Education Elements

(In)Equity in School Closures

Ed Elements COVID-19 Webinar Series

—

April 2, 2020

Share your name, district, and role

As an educator, during these times, what keeps you at night? Answer with ONE WORD.

Put your response in the chat box.

Chat

Type message here...

Join Audio   Stop Video   Invite   Manage Participants   Chat   Record   End Meeting

Education Elements

2

Welcome

Noah Dougherty

noah@edelements.com
@noahdougherty

David Hardy Jr.

david@edelements.com
@dhardyjr

Purvi Patel

purvi@edelements.com
@Purvip4

Lauren Acree
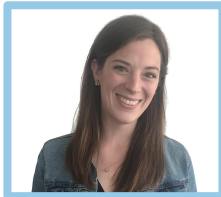
lauren@edelements.com
@LKMilam

Elizabeth Lambert

elizabeth@edelements.com
@bethedelements

Education Elements

Objectives

Engage in thought provoking conversations about the realities of inequity
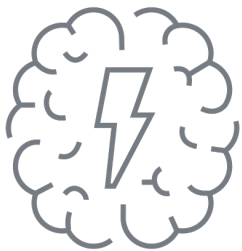
Learn and share best practices that provide equitable outcomes

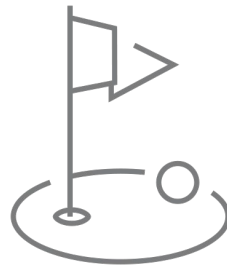Create a community that we all can come back to for more dialogue

Agenda

SPARK

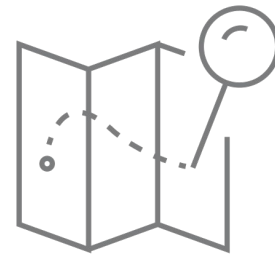Understand the historical context of educational equity

EXPAND

Explore an equity lens protocol to guide decisions making during COVID 19

PRACTICE

Practice equity lens protocol in a small, safe way to prepare for application
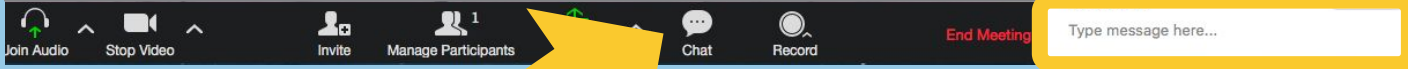
PLAN

Call to action: Share how you will use an equity lens in your district

Education Elements

5

Education is the key to **Freedom**.

Education Elements

6

What does equity mean to you?

Put your response in the chat box.

Equity.

Education Elements

Equality vs. Equity

Equality

Equality

Equality vs. Equity
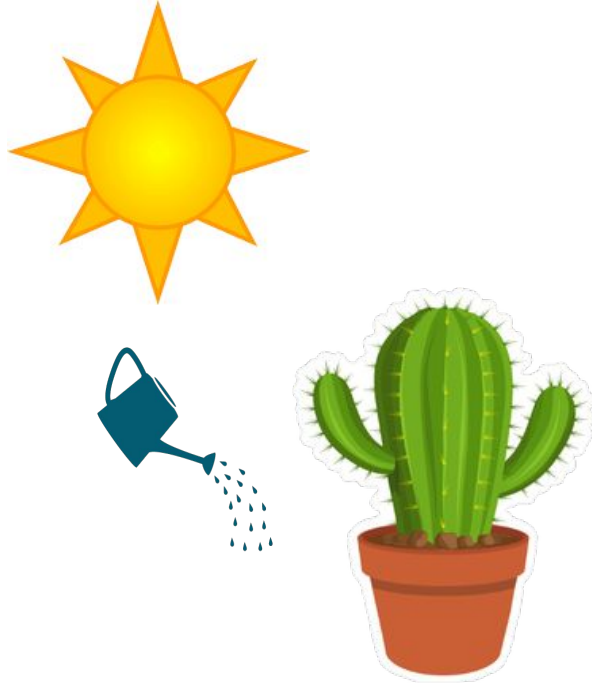
Equality

Equity

Education Elements

Educational Equity is providing the necessary opportunities to all by ensuring that each student has the **right resources** to reach their **individual potential**.

