



## OVERVIEW AND MISSION

MSAN is a national coalition of multiracial school districts learning, growing, and working together toward the goal of improving access, opportunity, and achievement for students of color. MSAN districts range from 3,000 - 33,000, mostly in small mid-size cities. MSAN's Vision is to empower students and educational practitioners to change the Diversity, Equity, Inclusion, Belonging, and Antiracism narrative in public education across the nation. MSAN's Mission is to build the capacity for advocacy skills of students and educational practitioners through communities of practice that positively impact the educational experiences of all students with an emphasis on Black, Indigenous, and Students of Color. Since 1999, MSAN has worked to support districts in achieving the parallel goals of closing gaps while ensuring all students achieve to high levels. Network districts work collaboratively to develop solutions to educational challenges, analyze emerging research and policies, and share promising practices supporting MSAN's mission.

## CORE VALUES

MSAN's core values are the fundamental beliefs within MSAN that drive our behaviors and actions. MSAN's Core Values (5 E's) are to:

1. **EMPOWER** Students' Voices
2. Promote **EDUCATIONAL** Research and Best Practices
3. **ENGAGE** in Professional Learning
4. **EMBRACE** Collaboration with Students and Practitioners
5. Attain **EFFICACY** in Diversity, Equity, Inclusion, Belonging, and Antiracism

## ORGANIZATIONAL STRUCTURE

MSAN is comprised of two organizing structures: the **Governing Board** (and corresponding Executive Committee) and the **Research Practitioner Council** (RPC). In addition, the executive director, the project manager, and other partners provide guidance and support to MSAN projects.

### Governing Board

The superintendents of MSAN districts serve as the Governing Board. The Governing Board, under the leadership of an Executive Committee (made up of 5-7 governing board members) carries out the business and oversight of the organization. Additionally, along with the MSAN executive director and the RPC, the Governing Board sets the network's agenda, priorities, and annual research focus area.

### Research Practitioner Council

The RPC is composed of educators and leaders from each MSAN district, including assistant superintendents, research, data, and assessment staff, equity and diversity staff, principals, and other professionals who assist and support leading MSAN districts toward equitable change. The RPC engages closely with the network's research agenda while engaging in thoughtful dialogue and intra-network information/resource exchanges to further support the advancement of the network's mission in all MSAN districts.

## RESEARCH

MSAN is part of the **Wisconsin Center for Education Research** (WCER) located within the School of Education at the University of Wisconsin-Madison. In keeping with the vision that research and practice must be developed in tandem, MSAN has developed collaborative relationships with expert educational researchers so that network members have access to the latest innovations, data, studies, and practices that show promise. Over the years, MSAN has welcomed research partnerships with the Strategic Education Research Partnership (SERP) Institute, the Dana Center at the University of Texas-Austin, and the Center for Applied Special Technology (CAST). In addition, individual researchers who have collaborated with MSAN over the years include Dr. Gloria Ladson-Billings (retired University of Wisconsin-Madison), Dr. John Diamond (Brown University), Dr. Awilda Rodriguez

(University of Michigan), and Dr. Ron Ferguson (Harvard University). MSAN's governing board and RPC continue to work towards developing a shared vision and goal for the future role of research within the organization.

## CONVENING/NETWORKING

A central feature of the work of MSAN is to build communities of learners through highly focused professional learning opportunities. As **Communities of Practice**, MSAN Governing Board and RPC Members convene at least three times a year to learn, share ideas and promising practices, and discuss the most effective strategies for advancing MSAN's mission. One of these meetings is a site visit to an MSAN district to experience first-hand the transformational work happening in the district. Additionally, the network hosts the annual **MSAN Institute**, a two-day, intensive professional learning opportunity dedicated to growing our understanding of how school districts cultivate and advance equity- leadership in service to all students. Each year, the institute's plenary sessions focus on the year's research focus area while providing districts the opportunity and space to learn from one another through the sharing of programs, policies, and current research initiatives that support MSAN's mission.

## STUDENT LEADERSHIP AND DEVELOPMENT

A critical component of MSAN's mission and core values includes student advocacy, voice, leadership, and empowerment. MSAN provides opportunities for development to students in MSAN districts through our virtual Intersectional Student Justice Collaborative (ISJC) for middle school students and our annual in-person conference for high school students. Through these experiences students:

- Learn from leaders and experts on identity, leadership, social justice, and action;
- Engage in discussions about barriers and challenges students of color face in their schools and districts;
- Network and connect with students from across the country;
- Share their ideas about how to solve issues and create better schools for all students;
- Work with MSAN advisors to develop plans of action to implement their ideas.

## MSAN DISTRICTS

- Alexandria City Public Schools  
Alexandria, VA
- Amherst-Pelham Regional Schools  
Amherst, MA
- Ann Arbor Public Schools  
Ann Arbor, MI
- Arlington Public Schools  
Arlington, VA
- The Public Schools of Brookline  
Brookline, MA
- Canton City School District  
Canton, OH
- Chapel Hill-Carrboro City Schools  
Chapel Hill, NC
- Cleveland Heights-University Heights  
City School District  
University Heights, OH
- East Lansing Public Schools  
East Lansing, MI
- Evanston/Skokie Elementary School  
District 65 - Evanston, IL
- Evanston Township High School  
District 202 - Evanston, IL
- Farmington Public Schools  
Farmington, MI
- Harrisonburg City Public Schools  
Harrisonburg, VA
- Homewood-Flossmoor Community  
High School District  
Flossmoor, IL
- Isaac Elementary School District  
Phoenix, AZ
- Madison Metropolitan School  
District - Madison, WI
- Middleton-Cross Plains Area School  
District - Middleton, WI
- Niles Township High School  
District 219 - Skokie, IL
- Oak Park Elementary School  
District 97 - Oak Park, IL
- Oak Park and River Forest High  
School District 200 - Oak Park, IL
- Osborn School District  
Phoenix, AZ
- Princeton Public Schools  
Princeton, NJ
- Shaker Heights City School District  
Shaker Heights, OH
- School District of South Orange &  
Maplewood - Maplewood, NJ
- Sun Prairie Area School District  
Sun Prairie, WI
- Waunakee Community School  
District - Waunakee, WI

For more information about **MSAN**, please visit us at [www.msan.wceruw.org](http://www.msan.wceruw.org) or contact Latoya Holiday, MSAN Executive Director, at [lcampbell1@wisc.edu](mailto:lcampbell1@wisc.edu)  
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