

“Educational Leaders:

we cannot close the educational gaps that we see in our schools if we don't close the one in our minds first.”

-Nicole Anderson

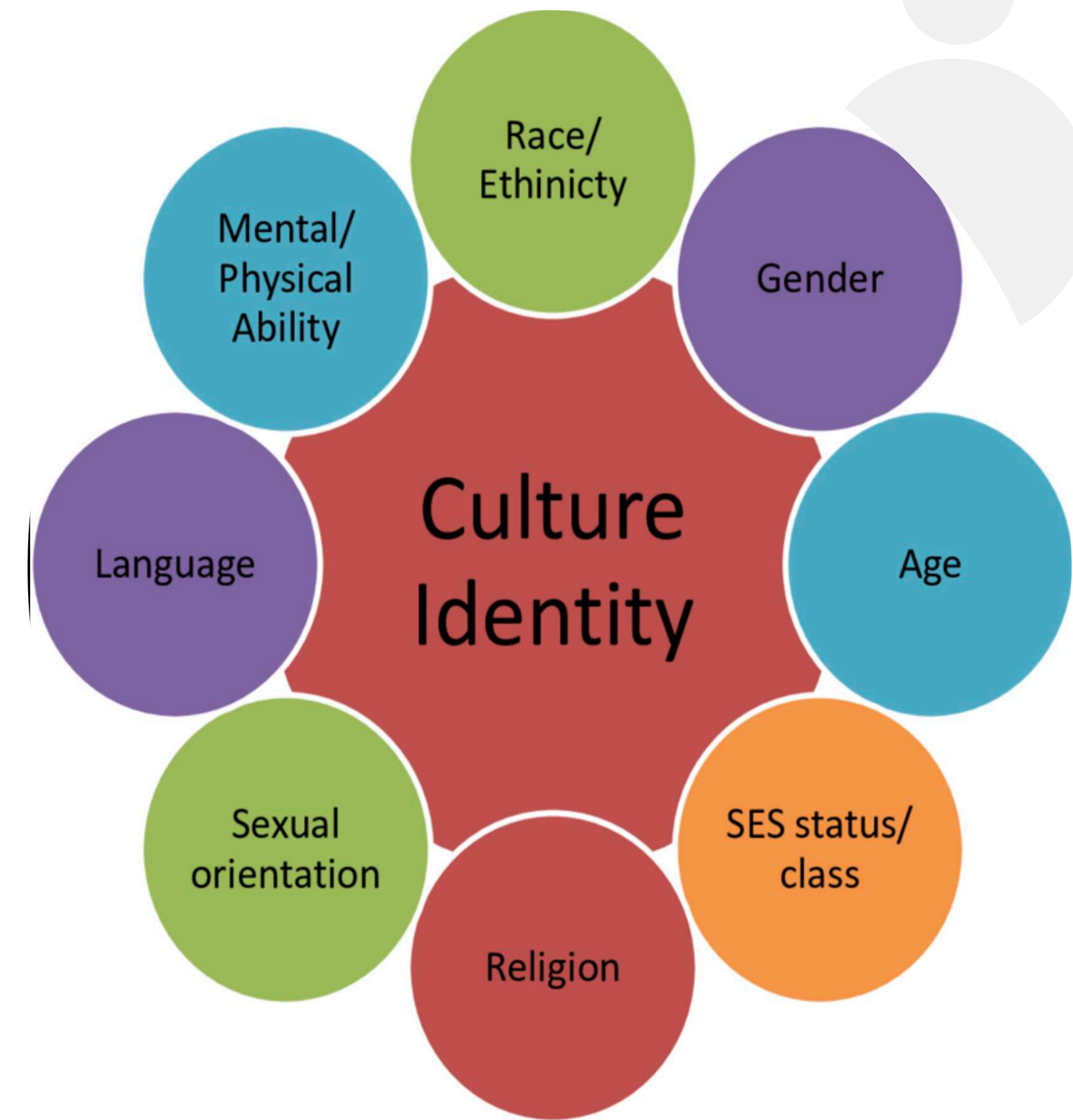


