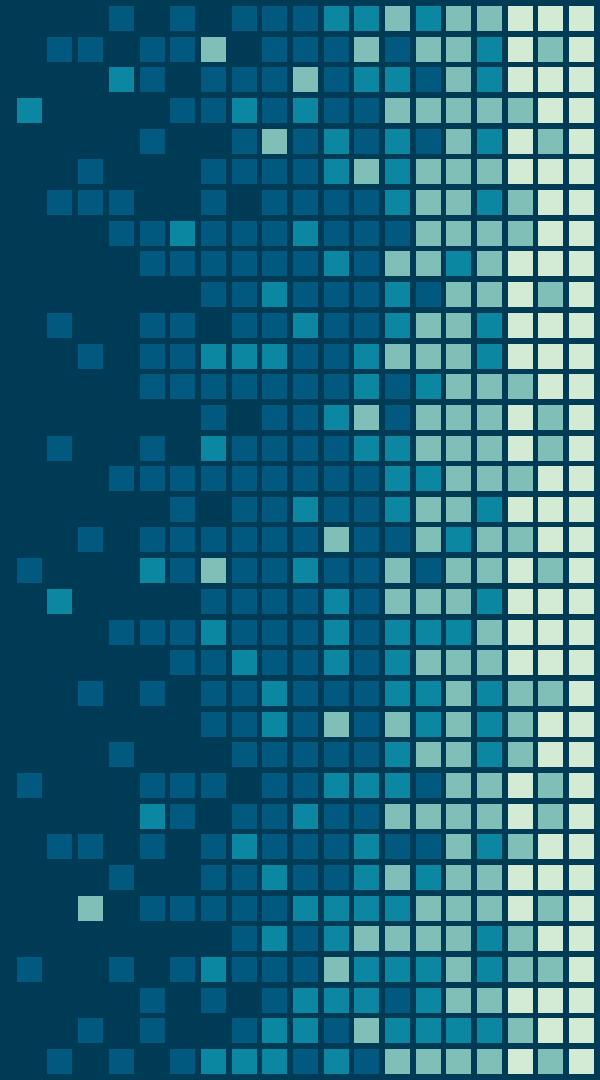
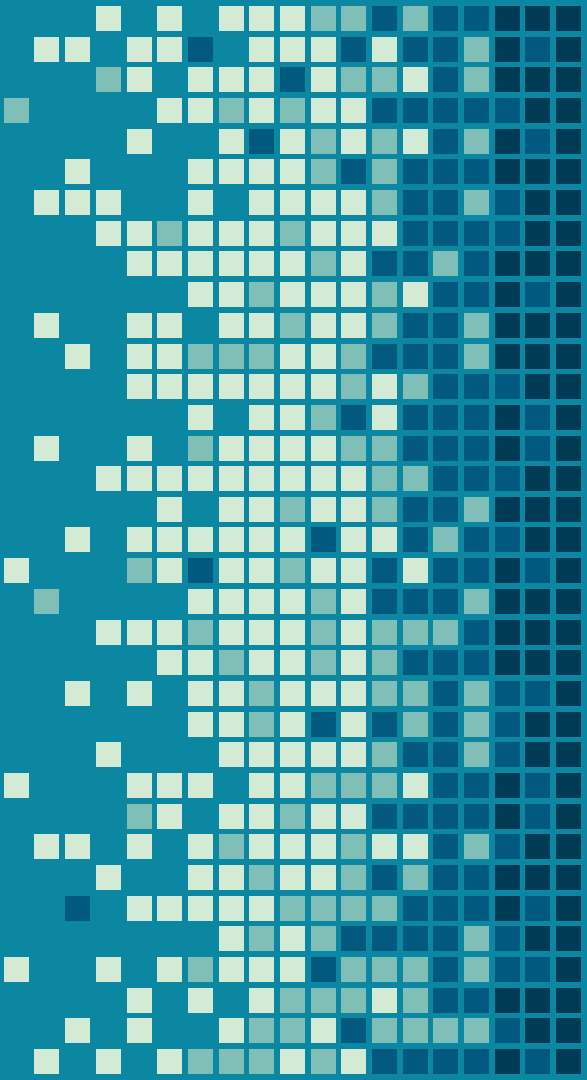


