The background of the slide features a large, faint, circular seal of the United States Department of Education. The seal contains an eagle with wings spread, holding an olive branch and arrows, with a shield on its chest. The text "DEPARTMENT OF EDUCATION" is arched across the top, and "UNITED STATES OF AMERICA" is arched across the bottom. The seal is centered behind the main title text.

The Equity Mission

Achieving SLCP Goals through Equity Awareness and Action

Project Directors Meeting
November 9-10, 2011



PRESENTER

Mary Hastings

Great Schools Partnership

AGENDA

Welcome and Introductions

Defining Equity

Equity Assistance Centers

Six Goals of Educational Equity

Raising Equity Awareness in Your School

Closing and Final Thoughts

Defining Equity

Equality: the quality or state of being equal in status, rights, or opportunity

Student backgrounds are not equal

Student needs are not equal

Student outcomes are not equal

And yet many common school practices are based on the assumption that all of these things are equal

Defining Equity

Equity: the quality or state of being fair

The realities of inequality demand equitable responses

Equity sometimes requires operational unevenness

Equity strives to produce equal outcomes, which requires universally high expectations

And...

Defining Equity

True equity means doing whatever it takes to help students get where they need to go—and accepting that some students will need more support than others to get there.

Our Responsibility as Educators

Within certain parameters, public schools decide how they are going to educate their students—but they are all responsible, without exception, for educating every student to high academic standards regardless of gender, race, ethnicity, socioeconomic background, or special-needs status.

Equity in schools has still not been reached. But for students—who by virtue of their race, ethnic background, sex or national origin are deprived of their civil rights and an equal opportunity to a quality education—equity is a promise they are depending on for their future.

—South Central Collaborative for Equity

Equity Assistance Centers

The ten **Equity Assistance Centers** are funded by the U.S. Department of Education under Title IV of the 1964 Civil Rights Act. They provide assistance in the areas of race, gender, and national origin equity to public schools to promote equal educational opportunities.

equityassistancecenters.org

Six Goals of Educational Equity

Developed by Bradley Scott, PhD, director of the Equity Assistance Center at the Intercultural Development Research Association (IDRA).

The IDRA South Central Collaborative for Equity in San Antonio, TX, embraced the Six Goals of Educational Equity.

The other nine Equity Assistance Centers also embraced the six goals.

Six Goals of Educational Equity

Goal 1: Comparably high academic achievement and other student outcomes

As data on academic achievement and other student outcomes are disaggregated and analyzed, one sees high comparable performance for all identifiable groups of learners, and achievement and performance gaps are virtually nonexistent.

Six Goals of Educational Equity

Goal 2: Equitable access and inclusion

The unobstructed entrance into, involvement of and full participation of learners in schools, programs and activities within those schools.

Six Goals of Educational Equity

Goal 3: Equitable treatment

Patterns of interaction between individuals and within an environment characterized by acceptance, valuing, respect, support, safety and security such that students feel challenged to become invested in the pursuits of learning and excellence without fear of threat, humiliation, danger or disregard.

Six Goals of Educational Equity

Goal 4: Equitable opportunity to learn

At minimum, the creation of learning opportunities so that every child, regardless of characteristics and identified needs, is presented with the challenge to reach high standards and are given the requisite pedagogical, social, emotional and psychological supports to achieve the high standards of excellence that are established.

Six Goals of Educational Equity

Goal 5: Equitable resources

Funding, staffing and other resources for equity-based excellence that are manifested in the existence of equitably assigned qualified staff, appropriate facilities, other environmental learning spaces, instructional hardware and software, instructional materials and equipment, and all other instructional supports, are distributed in an equitable and fair manner such that the notion that all diverse learners must achieve high academic standards and other school outcomes become possible.