Inequity is a product of **design**.

Education
Elements

How did we get here?

Intelligence testing to track kids started
1932

Establishment of Federal Housing Authority
1934

1933
Housing shortage

1936
Techwood Housing Project opened

Fair Labors Standards Act
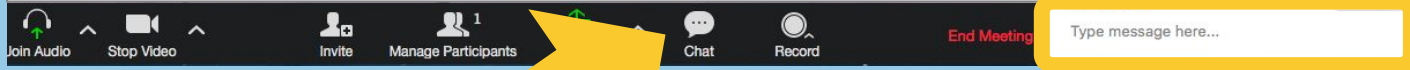1938

1940
National School Boards Association

"All children deserve equal access to an education which encourages them to their potential""

"White Flight" from Urban Centers begins
1950

1954
Brown v. Board of Education

"Equal Access to quality education"

Elementary Secondary Education Act
1965-1968

"Played no role in creation of segregated schools""

1974
Milliken v. Bradley

"Federal commitment to ensuring access to equal educational opportunity"

Establishment of US Dept. of Education
1979

2001
No Child Left Behind Act

How did we get here?

Progress

Wealth

Poverty

Establishment of Federal Housing Authority
1934

Intelligence testing to track kids started
1932

Fair Labors Standards Act
1938

"White Flight" from Urban Centers begins
1950

Elementary Secondary Education Act
1965-1968

"Equal Access to quality education"

Establishment of US Dept. of Education
1979

"Federal commitment to ensuring access to equal educational opportunity"

1933
Housing shortage

1940
National School Boards Association

"All children deserve equal access to an education which encourages them to their potential'"

1974
Milliken v. Bradley

"Played no role in creation of segregated schools'"

1936
Techwood Housing Project opened

1954
Brown v. Board of Education

2001
No Child Left Behind Act

Education Elements

How did we get here?

Progress

Wealth

Poverty

Education

Housing

Employment

Establishment of Federal Housing Authority

"Equal Access to quality education"

"Federal commitment to ensuring access to equal educational opportunity"