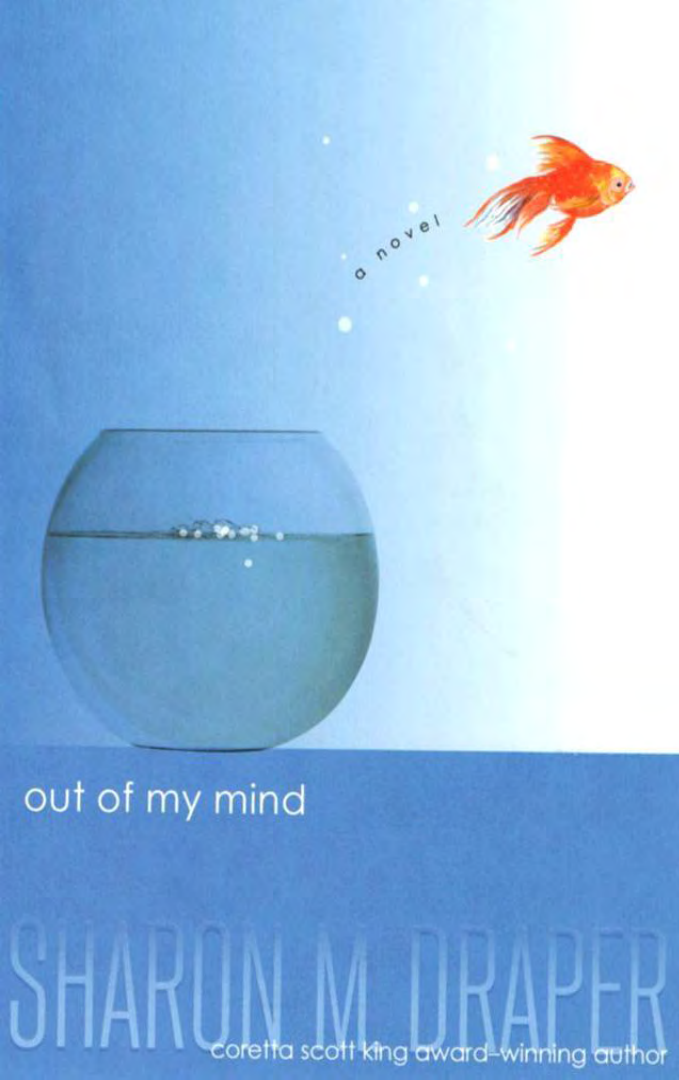
# EQUITY: The Necessary Journey





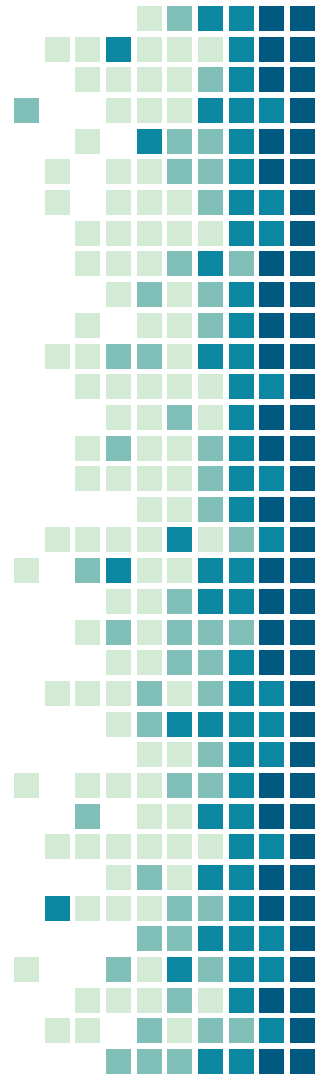
*👂👂 We need to create schools that are organized to meet the needs of the kids they serve instead of what we've been doing. We expect kids to adjust to the schools and if they can't, we say something is wrong with the child - instead of focusing on engagement and nurturing the love of learning in kids.*

*- Pedro Noguera*



# Bowling Green City Schools

Ann McCarty  
Melanie Garbig  
Jodi Anderson  
Zeb Kellough  
Alyssa Karaffa



# Group Activity Perspective

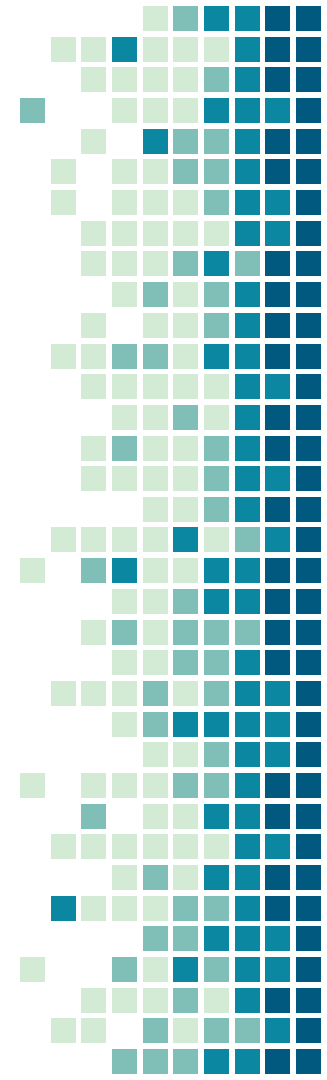
*"You must look within for value, but must look beyond for perspective." - Denis Waitley*

