

Successful Strategies for Increasing Non-traditional Participation & Completion

Bill Losey

SWPRSC

bill.losey@swplains.org

College Credit anyone?

Welcome & Introductions

- What is your role in your school?
- What are you hoping to gain from today?


**MEN ARE
FROM MARS,
*Women Are
from Venus***

A Practical Guide for
Improving Communication and
Getting What You Want in Your Relationships

JOHN GRAY, Ph.D.

The No. 1 International Bestseller

WHY
MEN DON'T
LISTEN
— & —
WOMEN
CAN'T READ
MAPS

The book cover features two stylized illustrations. On the left, a woman in a purple dress holds a large, green map. On the right, a man in a grey suit stands with his hands on his hips, looking towards the woman. The background is black, and the text is in white and gold.

Allan & Barbara Pease

THE CONTROVERSIAL NATIONAL BEST SELLER

BRAIN SEX

THE REAL DIFFERENCE BETWEEN MEN & WOMEN

ANNE MOIR, Ph.D.
and DAVID JESSEL

"Livid,
entertaining,
provocative."
—Booklist

"Provocative... differences in the way our brains are built shed light on everything from the way we flirt, to the way we fight, to how we raise our boys." —*Time*

THE MALE BRAIN

A BREAKTHROUGH UNDERSTANDING
OF HOW MEN AND BOYS THINK



Louann
Brizendine, M.D.

NEW YORK TIMES BESTSELLING AUTHOR OF
The Female Brain

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The

Female Brain

Louann Brizendine, M.D.

"Sassy, witty, reassuring, and great fun. All women—
and the men who love them—should read this book."

—Christiane Northrup, M.D., author of *The Wisdom of Menopause*

NATIONAL BESTSELLER

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Video Overview

How Small Differences Grow
into Troublesome Gaps —
and What We Can Do About It

PINK BRAIN
BLUE BRAIN



LISE ELIOT, Ph.D.

Gender Neutral Schools

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Teacher Network

international lessons in education

'It's all about democracy': inside gender neutral schools in Sweden

At five preschools in Stockholm, the idea that 'boys will be boys' and 'girls will be girls' is being challenged - with interesting results

4,243 158
Anna Leach
@avleachy
Tuesday 2 February 2016 06:01 EST



These schools are helping young people explore ideas of gender as the concept becomes less and less rigid. Photograph: Södermalms Stadsdelsförvaltning

At five preschools in Stockholm you won't find the usual designated areas

Most popular in US

- Hillary Clinton tweets '3-0' as Trump 'SEE YOU IN COURT' becomes meme
- Revealed: FBI terrorism taskforce investigating Standing Rock activists
- Experience: I accidentally bought a giant pig
- British officials drop plans for Donald Trump to address parliament



So...Why is it so important to get more non traditional genders into our classrooms?

- Closing the Gender Gap
- Gender Equality is Good for Everyone

The problem with most gender research:

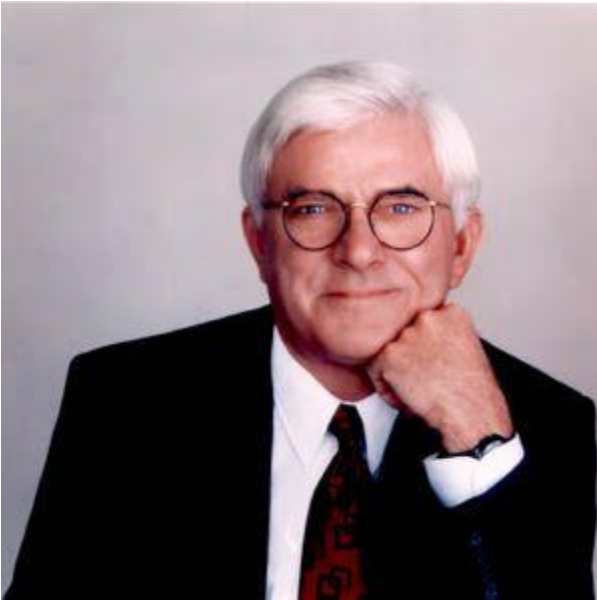
- Nature vs. Nurture



- File-Drawer Effect



File-Drawer Effect



1982 study published in *Science* journal reported that the corpus callosum in women was significantly larger than in men.