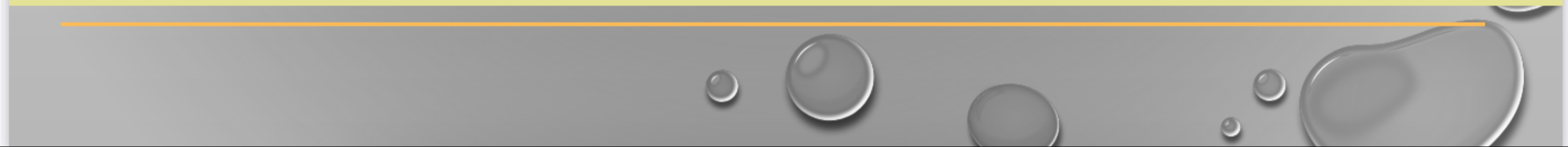
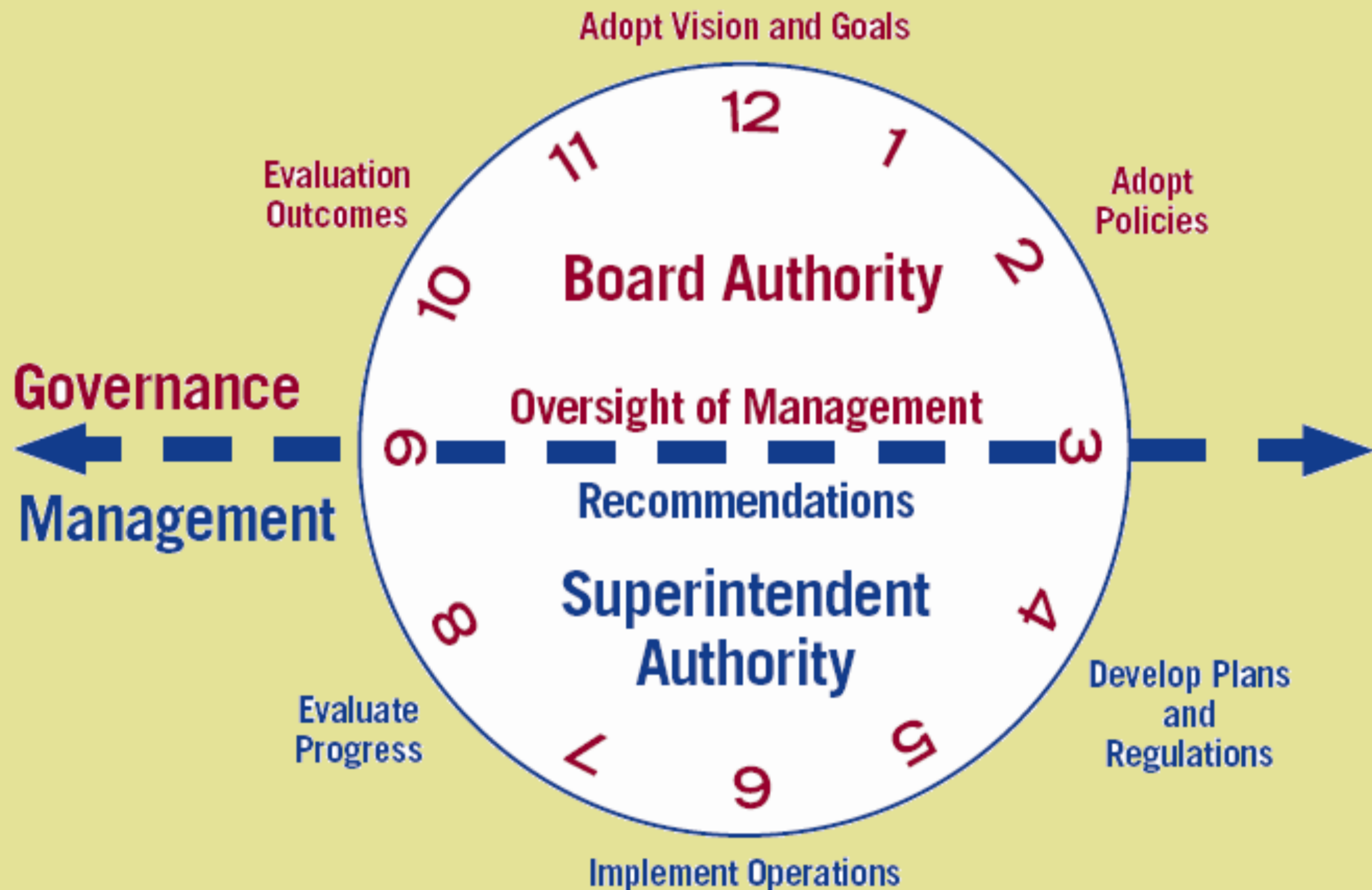
“COVID 19 Distance Learning with an
Equity Lens”

Nicole Anderson and Associates Consulting, L.L.C.