|

# Equity and the Ohio Improvement Process

## How we started:

- OIP Goals
- Watch Schools
- Social Justice Conference



# Equity Goal over time

## Year 1

Explore issues of equity at the District Leadership Team level

- discussion
- scheduling strategies
- highly qualified teachers

## Year 2

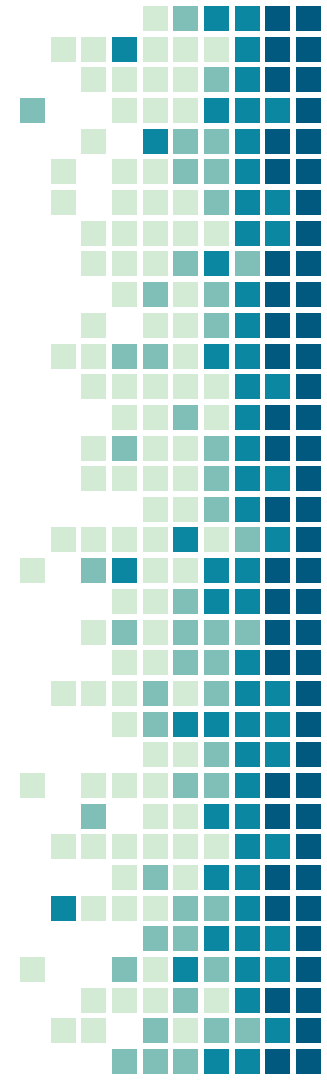
BGCS faculty and staff will engage in professional development activities that facilitate equitable experiences for all students

- Conference
- Equity Team
- Jon Saphier

## Year 3

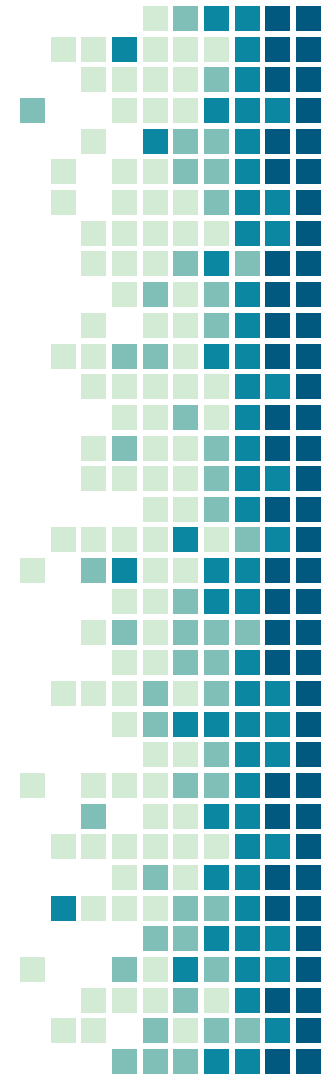
BGCS faculty and staff will engage in professional development activities that facilitate equitable experiences for all students

- Diana Patton
- Equity Champions
- Faculty Meetings
- MSTV
- Admin Book Study



The beginning of our journey.....

