

# MICROMESSAGING

to Reach and Teach Every Student™



## The Issue

Micromessages are small, subtle, often unconscious messages we send and receive in our communication with others in the form of a gesture, word choice, treatment, or even tone of voice. These messages can be either positive (micro-affirmations) or negative (micro-inequities).

Without awareness, educators, parents, and other adults may inadvertently use micro-inequities to discourage females and other underrepresented students from engaging in courses, and ultimately careers, in the fields of Science, Technology, Engineering, and Math (STEM). These micro-inequities influence female and minority students to either avoid a STEM field, or if attempted, to drop out to avoid the perceived failure.

The result: Increasing demand for a strong STEM workforce is not being met; lack of diversity equals designs not thought of and global solutions not produced; and social inequities persist when females and minorities opt out of high-wage, high-skill, high-demand jobs.

## NAPE's Solution

NAPE has developed a research-based professional development program for educators, designed to employ the power of micromessages to improve classroom pedagogy and increase the enrollment, retention, performance, and completion of underrepresented students in nontraditional careers.

## NAPE Resources and Products

Aligned to 2011 Learning Forward professional development standards and the Danielson Framework, the *Micromessaging to Reach and Teach Every Student™* program empowers educators to expand access and create equitable learning environments for every student.

**Academy** - Over the course of 9 to 12 months, educators are provided a data-driven process for sustainable, continuous improvement. Participants will have 30 hours of face-to-face professional development, up to eight monthly professional learning community (PLC) meetings and full access to webinars, research-based materials, effective practices, and resources.

**Workshops** - Introductory workshops ranging from 1 hour to day-long sessions are designed to address specific local or regional needs.

**Webinars** - Online sessions are available.

## Application

NAPE's inclusive professional development solution is designed to assist teams of educators in addressing specific school needs related to increasing diversity, ensuring equity, providing full access in the classroom, and student career selection.



[napequity.org/teacher-training](http://napequity.org/teacher-training)

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