Phil Donahue proclaimed this the basis of “women’s intuition”.

Media savvy

- Imagine you are an alien and you are dropped onto Earth with the following charge:
 - You have 15 minutes to observe your surroundings and determine what humans...
 - Value?
 - Look like?
 - Have as careers?
 - Wear?

Gender Marketing



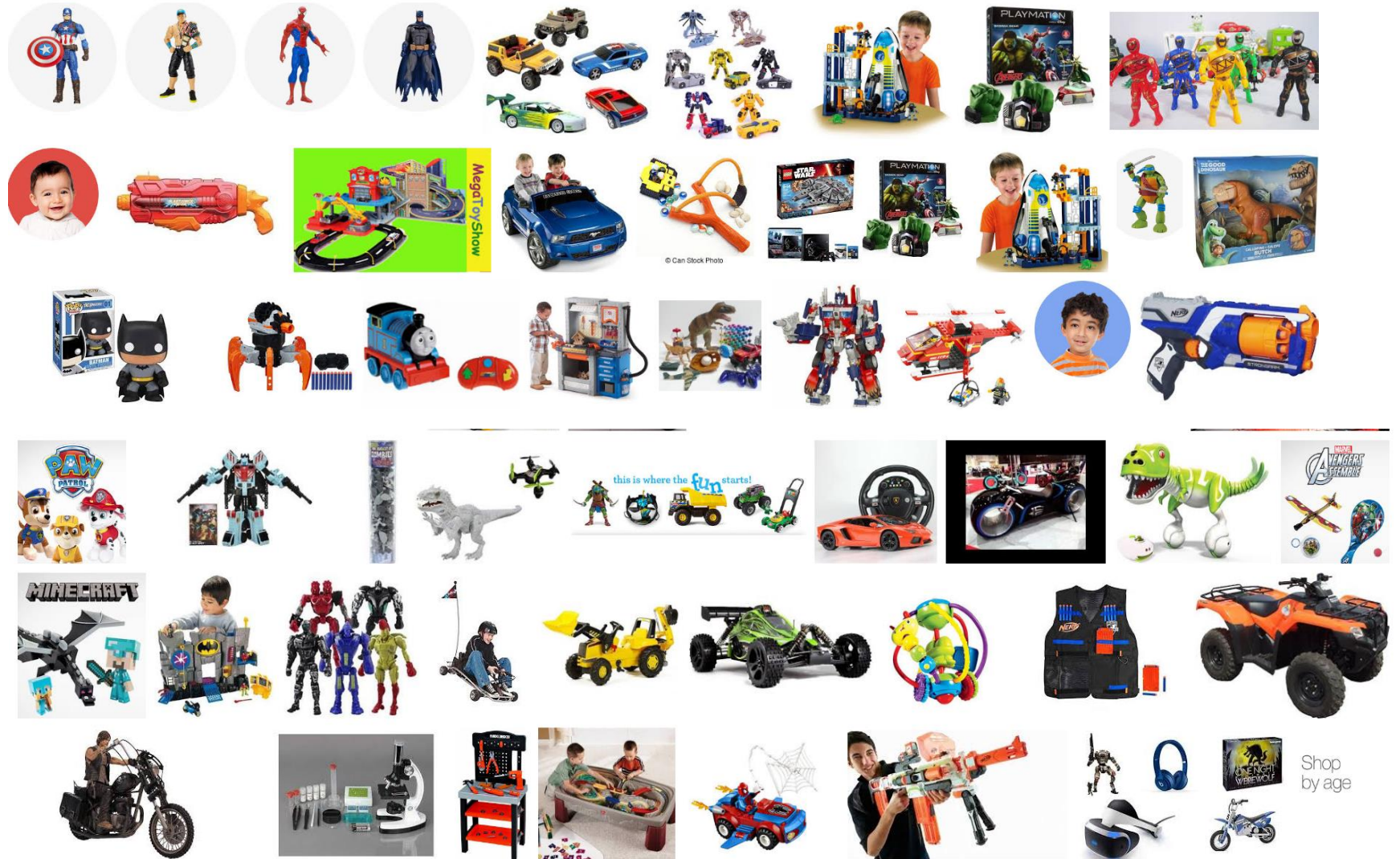
Media savvy

What values/looks/careers/clothing
did you identify?

Media savvy

- Round 2!
- Imagine you are an alien and you are dropped onto Earth with the following charge:
 - You have 15 minutes to observe your surroundings and determine what humans...
 - Value?
 - Look like?
 - Have as careers?
 - Wear?

Media savvy



Shop by age

Media savvy

What values/looks/careers/clothing
did you identify?

Riley is all fired up over this issue

Nature vs. Nurture

Table Discussion:

- What's your earliest memory of an interaction or task in which being a boy or girl was emphasized?



Recently in the news....Gender Controversy

- Baby neutral baby storm
- <https://www.youtube.com/watch?v=4olXHq5Xe78>
- Baby Storm 5 years later





Placebo Effect

Expectations and beliefs, as well as hormones, can engender the brain

Dr. Melissa Hines, Neuroscientist

Beware of expectations, self-fulfilling prophecy



Three Little Differences

Baby boys are modestly more physically active than girls (Campbell & Eaton, 1999)

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC4784873/>

Toddler girls talk one month earlier, on average, than boys (Fenson et al., 1994)

Boys appear more spatially aware (Quinn & Liben, 2008)



Differences magnified through parental treatment

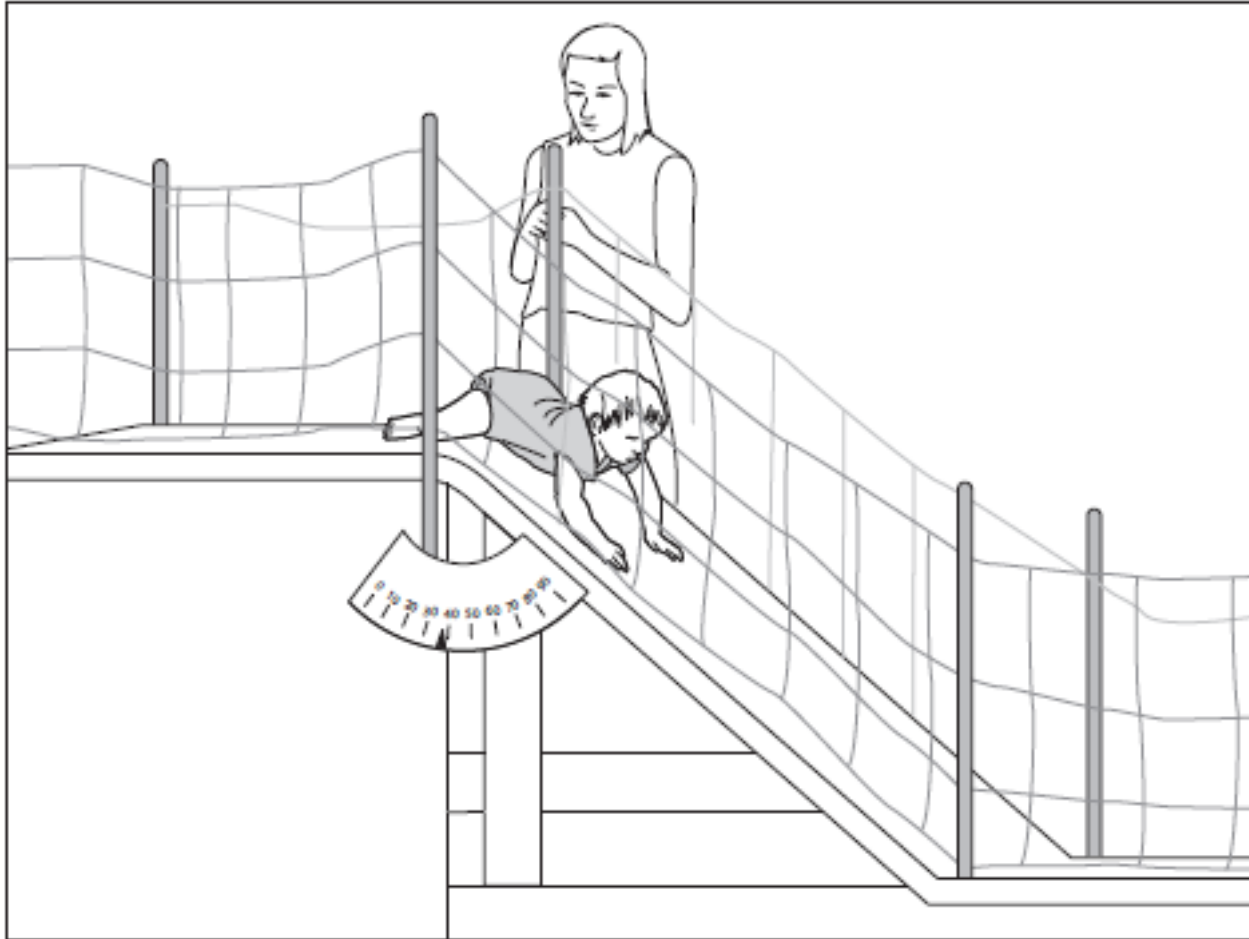
1. Baby boys are modestly more physically active than girls (Campbell & Eaton, 1999)