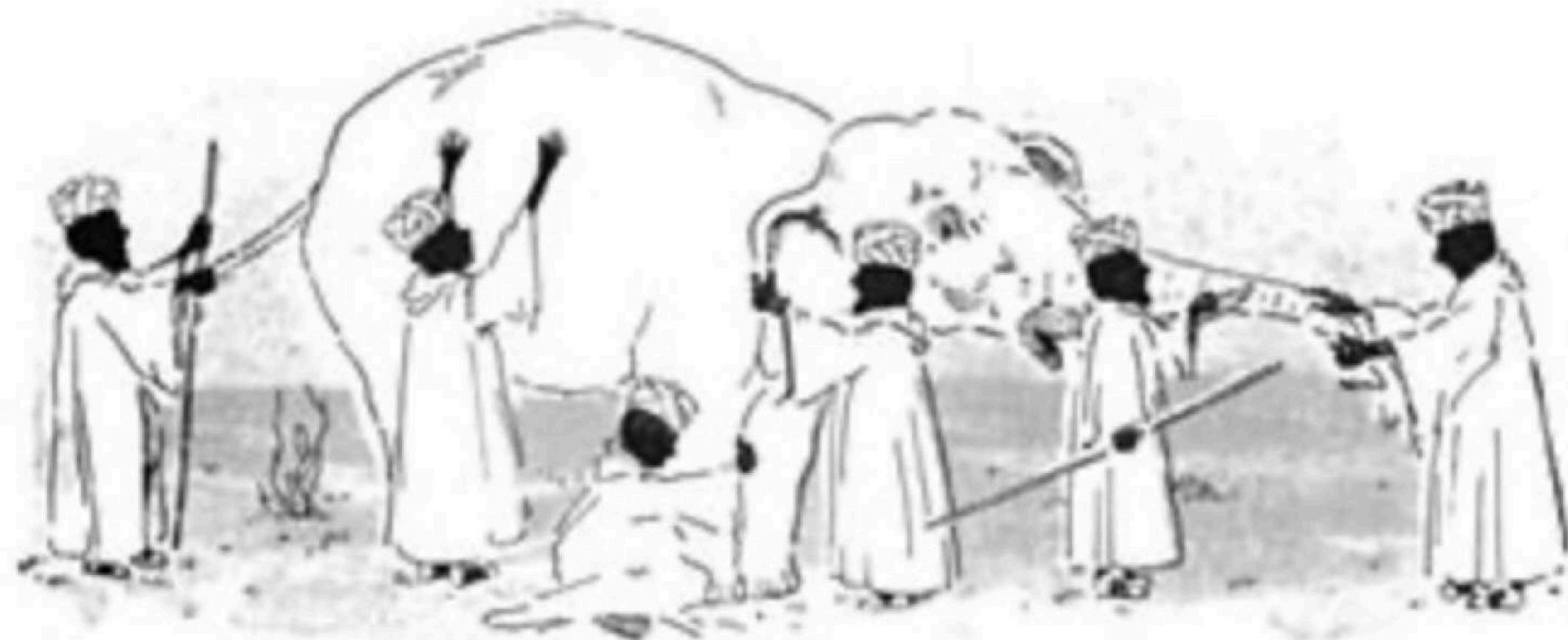
Reflective Question

How does the intersection of your personal and professional identity impact how you lead for educational equity?



