

Diversity, Equity & Inclusion Strategies

FOR MASSACHUSETTS PK-12 SCHOOLS & DISTRICTS



Initiatives for Developing Equity and Achievement for Students (IDEAS), a program of the Massachusetts Association of School Superintendents, is the premier provider of anti-bias, anti-racist educational programs exclusively for PK-12 schools and districts.

For more than 30 years, we have worked with educators across the Commonwealth to help create culturally proficient classrooms and schools that honor the individuality of students, families, and staff of all racial, ethnic, and cultural backgrounds.

Through our graduate courses, workshops, coaching, and strategic planning, we support educators in developing practices to dismantle systems of oppression and ensure that all students receive the proper support and resources to succeed academically and thrive socially and emotionally.

Our Programs and Services

- Professional learning opportunities in diversity, equity, inclusion, cultural proficiency, social justice, and more
- Customized professional development workshops
- Graduate courses with credits from Framingham State University
- DEI Anti-Racism Certificate Program in conjunction with Framingham State University
- Consultation, planning, and implementation support in building equitable schools and districts
- Educator Conferences
- Student Leadership Conferences



As I reflect on the readings, the videos, and the conversations, I feel transformed in my personal thinking, and most importantly, in the way I view my students. I feel empowered in my ability to connect and educate the multi-racial student body in my classroom and in my school.



-- Participant, IDEAS 1 Graduate Course



Sample Graduate Courses

Optional credits through Framingham State Univ.

- IDEAS 1: Anti-Racist School Practices to Support the Success of All Students
- IDEAS 2: Enacting Systemic Change in Educational Institutions
- Strategies for Examining and Addressing the Academic Achievement & Opportunity Gaps
- Co-Teaching with a Culturally Responsive Lens
- Difficult Conversations: Talking about Race and Racism with Students, Colleagues and Parents/Guardians

Membership Levels (SY22-23)

Level	Annual Fee	Graduate Course IDEAS 1 or 2
Entry	\$3,500	Includes 2 seats
A	\$6,000	Includes 6 seats
B	\$10,000	Includes 14 seats
C	\$14,000	Includes 22 seats

Membership Benefits (All Levels)

- Priority registration and discounted pricing for all graduate courses, workshops and consultations
- Early registration for Annual IDEAS Educators Conference
- Middle and High School Student Leadership Conferences
- Affinity Group for Educators of Color
- Book Group
- District-wide racial climate survey

For all other courses and consulting services, fees vary by number of hours, with discounts for member districts. Non-member districts may send students and adults to the student conferences for additional fees. Contact us for details and pricing.

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