Parents encourage more physical risk-tasking in sons than in daughters

Slope-crawling experiment



Slope-crawling experiment: Mondschein et al. 2000



Differences magnified through parental treatment

2. Toddler girls talk one month earlier, on average, than boys (Fenson et al., 1994)

Mothers generally talk more to preschool-aged daughters than sons



Differences magnified through parental treatment



Boys appear more spatially aware
(Quinn & Liben, 2008)

Parents discourage “gender-inappropriate” play.



Gender, Toys & Learning Study (2008)

...if boys are inculcated into construction and technology via their play, as a form of entertainment, they may be inclined to feel these curriculum areas more familiar and less daunting/challenging.

--Becky Francis, Roehampton University

gender neutral toy marketing

<https://www.youtube.com/watch?v=E6yf1jhEj60>



Images from Toys to Grow On, www.toystogrowon.com

SATURDAY

with jenna

See how she and son Beckett go off duty in style.



quality time

"Lucky for me, I ended up with a boy whose favorite color is pink. Toenail painting is way more fun in neon."



Dr. Keither Ablow via Fox News:

This is a dramatic example of the way that our culture is being encouraged to abandon all trappings of gender identity.

Are there inherent gender differences?

When it comes to gender gaps, boys and girls start out a little bit different, but these differences become rapidly magnified by a culture that sees them – and encourages them to see themselves – as fundamentally different creatures.

-- Dr. Lise Eliot,
Pink Brain Blue Brain

What can we do?

- Avoid stereotyping
- Appreciate the range of intelligences
- Strengthen spatial awareness
- Engage boys with the word
- Recruit boys into nonathletic extracurricular activities
- Bring more men into the classroom
- Treat teacher bias seriously

Table Discussion

Are there activities or projects in your class that may appeal more to boys or girls?

How can the activity or project be changed to appeal to both genders and decrease stereotyping?

Non-Traditional & CTE



Non-traditional:

Is NOT determined by how many students are enrolled in your classes, RATHER:

Occupations or fields of work for which individuals from one gender comprise less than 25% of individuals employed in that field or occupation.