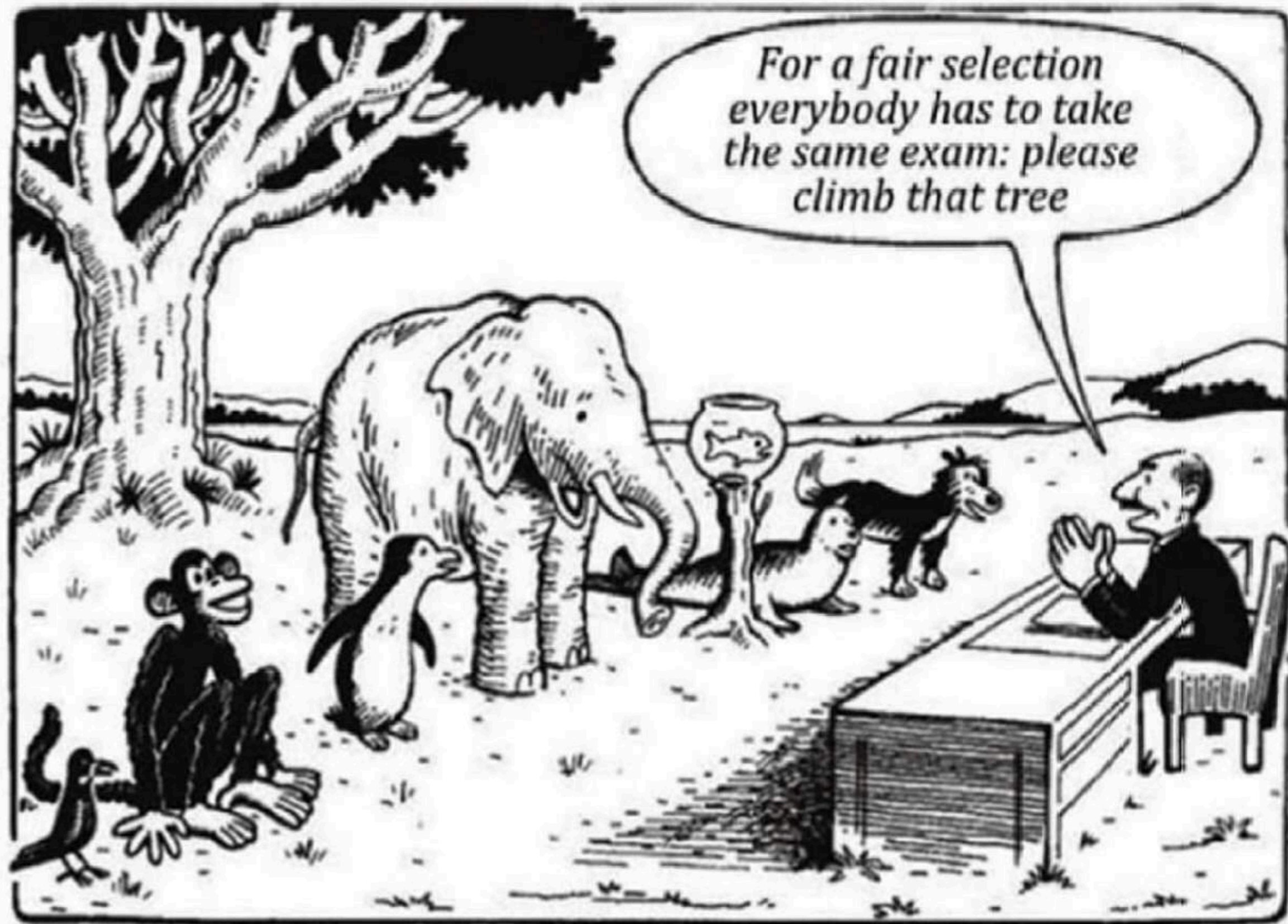


Defining Equity Activity



The Blind Men and the Elephant

by John Godfrey Saxe (1816-1887)



Our Education System

"Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid."

- Albert Einstein

RECAP: WHY EQUITY GAPS EXIST



California School
DASHBOARD

1948

Educational Testing Service is formed, merging the College Entrance Examination Board, the Cooperative Test Service, the Graduate Records Office, the National Committee on Teachers Examinations and others, with huge grants from the Rockefeller and Carnegie foundations. These testing services continued the work of eugenicists like Carl Brigham (originator of the SAT) who did research "proving" that immigrants were feeble-minded.

Identifying New Equity Gaps in Distance Learning

Reflective Questions

How do you define equity?

What equity gaps exist in your school/district/county?