started

Standards Act

1950

1979

shortage

School Boards Association

Millikin v. Bradley

1936 Techwood Housing Project opened

1954 Brown v. Board of Education

2001 No Child Left Behind Act

How did we get here?
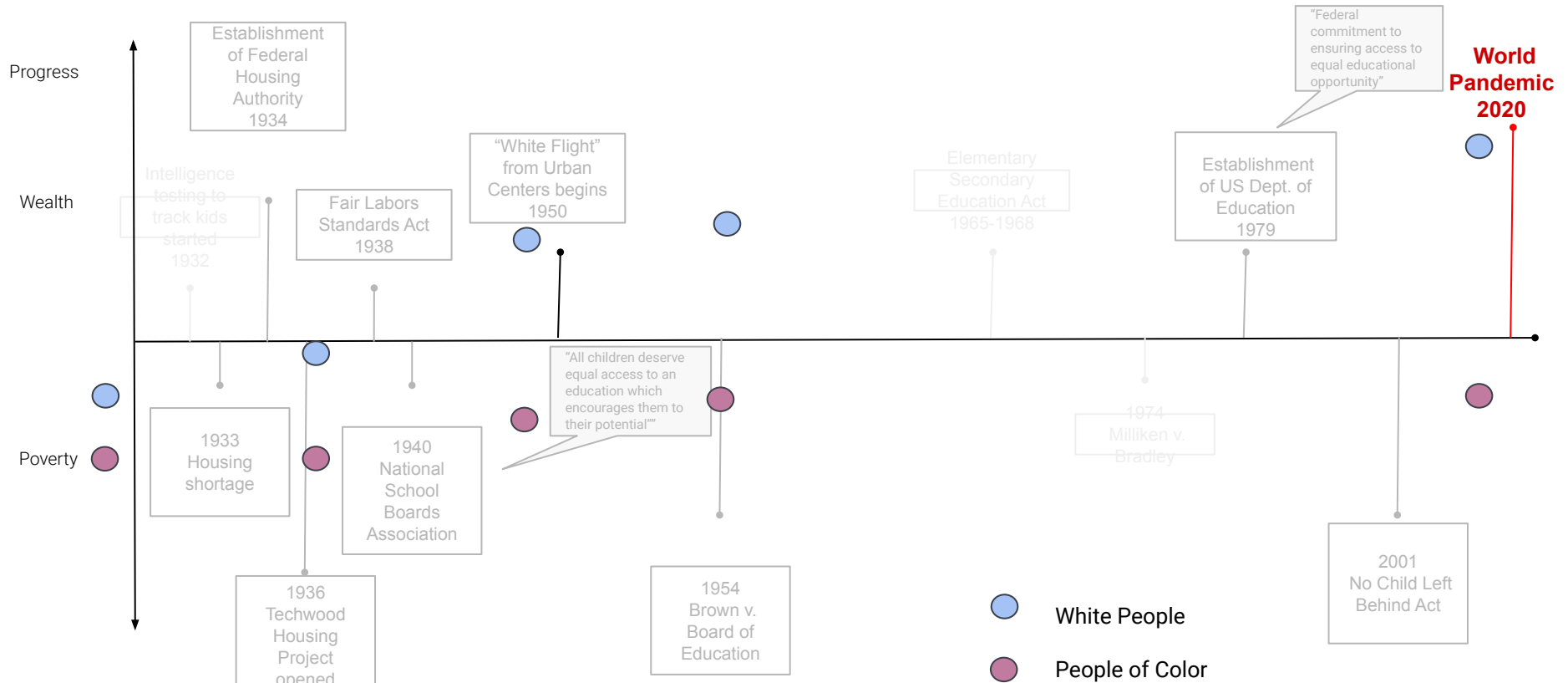
How did we get here?