**Social Justice/Equity  
Conference  
Summer 2016**



# Develop Equity Committee

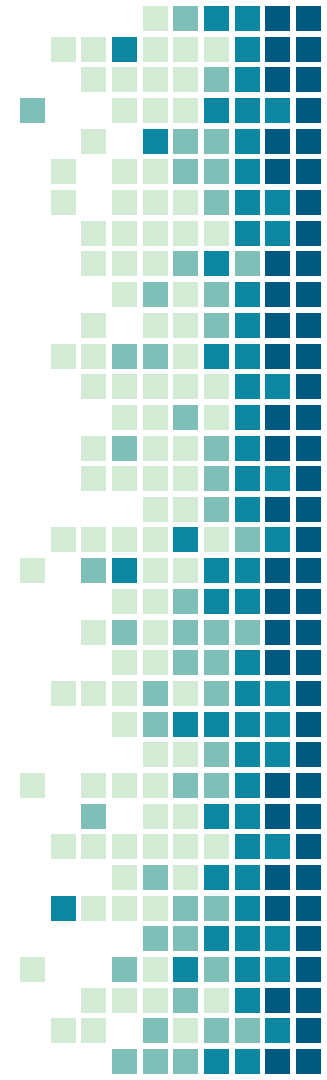
Administration

Counseling

Teacher Representatives from each grade level or

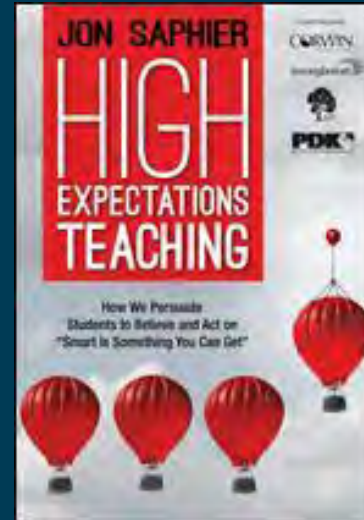
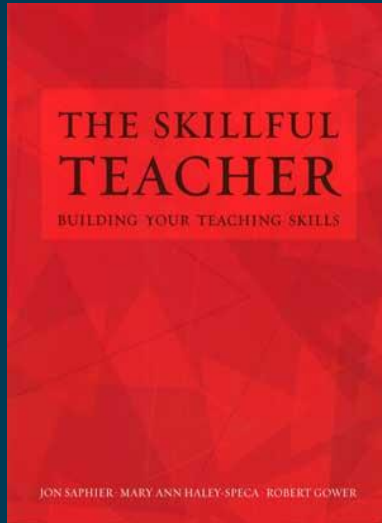
Multiple Departments represented