Non-Traditional Name (2011-2012)	CIP Code	Non-Traditional for:
Power, Structural & Technical Systems	010201	Female
Plant Systems	011101	Female
Agriculture Science	019999	Female
Communication & Tech	100105	Female
Graphic & Printing Equipment Operator	100305	Female
Programming & Software Development	110201	Female
Network Systems	110901	Female
Pre-Engineering Technology	140101	Female
Production Tech	150613	Female
Design & Pre-Construction	151303	Female
Culinary Arts & Hospitality Management	190505	Male
Early Childhood Ed	190709	Male
Autobody/Collision Repair Tech	470603	Female
Auto Tech	470604	Female
Small Engines Mechanics Tech	470606	Female
Motorcycle Tech	470611	Female
Vehicle/Mobile Equip Mechanic	470699	Female
Business/Office Ed	520401	Male
Information Processing/Data Entry	520407	Male
Info. Support & Services	110301	Female
Mobile Equipment Maintenance	479999	Female
Programming & Software Develop.	110201	Female
Emergency & Fire Management Services	430299	Female
BioChem/Green/Hazmat	141401	Female
BioMedical	140501	Female
Cartography/Geospatial/Spatial Math	151102	Female
Govt. & Public Admin	440401	Female

Pathways are highlighted

VE-2 Programs are not highlighted

Why focus on Non-traditional?

- Possibility of Increased Salary
 - Non-traditional jobs pay 20-30% more than traditionally female jobs
 - Females cluster in traditional & lower paying occupations
 - Admin. Assistants: 98.7% female, \$25,300 annually*
 - Childcare Workers: 97.4% female, \$18,490 annually*
- High Demand = More Job Opportunities
- **Greater Job Satisfaction**

National Alliance for Partnerships in Equity, www.napequity.org

*Kansas Wage Survey 2008 Edition, Kansas Labor Information Center

<http://klic.dol.ks.gov>

Table Discussion:

- Why did you choose your profession? What's your earliest memory that made you want to pursue this field?



"Mom, Dad, I prefer to gather."

Reprinted from Funny Times / PO Box 18530 / Cleveland Hts. OH 44118
phone: 216.371.8600 / email: ft@funnytimes.com

February 25, 2009

Students who chose Non-traditional Careers:

Most students who chose a non-traditional career have had a friend or family member who encouraged them.

- Spark an interest that might not otherwise be evident
- The earlier, the better
- Reinforce success
- Remember

Attribution Theory

Stereotype Threat

Remember:

- Attribution Theory:
 - 1970's study
 - Gender differences in expectations and attributions arise primarily from stereotypes about tasks.
 - Women generally have low expectations for success when completing "male" tasks and tend to attribute their success to luck and to attribute their failure to lack of ability.
 - However, men, who generally expect success, often attribute their failure to luck and their success to ability.
 - Same holds true for observers of tasks

Remember:

- Stereotype Threat
 - Performance on challenging task in a domain they are expected to perform poorly is affected by anxiety
 - This threat is strengthened when individuals have to identify (on form or something) that they are male/female
- Professor opens class with: “You know, most of the girls who take this class drop out and only two or three finish it so if you feel like you really need help please let me know because I want you to stay in the class!”
 - Most girls dropped out and when he didn’t say that, more girls stuck it out.



Perkins Core Indicators:

6S1 Nontraditional Participation	<p><u>Numerator:</u> Number of <u>CTE participants</u> from underrepresented gender groups who participated in a program that leads to employment in nontraditional fields during the reporting year.</p> <p><u>Denominator:</u> Number of <u>CTE participants</u> who participated in a program that leads to employment in nontraditional fields during the reporting year.</p>
6S2 Nontraditional Completion	<p><u>Numerator:</u> Number of <u>CTE concentrators</u> from underrepresented gender groups who completed a program that leads to employment in nontraditional fields during the reporting year.</p> <p><u>Denominator:</u> Number of <u>CTE concentrators</u> who completed a program that leads to employment in nontraditional fields during the reporting year.</p>

Step 1: Document Performance Results

- CaTE – Reports Link
 - CAR Summary
 - Nontraditional Program Participation
 - Currently pulled from KIDS, D45 EOYA
 - Nontraditional Program Completion
 - Minority-Gender Concentrator Detail
 - This report will identify if program/pathway is Non-Traditional

What other data would be helpful?

