

# **NJASA** *4 Equity*

*One Vision, Our Voice*

**#njasa4equity**



# How is educational equity defined?

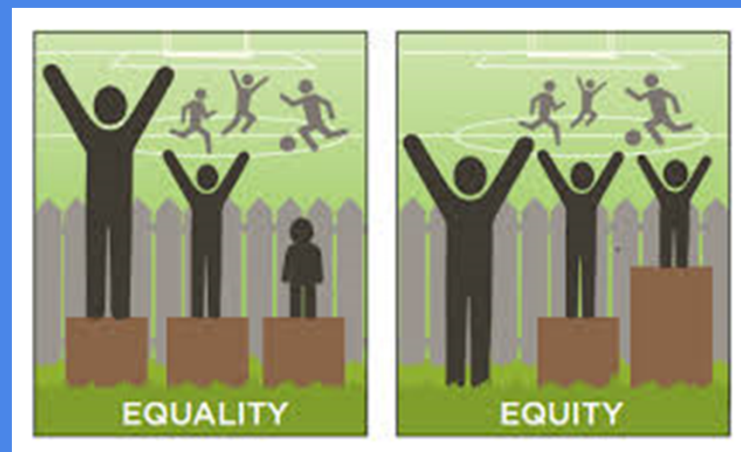
“Educational equity means that every student has access to the educational resources and rigor they need at the right moment in their education across race, gender, ethnicity, language, disability, sexual orientation, family background and/or family income.”

*Leading for Equity: Opportunities for State Education Chiefs,  
Council of Chief State School Officers, 2017*

# How do we differentiate equity from equality?

Equality is about giving each person the same thing.

Equity is about giving each person what she/he needs to be successful.



# What is **NJASA 4 Equity** ?

- Amplifies the theme of *One Vision, Our Voice*: Using our voice as school leaders to achieve a vision of equity for all New Jersey students.
- Articulates clear beliefs that synthesize the intent of *Vision 2020* regarding our students, communities, school leaders, and association members.
- Addresses key questions to operationalize the beliefs through a sustainable action plan.

# **NJASA 4 Equity**

## **Four Beliefs**

- 1. EQUITY FOR STUDENTS:** We believe in equitable access to programs, services, and resources for all students.
- 2. EQUITY FOR COMMUNITIES:** We believe in equitable access to funding for all school districts.
- 3. EQUITY FOR LEADERS:** We believe in equitable access to professional development for all school leaders.
- 4. EQUITY FOR MEMBERS:** We believe in equitable access to career opportunities and fair compensation for all association members.

# **NJASA 4 Equity**

## **Process**

- Gather input on the plan with Executive Officers and key NJASA staff (August-September)
- Share the plan with Executive Committee and Committee Chairs, identify Belief Leaders and additional Team Members (October-December)
- Develop an Action Plan with strategies that address key questions (December-April)
- Share progress with our Executive Committee and more broadly at public events (March-May)

# **NJASA 4 Equity** **Action Plan**

**Vision**

Where are we going?

**Beliefs**

How will we get there?

**Strategies**

What is NJASA doing?

What can we as members do?

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