

NJASA 4 Equity

One Vision, Our Voice

#njas4equity



How is educational equity defined?

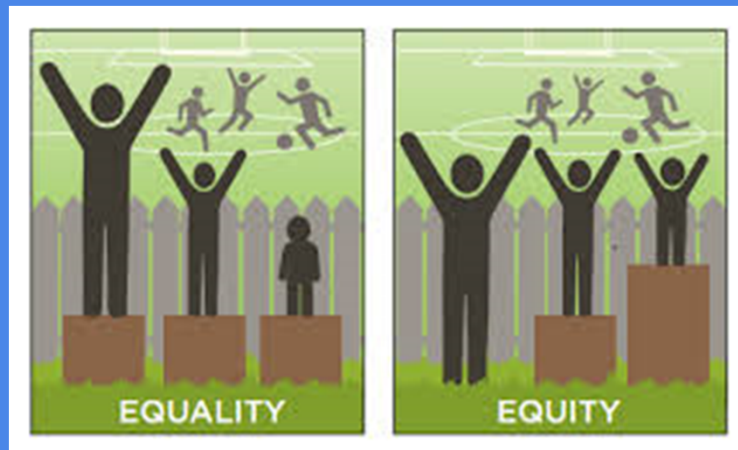
“Educational equity means that every student has access to the educational resources and rigor they need at the right moment in their education across race, gender, ethnicity, language, disability, sexual orientation, family background and/or family income.”

*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.

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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?

New Jersey Consortia for Equity Through Excellence

- Partnership with University of Pennsylvania Graduate School of Education
- Mission to positively transform the lives of each and every student by preparing them for success in post secondary education and in life
- Promote and support meaningful change and improvement toward excellence and equity
- North, Central and South Cohorts



The Quest

- Eliminating the Predictability of Achievement and Attainment Disparities Defined by Race/Ethnicity or Economics

- Building Our District's Capacities for Continuous Improvement

- Recognize the Value of Networks: Positive Deviance- Expanded Sharing of Promising Practices

- Clarify the Nature of Our Attainment-Achievement- Opportunity to Learn Expectation Gaps

- Challenging Our Assumptions About Our Children's "Potential" and the Status Quo

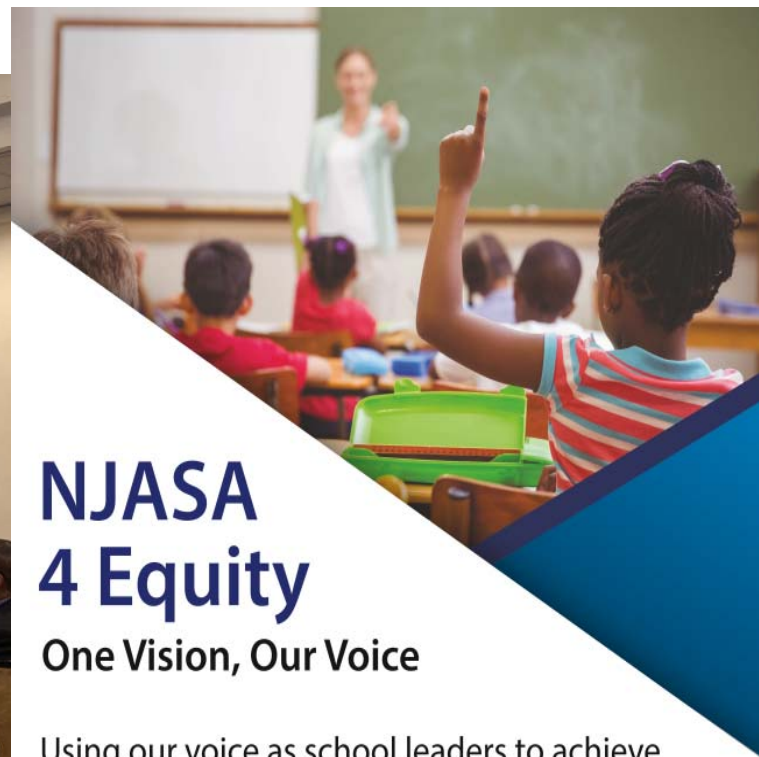
- Increasing Access, Opportunity, Inclusion and Support to Our Most Challenged Learners

- Increasing Focus on Our Students' Strengths/Assets vs. Deficits

- Doing Our Decision-Making Through An Equity Lens: Who Benefits? Open Doors of Opportunity or Close Doors?