- Enrollment Rosters
- Exit Surveys
- Placement Data
- Others??

Table Activity:

- Review the Data:
 - Program/Pathway
 - Gender
 - Race/Ethnicity
 - Special Population

Which areas are doing well? Which are struggling? Why?



Step 2: Identify Root Causes

Methods for Identifying Potential Root Causes:

- Review Recent Literature
- Review Program Evaluations
- Analyze Student Data
- Conduct Focus Groups
- Brainstorming
- Peer Benchmarking

Step 2: Identify Root Causes

“Root Causes and Strategies” Handout

Common Root Causes:

- Education
- Career Information
- Family
- Internal/Individual
- Societal Issues

Step 2: Identify Root Causes

Education:

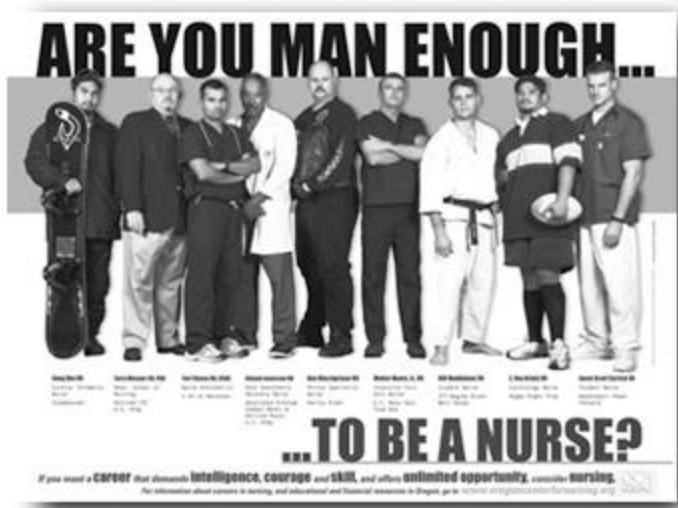
- Academic Proficiency
- Access & Participation in Math, Science, Technology
- Curriculum
- Instructional Strategies
- School/Classroom Climate
- Support Services



Step 2: Identify Root Causes

Career Information:

- Materials and Practices
- Early Intervention
- Characteristics of an Occupation



MR. GOODWRENCH
ISN'T ALWAYS A MR.

THE FACE OF A GM-TRAINED TECHNICIAN
A GOOD LISTENER
KNOWS GM VEHICLE DIAGNOSTICS LIKE THE BACK OF HER HAND
THIS UNIFORM IS SYNONYMOUS WITH GM EXPERTISE
USES GENUINE GM PARTS
HAS OVER ONE MILLION HOURS OF GM TRAINING UNDER HER BELT
CAN BE FOUND AT OVER 7,000 GM DEALERSHIPS
HAS AN EXCLUSIVE LINK DIRECTLY TO GM

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CHEVROLET. PONTIAC. Oldsmobile. BUICK. Cadillac. GMC. HUMMER

Goodwrench.com

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“Eventually, I’d like to get into CEOing.”

Step 2: Identify Root Causes

Family:

- Family Characteristics

Sample Resources:

- *American Careers*
- Sally Ride Science



Step 2: Identify Root Causes

Internal:

