

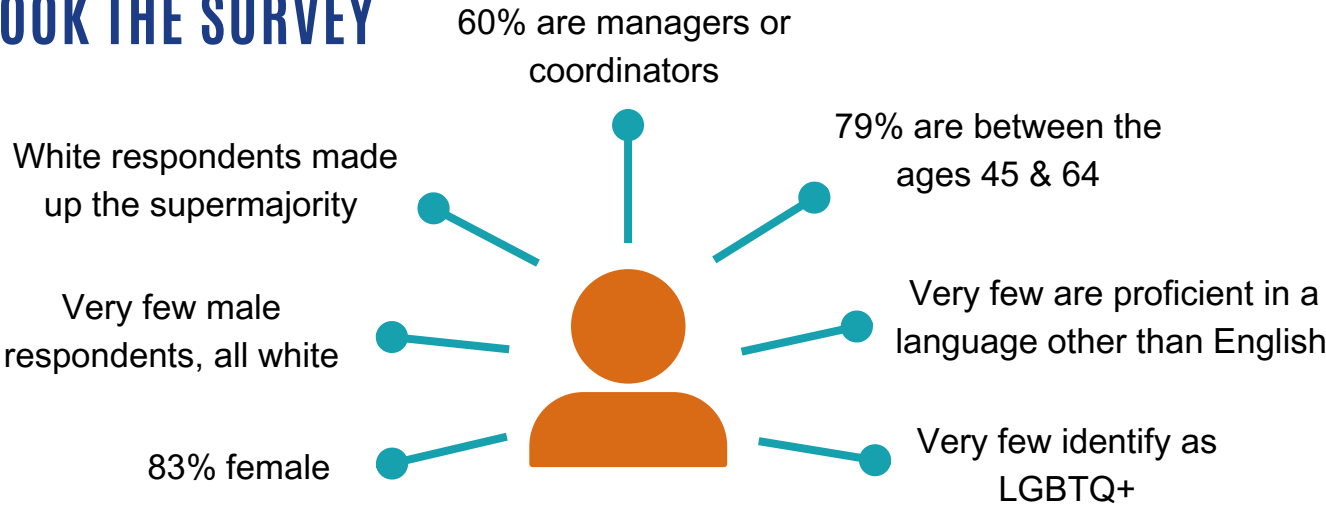
# Racial Equity in Minnesota Adult Basic Education

## Administrator Survey Findings

The sample findings presented here are part of a project funded by MN Department of Education to analyze and understand the current state of the adult education system in Minnesota from an equity lens. In this context, "equity" involves examining systems, processes and practices to ensure that each student's needs to develop their full academic and social potential are met.

### WHO TOOK THE SURVEY

53  
RESPONDENTS



### KEY FINDINGS

Percentage of respondents who selected "Strongly Agree" or "Agree"

There is a professional development plan to support staff & volunteers in achieving equitable outcomes for their students.



My ABE site receives adequate support and guidance from the local school districts.

I am confident in my ability to lead from an equity lens.



I am supported with professional development opportunities to lead from an equity lens.

The staff or volunteer demographics are representative of the students they serve.



ABE educators are paid well and equitably as compared to other K-12 educators.

“Overall, the lower pay for ABE teachers due to limited funding makes it very difficult to compete with K12 for the few licensed BIPOC (Black, Indigenous & People of Color) teachers available.”

**“ There needs to be more opportunity to discuss what this [equity] means, at all levels. ”**

“Despite the demographics of our student populations, it seems that not much attention is paid to equity issues in ABE leadership/decision making across the state or within consortiums, most of the limited focus is on students we serve...”

## SOME NARRATIVE RESPONSES

“Opportunities are available and I am taking advantage of them. I am encouraging my staff to take advantage of them. It is primarily volunteer though. I can only require the professional development that I can pay staff to participate in...We do not have the influence to make more systemic changes.”

**“ There is a strong desire to have a more diverse staff and volunteer population that better reflects our learners. ”**

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*“...Regardless of my demographic profile, our site is lead with passion and conviction for the students we serve in learning to use their voice and rich life experience to add value to our collective existence.”*

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## A FEW KEY RECOMMENDATIONS

1. We need a more systematic approach to planning professional development at the site-level and as a system collectively beyond the individual level. Examples: communication of offerings, alignment to a theme or goal, reflection & follow up structure, system to measure impact.
2. We need to build the capacity of ABE as a learning system to advance the results we wish for our learners. Topics include: systems thinking, system change, adaptive leadership and shared understanding of diversity, equity and inclusion.
3. We need to develop a statewide ABE equity framework that will support a collective vision while also honoring local context and needs.