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
"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

[Images of book covers]

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Equity Audit

Cornerstone 1: Focus on Equity
Cornerstone 2: Align Staff and Students
Cornerstone 4: Leverage Funding and Policy
Cornerstone 3: Transform Teaching and Learning

https://www.icsequity.org/
Inspiration to start the year
“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


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.


http://www.dianarpatton.com/

http://www.pedronoguera.com/

https://www.icsequity.org/