Special Populations



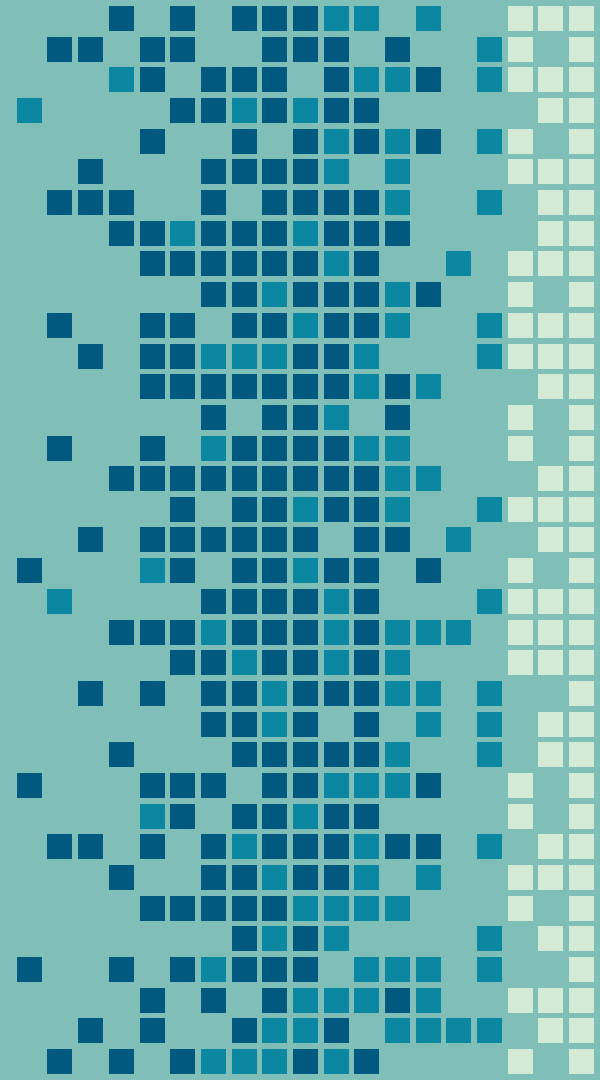


*"Smart is not something you are, smart is something you get!" - Jon Saphier*



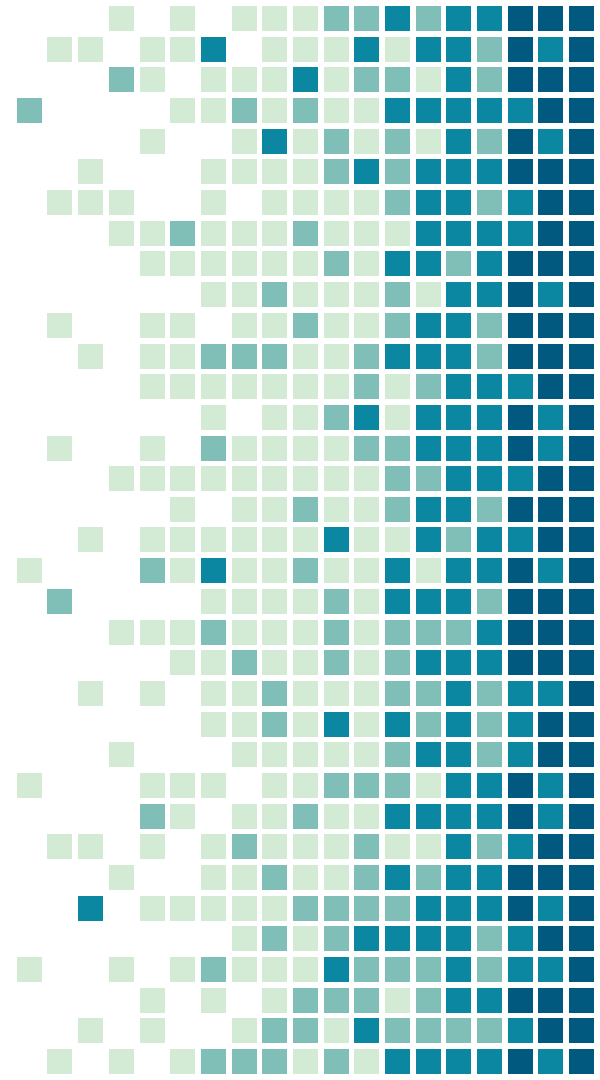
# Equity Work

Purpose Statement  
Belief Statements  
Article Reading & Discussion  
Data Sharing  
Equity Audit  
Spreading the Word  
Future Goals



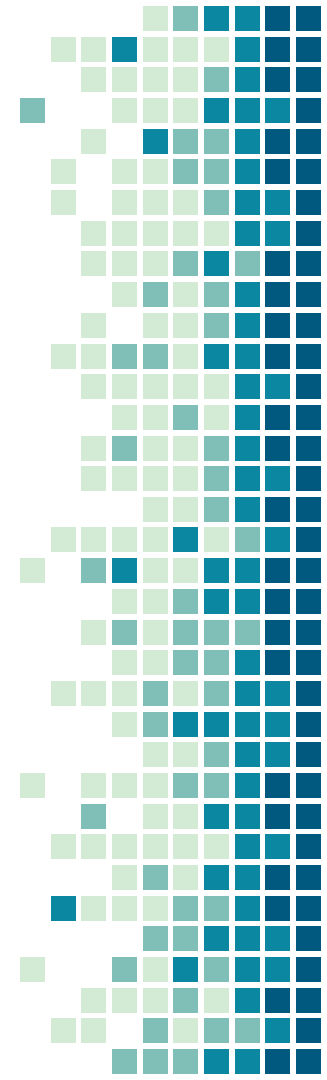
# Purpose Statement

The BGCS District Equity Team will ensure a responsive educational environment that provides equitable learning experiences and opportunities for all students and staff to be inclusive, flexible and culturally aware.

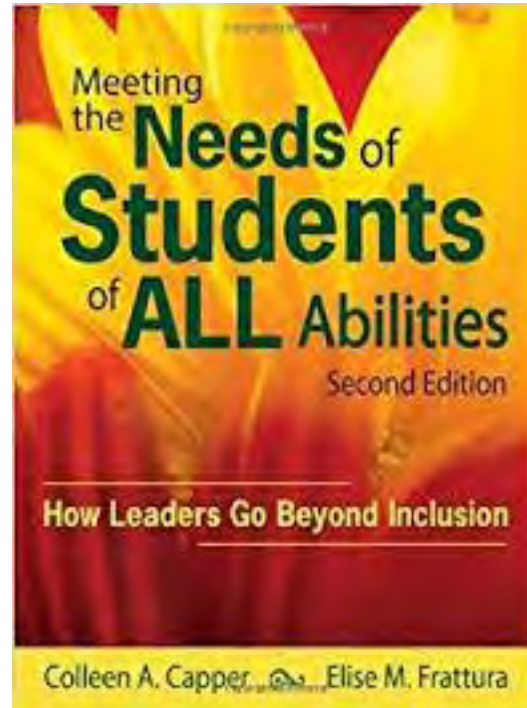
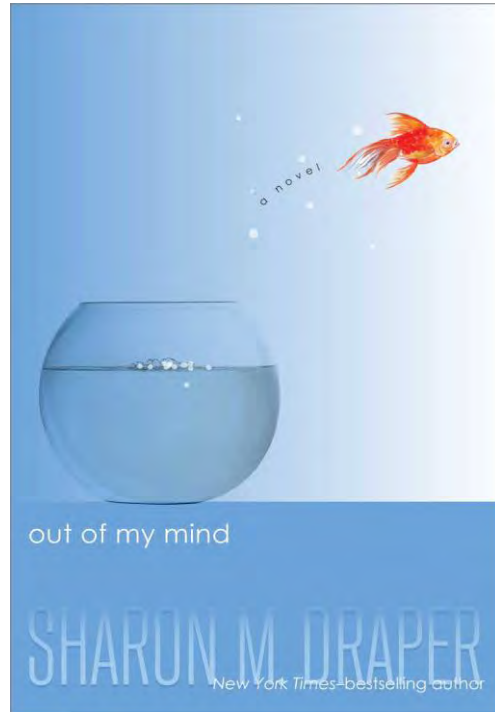