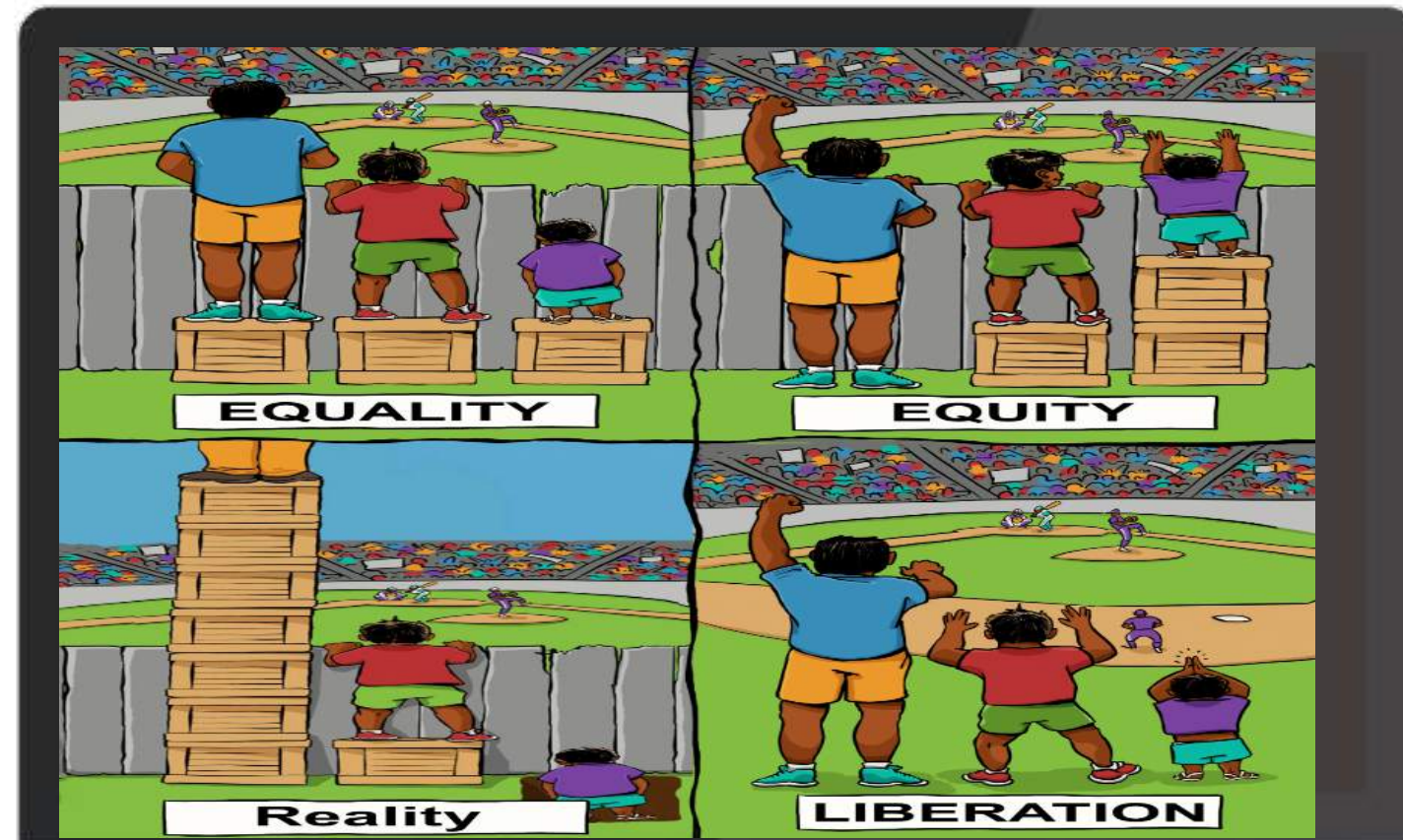
How do you know?

What data can you collect to unpack the needs of students?

- 1 to 1 deployment
- Wifi access
- Williams Act/Culturally Relevant Curriculum
- School climate/Social media-Cyber Bullying

- Quantitative data
- Qualitative data
- CA data dashboard

- Academic, attendance, discipline, grading
- Graduation, Course Access, College admittance
- Surveys, interviews, observations
- ACES, CHKS, Online Platform Assessments