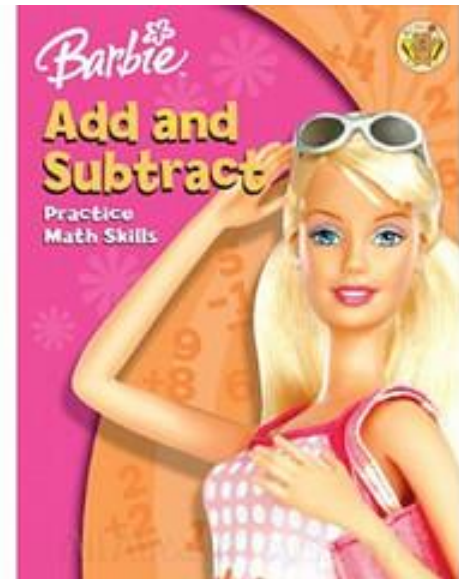
- Self-Efficacy
- Attribution
- Stereotype Threat



Step 2: Identify Root Causes

Societal Issues:

- Media
- Peers
- Role Models/Mentoring
- Collaboration





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AMERICAN LIVING 

SEPHORA 

HALLOWEEN COSTUMES 

[jcpenny](#) > [girls](#) > [tops + tees](#) > [back to product results](#)

Girls 7-16 Too Pretty to do Homework



\$9.99
Original \$16.99

Who has time for new Justin Bieber tee that's just as

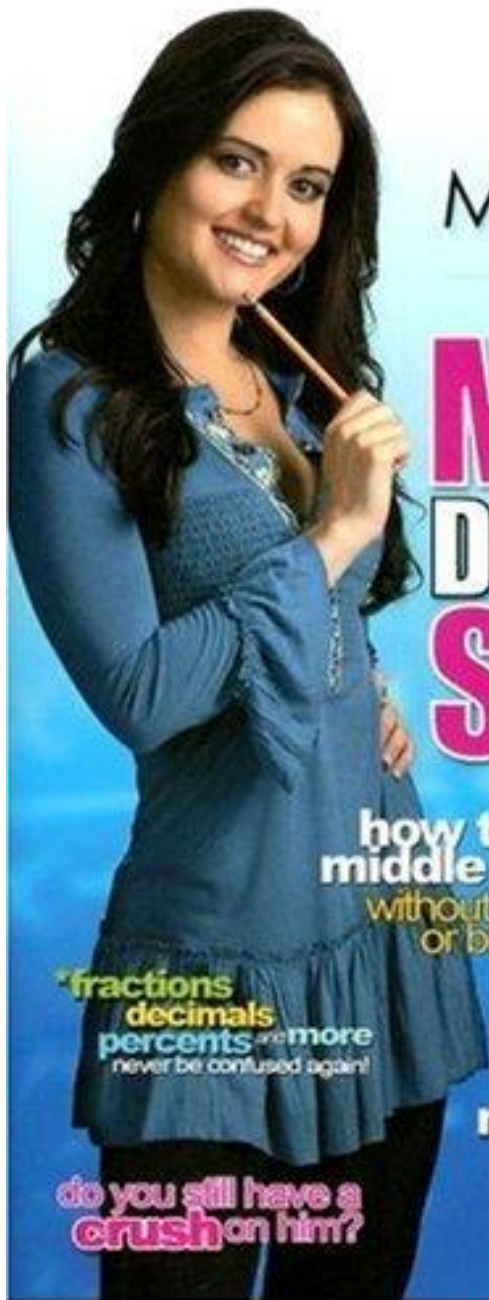
- comfy jersey
- cotton
- washable
- imported

Girls 7-16

Pick a size

Pick a color

1 quantity



DANICA
MCKELLAR

MATH DOESN'T SUCK

how to survive
middle school math
without losing your mind
or breaking a nail

*fractions
decimals
percents and more
never be confused again!

are you a
math-o-phobe?
take this quiz!

do you still have a
crush on him?

horoscope inside!

Table Activity

- Create a list of all the Root Causes you can think of . . . whether you feel like they are something you can impact or not.

Table Activity

- Now categorize your Root Causes:
 - Things I can Control
 - Things I can Influence

Creating a Plan





Step 3: Select Best Solutions

- See *Choose Best Solutions* Handout for Variety of Strategies

Table Discussion

- What solutions do you think would work best at your school?
- What additional information is needed? Should additional people be involved?

Share Plans