# Our Equity Belief Statements

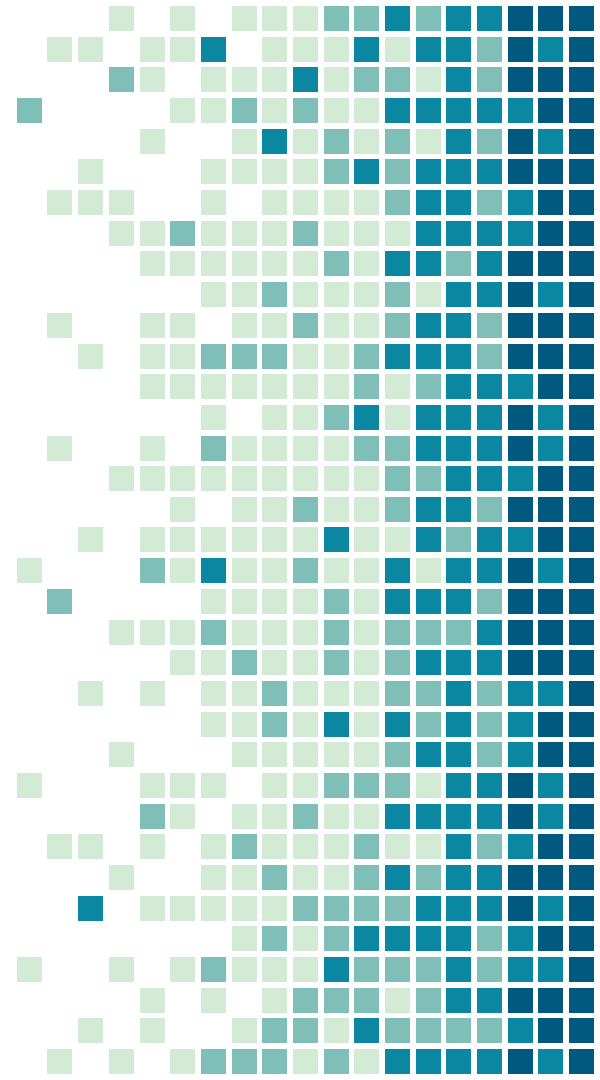
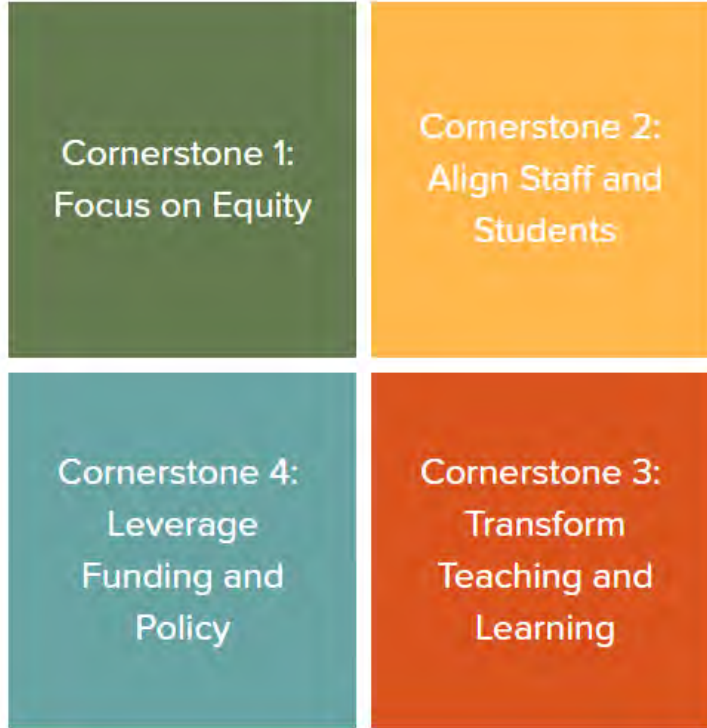
- All hands on deck and all in - from 0 to 180, from bell to bell, from PreK-12
- All students can succeed when failure is not an option.
- Fair isn't everyone getting the same thing - fair is everyone getting what they need to be successful
- All teachers have high expectations and deliver rigorous, differentiated instruction to every student without bias
- Commitment to address inequity and bias through ongoing reflection and courageous conversations
- Learning is based on clear objectives that contain criteria for success



