Making the Connection Cont.

Finally, it is our belief that if School Resource Officers in our school buildings could be used in a more positive light...maybe as teachers and allowed to include in their duties teaching students how to mediate and de-escalate situations that would otherwise turn violent. This would directly impact minority students because as of now police are not the trending topic in our communities. But if they can build a more personal bond with students then they will be more approachable and not so negatively seen. This in turn will affect our communities and crime will go down because people, especially young people will have a newly found respect for officers and help in keeping crime down in their communities. The impact of our proposal on us, schools, teachers, and families is it will raise graduation rates in schools where minorities are the majority and drop crime rates in our communities which is what we all want; Life, Liberty and the Pursuit of Happiness. Isn't that what America has promised us?



THE HOW

Luckily, to make these changes happen extra time or financial help isn't needed. We only need to make changes in our curriculum and employee job descriptions. We understand that history books won't get reprinted anytime soon, but we can ask that our teachers be open minded and use supplementary books to well round their teaching. In order for our solutions to happen, we would need the support of our district and our schools to mandate all school personnel, who come in direct contact with students, to attend effective diversity training BEFORE entering the building. Finally, a needed change would be for all School Resource Officers to be given the autonomy to teach students and not to be creating fear in students. We understand that this will be a new role for thee resource officers but if they can solve crime they can teach us .

the
HOW



“It’s important to share your ideas, receive and give feedback, and show what you can do, because everyday you learn something new, you might not know it, but you do.”