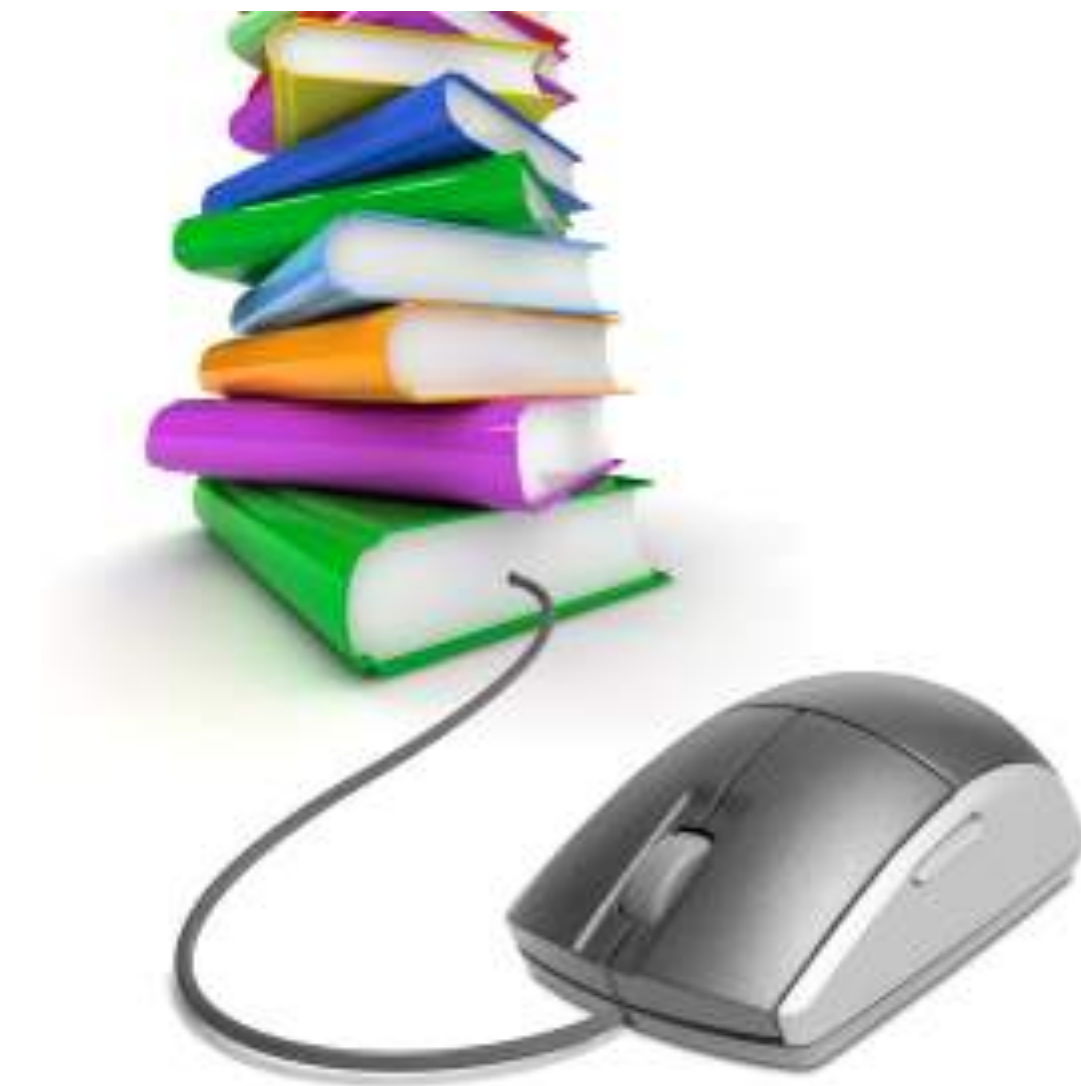


What Are We Focused On In Our Current Policies?