# Guiding Resources for Equity Team

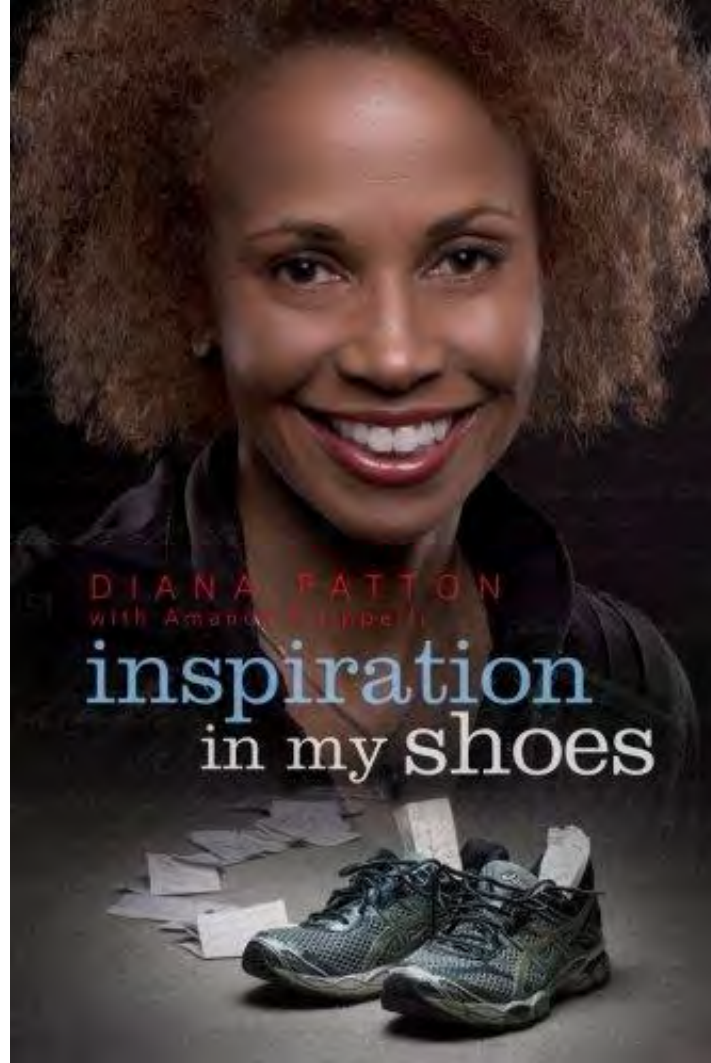


# Equity Audit



<https://www.icsequity.org/>

# Inspiration to start the year



# WALKING the EQUITY TALK

A Guide for

**CULTURALLY COURAGEOUS LEADERSHIP**

in School Communities

JOHN ROBERT BROWNE II

*"Good intentions are not enough. Those who are serious about providing a level playing field for all must do more than identify and lament the reasons for educational disparities and why they persist."*

*-John R. Browne*





# Reallocating Faculty Meeting Time

“Spreading the Word”