President Greene Shares NJASA4Equity Vision



NJASA 4 Equity

One Vision, Our Voice

Using our voice as school leaders to achieve
a vision of equity for all New Jersey students.

We believe in EQUITY for:

Student access to programs,
services, and resources.

Community access to funding
for all school districts.

School leader access to
professional development.

Association member access to career
opportunities and fair compensation.

NJ  Association of
School Administrators
Education &
Research Foundation

#njasa4equity

WHERE DO WE SEE THE GAPS- DISPARITIES?

OUTCOMES

- Student Assessments
- Student Grades/GPA
- Attendance Rates and Patterns
- High School Graduation Rates
- College-Going Rates/Attending First College of Choice
- College Persistence and Success

LEARNING OPPORTUNITIES

- Enrollment Patterns in Advanced Placement, International Baccalaureate, Honors, Gifted, Math and Science Courses
- Enrollment Patterns in “Lower Ability” Groups, Remedial Programs, Special Education
- Discipline Referral Rates and Consequences
- Extracurricular Involvement
- First Generation College-Going

STUDENT & PARENT PERCEPTIONS OF THEIR EXPERIENCES

- Questionnaires, Surveys, Interviews, Focus Groups

Excellence Through Equity



A description,
demographics
and the history of
“gaps”



Approaches to
organizing how
to address the
gaps and equity
challenges



Promising strategies moving
forward for building capacities
to reduce opportunity and
achievement disparities





LEADERSHIP MATTERS!!!

- Forwarding a New Vision of Excellence Through Equity

- Building Our Own and Our Colleagues Individual and Collective Efficacy: Confidence and Competence

- Advocacy for Historically Marginalized Students and Families

- Sustaining a Sense of Urgency for Improvement and Dealing Effectively with Resistance to Change

- Developing Culturally Responsive and Equity Informed Policies and Practices

- Effectively Allocating Resources

- Supporting the People Who Support the Children

Excellence Through Equity

Dr. Kendra Johnson,
Montclair Superintendent





Women in Leadership Conference

March 14 & March 15, 2019



Women in Leadership Conference

New Jersey
Secretary of
State
Tahesha Way
Keynotes

March 14, 2019



**Women in
Leadership
Conference
Session on NJASA
4 Equity**



Assemblywomen Mila Jasey and Yvonne Lopez

Legislators share their journey
with attendees at the conference.



Dr. G. Kennedy Greene
NJASA President
Chief Education Officer
Newton Public Schools



Judith Rattner
NJASA Director of
Special Projects



Dr. Scott Rocco
NJASA President-Elect
Chief Education Officer
Hamilton Twp., Mercer County



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Dr. Richard Bozza
NJASA Executive Director

Governor Livingston High School DHH Students Perform at the Equity Conference



A photograph of a panel presentation at a conference. Five individuals are seated behind a long table covered with a dark blue cloth. From left to right: a woman with curly brown hair, a man with glasses and a grey suit, a woman with long dark hair, a man with a beard and a grey suit, and a man with glasses and a dark suit. Each person has a nameplate and a water bottle in front of them. The background features a large, ornate chandelier and a decorative wall. A semi-transparent circular overlay is positioned in the foreground, containing the title and a list of panelists.

Panel Presentation at 1st Annual NJASA Equity Conference

- Teresa Rafferty, Piscataway
- Brian Zychowski, North Brunswick
- Kendra Johnson, Montclair
- Scott Rocco, Hamilton Township
- George Guy, Cherry Hill



**BELOW THE
SURFACE:
Taking a
Deeper Look
at Equity in
Education**

 **SCHOLASTIC**

EDUCATION



Sessions Focused on Equity

- Lunch and Learn for Leadership Diversity
- Aspiring Leaders
- NJASA 4 Equity
- Women in Leadership



Leadership Diversity Lunch & Learn

We invite you to join us for this Lunch & Learn session which is designed to help minorities and women *in or aspiring to* positions in educational leadership prepare for their next interview.

With networking, support and professional development, NJASA wants to create a clear pathway for minority educators to engage, encourage, and inspire one another.

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