Equity



Equality

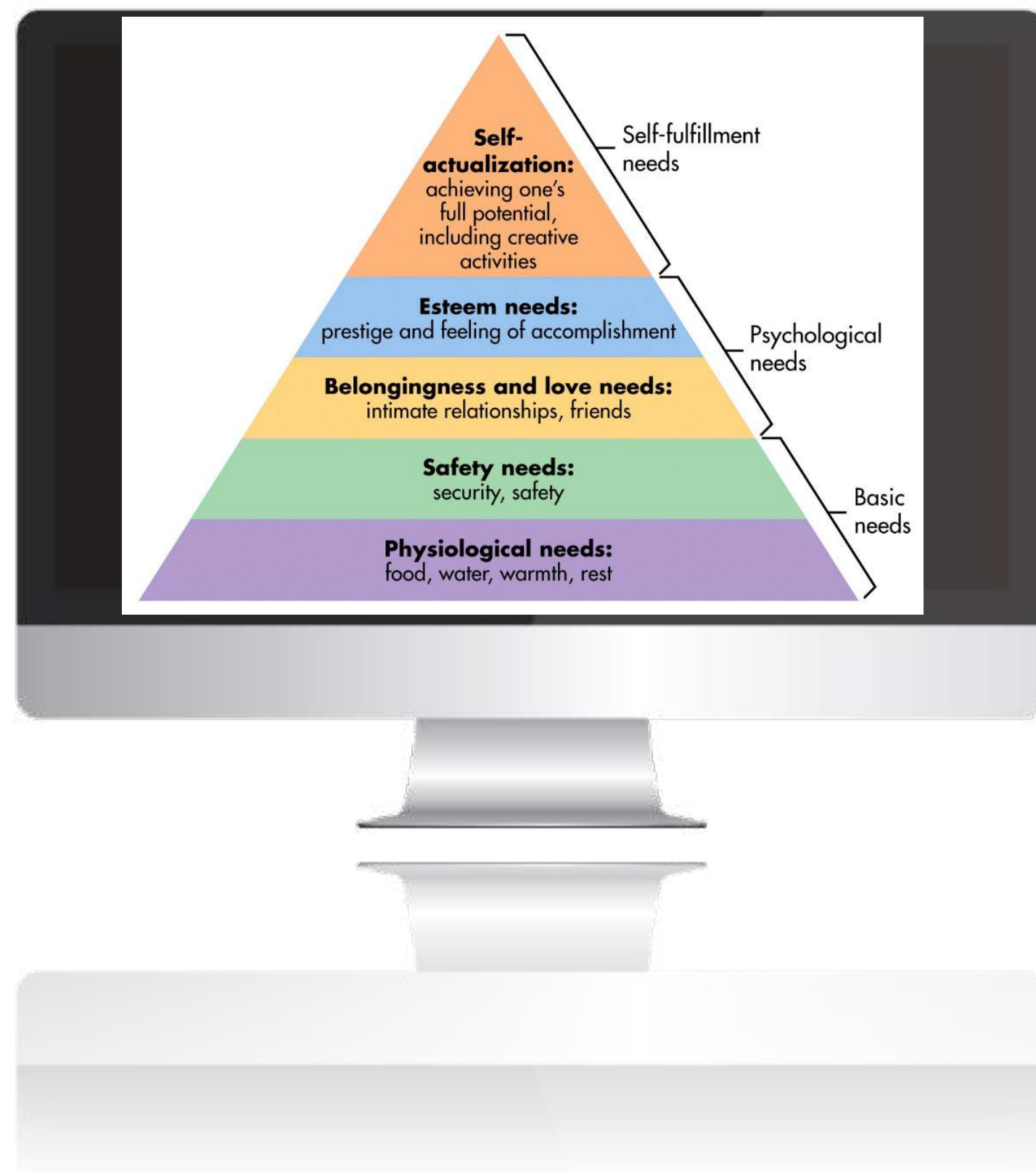


Scenario/Role Play

Digital Equity and Student Success

ISTE Standards Connection

International Society of Technology in Education



Cultural Identity

- ❑ Students use digital tools to connect with learners from a **variety of backgrounds and cultures**, engaging with them in ways that broaden **mutual understanding and learning**.

Relevance

- ❑ Students build knowledge by **actively exploring real-world issues and problems**, developing ideas and theories and pursuing answers and solutions.

Relationships

- ❑ Students use collaborative technologies to work with others, including peers, experts or community members, to **examine issues and problems from multiple viewpoints**.

Rigor

- ❑ Students **communicate complex ideas** clearly and effectively by creating or using a variety of digital objects such as visualizations, models or simulations.

DWANYE REED

"Students have to
Maslow before they
can Bloom."