Six Goals of Educational Equity

Goal 6: Accountability

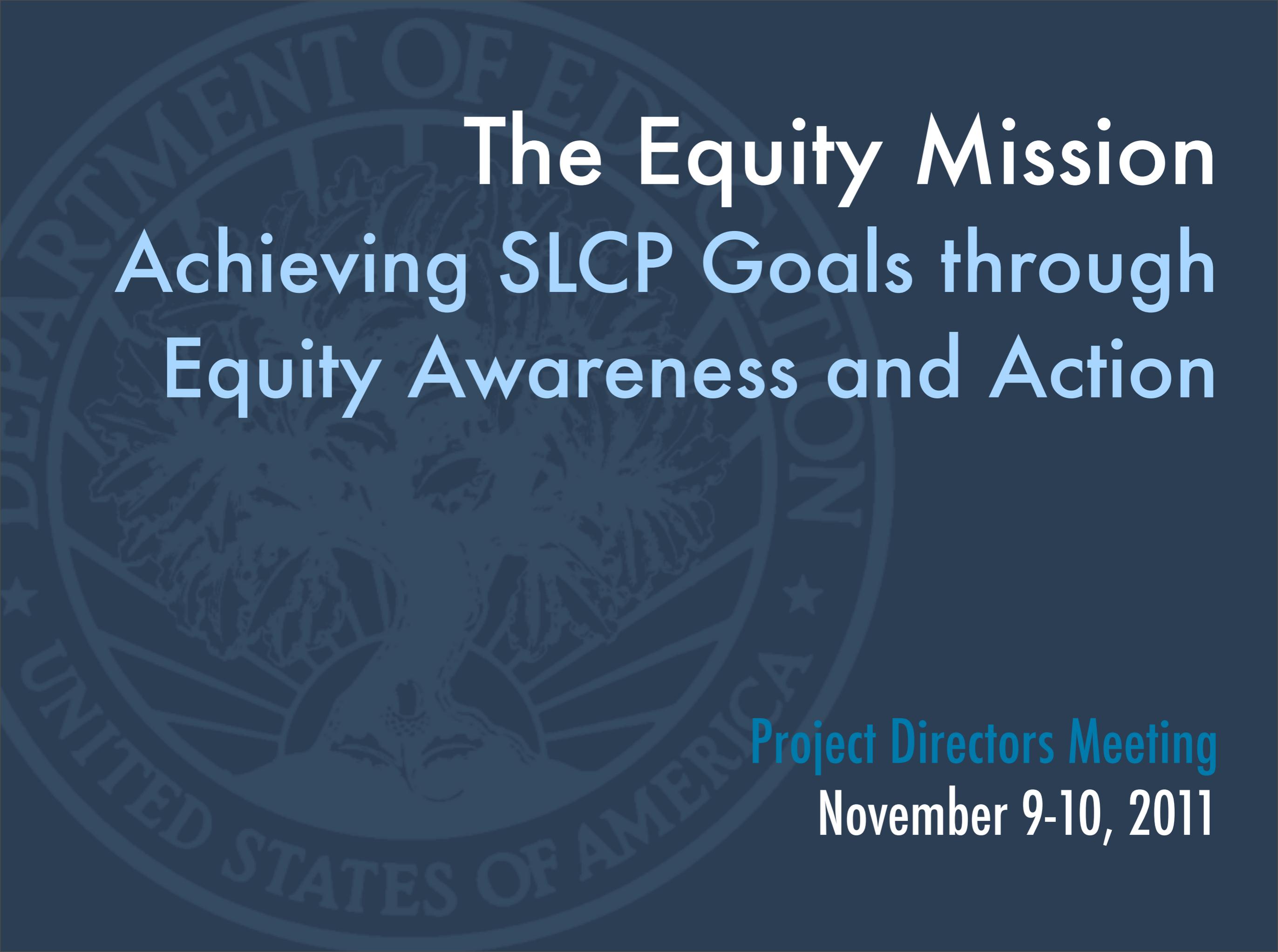
The assurance that all education stakeholders accept responsibility and hold themselves and each other responsible for every learner having full access to quality education, qualified teachers, challenging curriculum, full opportunity to learn, and appropriate, sufficient support for learning so they can achieve at excellent levels in academic and other student outcomes.

Raising Equity Awareness in Your School

1. Please take a look at the Six Goals and ranking scale document on your table. There should be one for each of you.
2. Take the next few minutes to examine the questions for the goal you've chosen for your school.
3. Use the scale to determine where you feel your school or district ranks on its achievement of the goal.

Raising Equity Awareness in Your School

4. When you have completed your ranking, go back and write down at least four next steps you will take when you return to your school or district.
 - Who can assist you with your selected equity goal?
 - What data will you need?
 - How will this fit into your SLC action plan?
5. When you have sketched out your four steps, turn to a colleague and share your plans with each other, providing feedback and additional ideas.



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