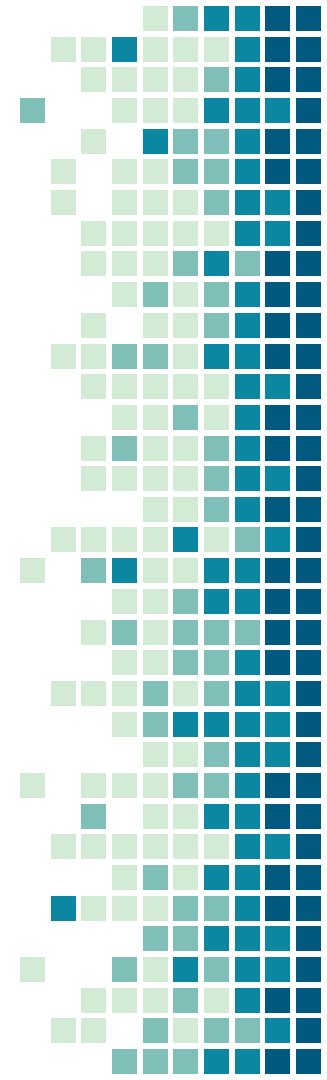
Equity team and DLT article review

Rich Discussion

Plan to implement at school level

Faculty Meetings and Discussions

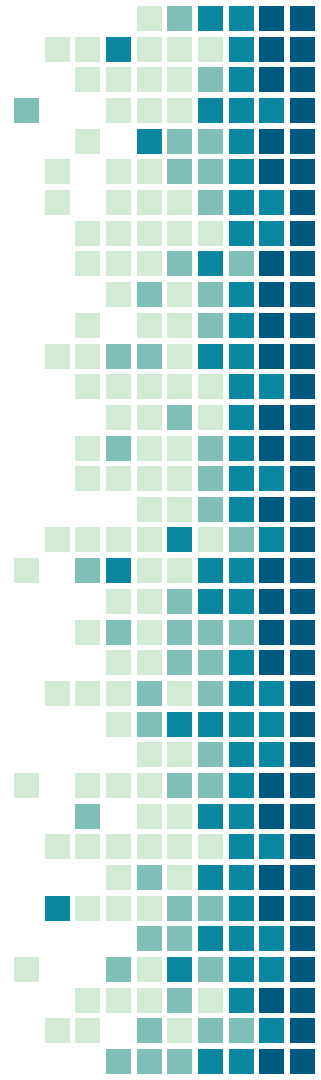
Report at DLT



# Equity Champions



Making Student Thinking Visible



# The Work of Champions

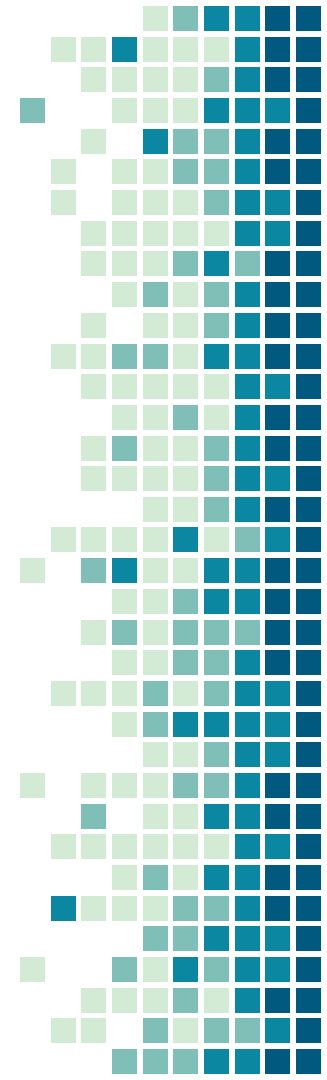
Take the course

Participate in a Train the Trainer PD Day

Execute in their own classroom

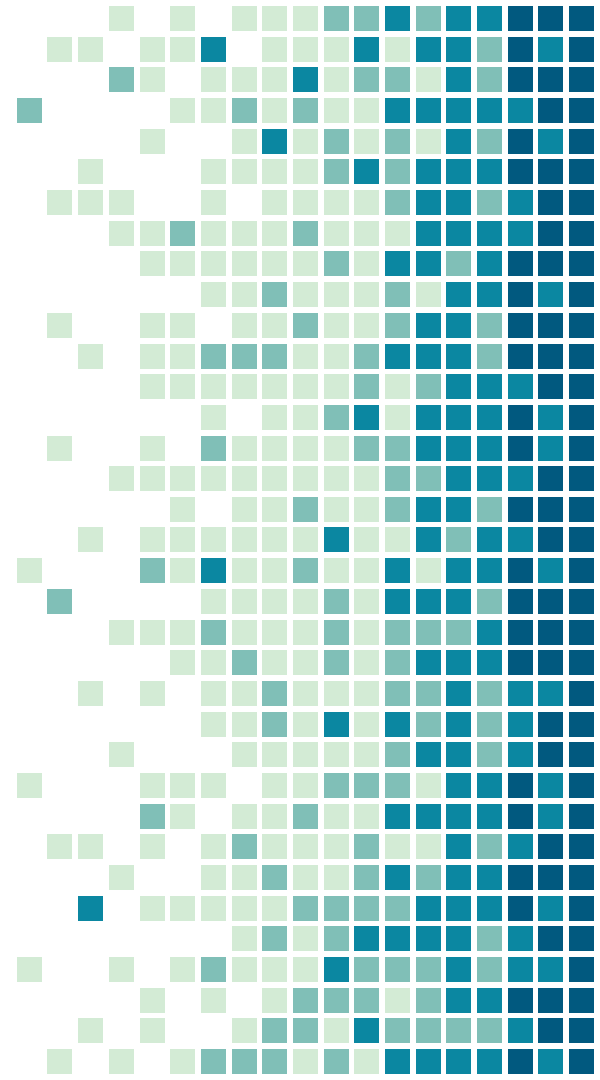
Plan the curriculum

Provide Professional Development



# *Moving Forward*

Turn around training for MSTV  
Continue sharing articles  
Exploring the more uncomfortable issues  
in equity and courageous conversations  
Continue to build our culture of equity



“ *The courage to address tough topics comes from a deep commitment. No deep commitment, no hard dialogue!*

*- Anthony Muhammad*

“ *Culture trumps  
strategy every time.*

*-Harvard Business Review*

*Questions?*

# Presentation Resources

Browne, J. R. I. I. (2012). *Walking the Equity Talk: A Guide for Culturally Courageous Leadership in School Communities*. Thousand Oaks, Calif: Corwin Press.

Capper, C. A., & Frattura, E. M. (2009). *Meeting the needs of students of all abilities: How leaders go beyond inclusion*. Thousand Oaks, Calif: Corwin Press.

Draper, S. M., & Johnson, S. A. (2016). *Out of my mind*.

Muhammad, A., & Hollie, S. (2012). *The will to lead, the skill to teach: Transforming schools at every level*. Bloomington: Solution Tree Press, a division of Solution Tree.

Singleton, G. E. (2015). *Courageous conversations about race: A field guide for achieving equity in schools*.

<http://www.dianarpatton.com/>

<http://www.pedronoguera.com/>

<https://www.icsequity.org/>