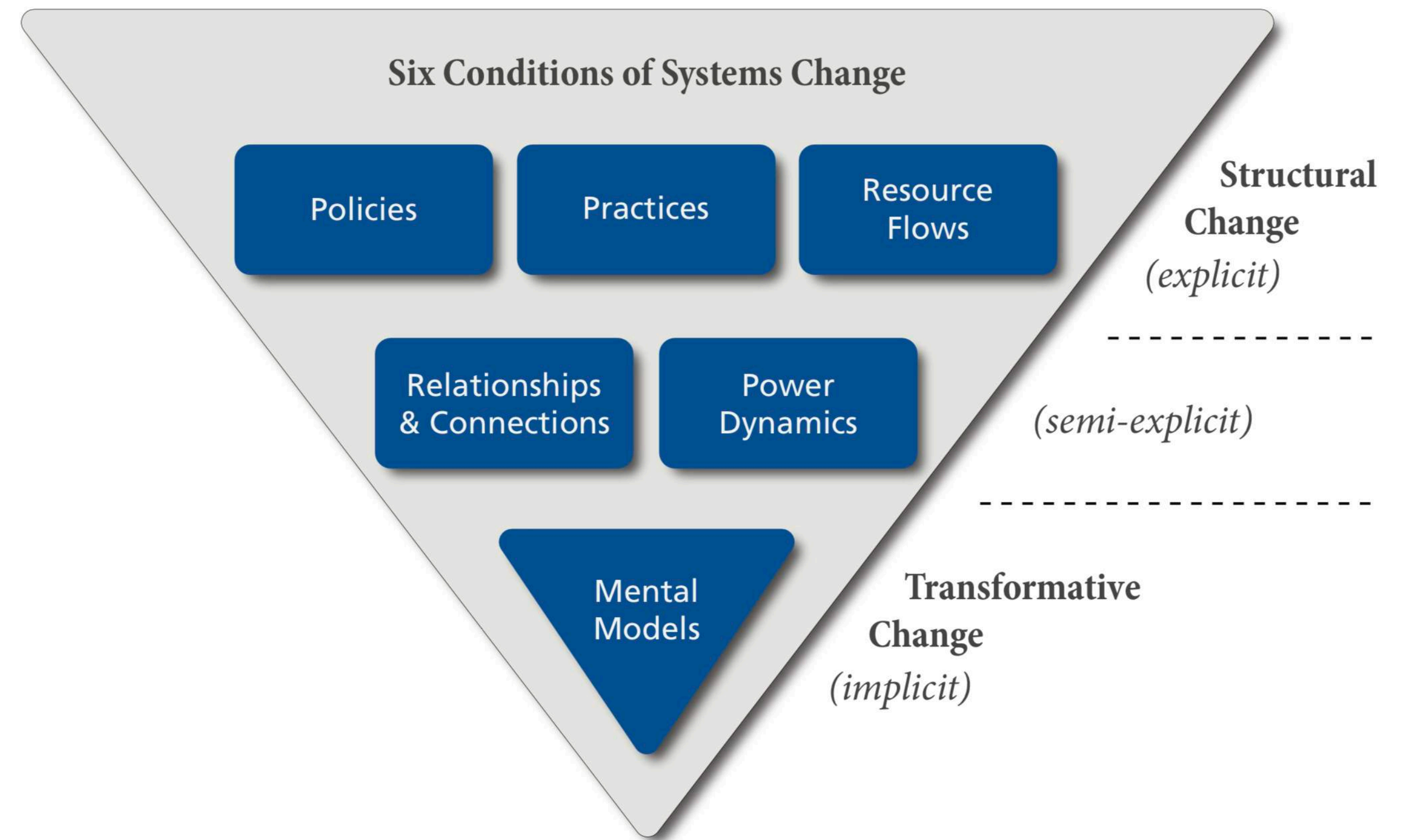


Bloom's Taxonomy



Equity Action Planning for Systemic Change

FIGURE 1. SHIFTING THE CONDITIONS THAT HOLD THE PROBLEM IN PLACE



Call To Action

- Develop a Definition of Equity
- Create an Equity Action Plan

Leverage LCAP

- Budget priority
- Board support and direction
- Policy and practice alignment

Identify Target Student Group

- Intentional focus on progress
- Address historical inequities (i.e. ethnicity, language)

Sample Equity Action Planning Template (na)

Background: (include purpose, vision, mission, goals)
 Equity Definition:
 Key Stakeholders/Teammates/Board Members:

Budget Item or Code	LCAP State Priority	SPSA Goal	Focus Area	Goal/Target Group	Action Steps	Measurement	Completion Date	Person(s) Responsible
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Identify Strategic Actions

- Policy, Practice, Resources
- Power Dynamics, Relationships
- Mental Models

Measure Impact of Work

- Develop long term accountability
- Prioritize systemic actions
- Replicate promising practices
- Adjust ineffective practices
- Sustain effective practices

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