

The Real Achievement Gap

Source: "The Real Achievement Gap is The Gap Between Educators' Mindsets and Black Children's Potential"
July 2021



"The pandemic has only further exposed the failure of schools to create educational experiences that are worthy of and trustworthy for students of color and their families."



The widened achievement gap is not an attribute of the pandemic, but a reflection of the division between the ability of educators and the potential of children of color.

**Lack of Trust In
Student-Teacher
Relationship**



**Black & Brown
Families "Checking
Out" During
The Pandemic**



Therefore, “in addition to investing in expanded learning time, high-intensity tutoring and acceleration over remediation, schools must invest and commit to doing the harder work of building, strengthening and healing these relationships.”

BLACK STUDENTS NEED TEACHERS
WHO CAN UNDERSTAND THEIR
HISTORY AND BELIEVE IN THE
UNLIMITED POSSIBILITIES OF THEIR
FUTURE NOT WHITE SAVIORS.

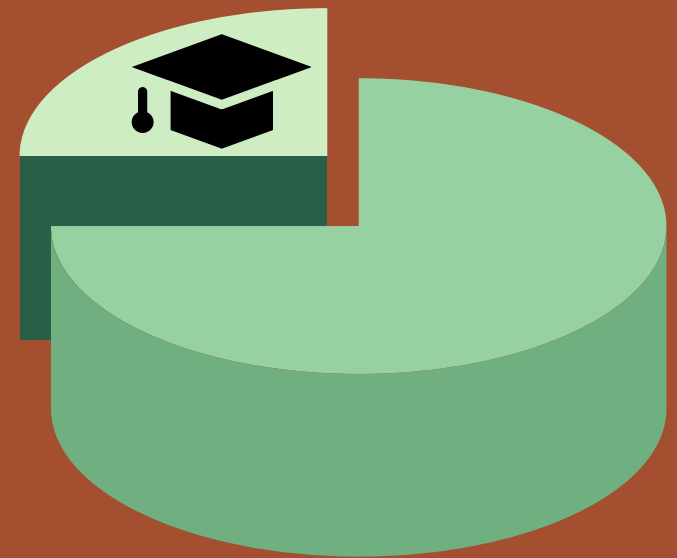
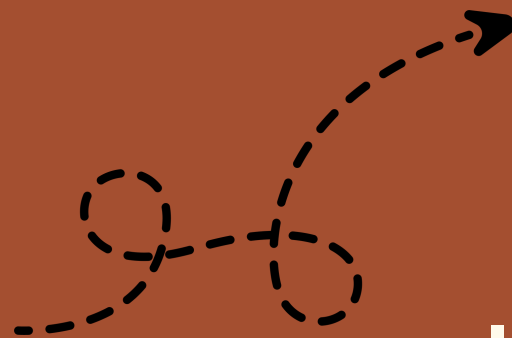


Representation and racial mirroring can have a huge positive impact on students.

When Black students have at least...



2 Black teachers



They are 32% more likely to go to college than peers who don't have any.

BUT ANTI-RACIST TEACHERS CAN REDUCE LEARNING LOSS WITH THESE 5 ACTION STEPS



Action Steps For Educators Committed to Anti-Racism and Reducing Learning Loss

1 Invest in Black Teachers

Schools need ot invest in Black teachers, and invest in their development to ensure that there's a clear leadership pathway.

Black students and white educator colleagues both benefit from having more Black teachers in schools.



Action Steps Cont'd – Step 2

2. Cultivate An Appropriate Mindset

The Achievement Gap is rooted in a mindset gap that affects the majority of teachers; white educators. Too many have a framework of low expectations for Black and Brown students that must be addressed through DEI professional development with FLI!



Action Steps Cont'd – Step 3

Capitalize on All Facets of Student Learning

Students are unique, and so is their learning! Utilize different educational spaces, including those that students engage in outside of school.

Listen to students to discover what motivates them to increase learning outcomes.



Action Steps Cont'd – Step 4

Devlop & Maintain An Anti-Racist School

4

Be cognizant of teacher diversity
and student-parent feedback.

Use anti-racist metrics to track the
ability of your school to provide a
safe space for Black & brown
students and teachers.



Action Steps Cont'd – Step 5

5 Educate Yourself

Teach Black children history that reflects them.

"Black educator-activists invest in a symbiotic relationship where educators teach to equip the next generation with the tools, armor, language and strategies to advance the banner for racial and educational justice."



Take Action Now

"Quinn said he wouldn't characterize the white and female teachers as racist. Each teacher in the study didn't see both versions and grade them differently. All we know, from this research, is that there is a racial bias against Black boys, on average."

Support and Hire Diverse Teachers

FLI's educator Project Fellowship provides free training, placement, and ongoing professional development support for their teachers from underrepresented backgrounds.

Provide DEIA Professional Development

FLI provides DEIA professional development for educators and leaders to develop inclusive, antiracist practices for the classroom.

Contact: info@futureleadersincubator.org

