

NJASA 4 Equity

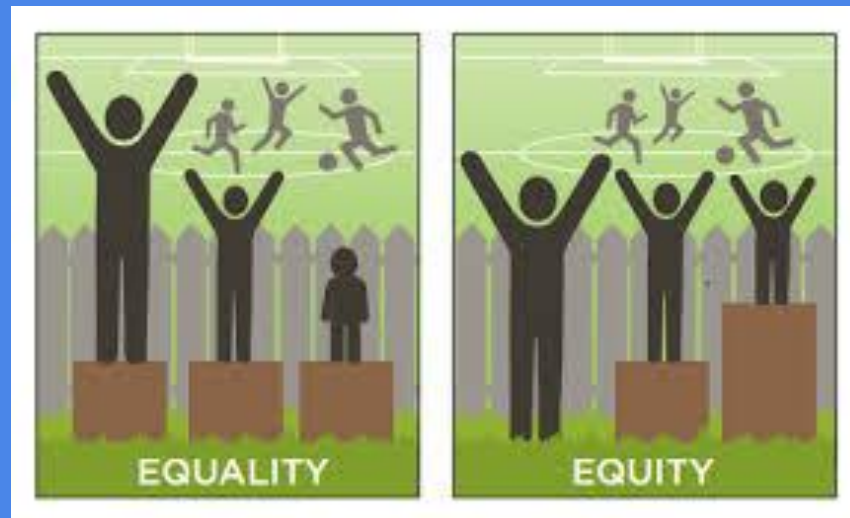
One Vision, Our Voice

#njasa4equity

How do we define equity?

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 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 NJASA members.
- Adds strategies and measures 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.

Equity For Students

We believe in equitable access to programs, services, and resources for all students.

CURRENT VISION 2020 INITIATIVES: NJ Consortia for Excellence through Equity, NJSBA Equity Council, community schools, pre-K expansion, shared services, school choice, NJDOE initiatives (i.e., QSAC, statewide assessment, graduation requirements)

POTENTIAL PARTNERS: NJDOE, NJPSA, NJEA, NJASBO, NJSBA, NJPTA, shared services organizations (i.e., CSSSD, JC, ESC), NJ Community Schools Coalition, Pre-K Our Way

VISION 2020 CONNECTIONS: Key Factors 1,4,5,7; Leadership Initiatives 3,5,6; Key Challenges 2,3,4,5

Equity For Communities

We believe in equitable access to funding for all school districts.

CURRENT VISION 2020 INITIATIVES: special education funding, school facilities bonding for all districts

POTENTIAL PARTNERS: Parent Advocacy Groups, Legislative Leaders, Governor's Office, NJDOE

VISION 2020 CONNECTIONS: Key Factors 2,6; Leadership Initiatives 3,5; Key Challenges 1,3,4,5

Equity For Leaders

We believe in equitable access to professional development for all school leaders.

CURRENT VISION 2020 INITIATIVES: NJ Leadership Academy, New Superintendents Academy, Early Career Superintendents Institute, Future Ready NJ, Techspo, social media initiatives (e.g., SATChat)

POTENTIAL PARTNERS: NJERF, NJSBA, NJDOE, NJPSA, NJASBO

VISION 2020 CONNECTIONS: Key Factor 3, Leadership Initiatives 4,7,8; Key Challenges 6,7

Equity For Members

We believe in equitable access to career opportunities and fair compensation for all association members.

CURRENT VISION 2020 INITIATIVES: Women's Leadership Conference, NJ Leadership Academy, NJASA Administrator Screening Service, NJASA Biannual Survey

POTENTIAL PARTNERS: NJDOE, Higher Education Leaders

VISION 2020 CONNECTIONS: Key Factor 8; Leadership Initiatives 1,2,7; Key Challenges 6,7

Our Process



Anticipated 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 Strategists (October/November)
- Develop an Action Plan and begin implementing strategies (December/January)
- Conduct progress reviews and report out to Executive Committee (April and June)

Our Tools



NJASA 4 Equity **Proposed Action Plan**

Vision Where we're trying to go

Beliefs How we'll get there

Strategies How we'll operationalize each belief

Measures How we'll assess each strategy

NJASA 4 Equity - Proposed Action Plan

VISION

**One
Vision
Our
Voice**

Using **our voice** to achieve a **vision of equity** for all New Jersey students.

BELIEFS

STUDENTS: Equitable access to programs, services, and resources for all students.

COMMUNITIES: Equitable access to funding for all school districts.

LEADERS: Equitable access to professional development for all school leaders.

MEMBERS: Equitable access to career opportunities and fair compensation for all association members

STRATEGIES

MEASURES

Our Roles



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Belief Leaders

1. Seek co-Leaders for each belief from among Executive Committee members and members of other Committees
2. Seek Strategists (or co-strategists) and work with them and Committee Chairs to identify a strategy (or strategies) and measures for the belief
3. Manage, deliver, and track the strategies and measures
4. Conduct progress reviews using the action plan, give notice on potential red flags, capture the learnings

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Strategists

1. Seek Strategists from among Executive Committee members and members of other Committees
2. Work with co-Leaders and Committee Chairs to identify a strategy (or strategies) and measures for the belief
3. Implement the strategy with active stakeholders and measure progress along the way
4. Participate in progress reviews using the action plan, give notice on potential red flags, capture the learnings

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Focus of Progress Reviews

1. Are we communicating strategy updates?
2. Are strategies becoming clearer and more focused?
3. Are there gaps identified by our measures (on track/on hold/off track)?
4. Are barriers being identified? Are adjustments being made?

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Next Steps

1. Seek co-Leaders for each belief from among Executive Committee members and other Committees (Oct-Nov)
2. Leaders and Strategists build out action plan (Nov-Dec)
3. Leaders conference with Strategists to review progress on action plan (mid March, mid May)
4. Executive Director, President, and Immediate Past-President conference with Leaders to discuss progress (late March, late May)
5. Leaders share progress with Executive Committee (April 11, June 6)

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