Education is the key to **Freedom**.
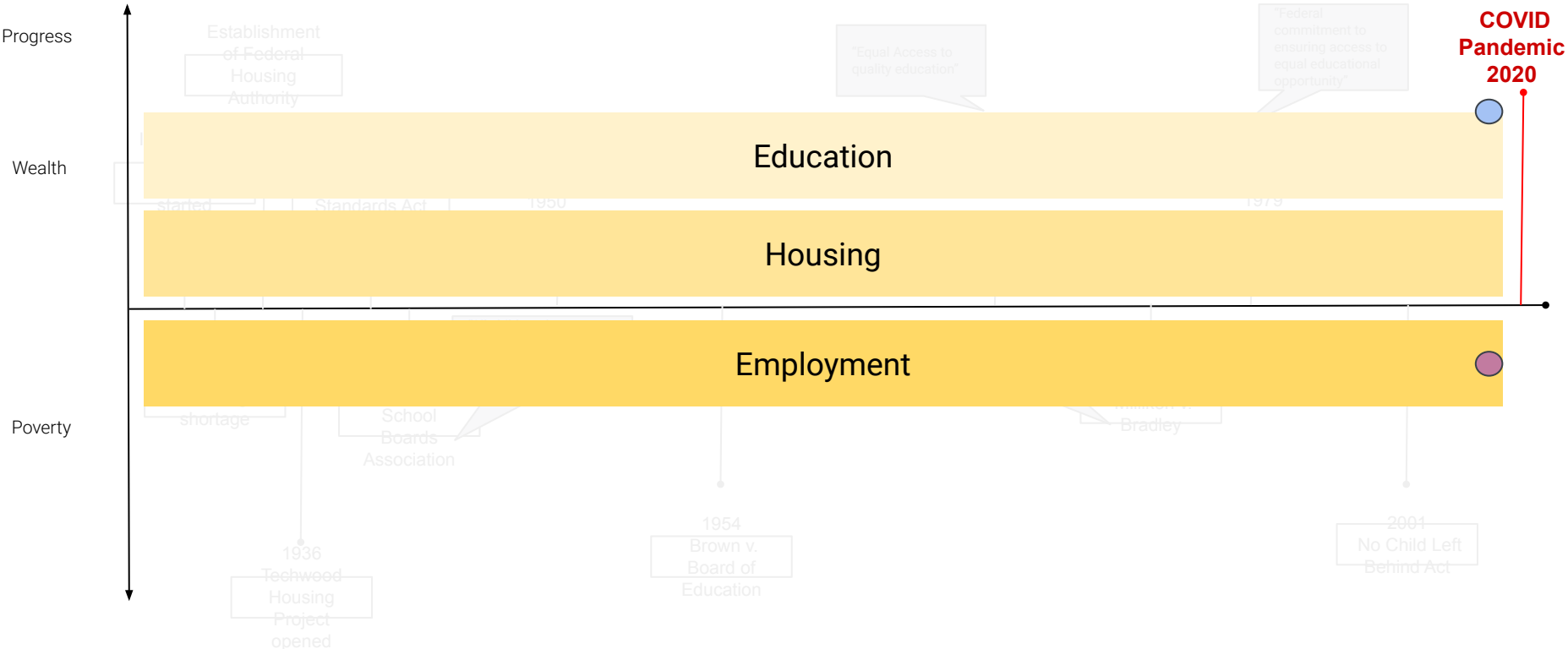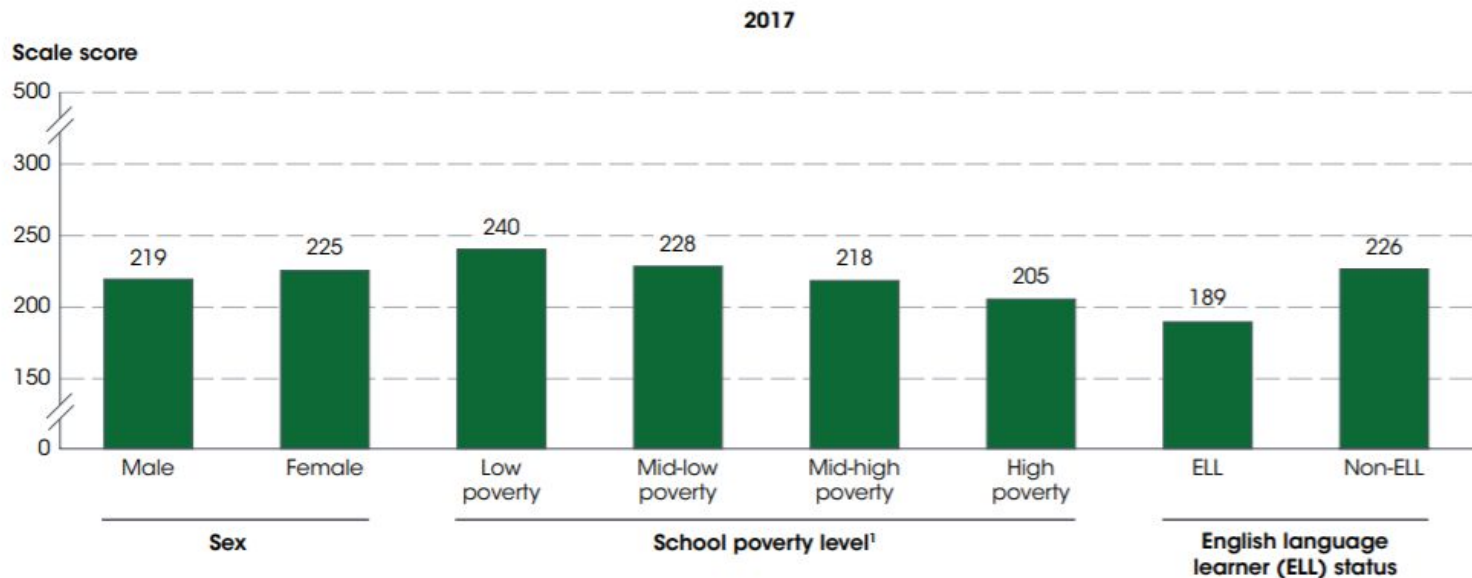
Education Elements

What does the data show?

Reading Performance

Chapter: 1/Preprimary, Elementary, and Secondary Education
Section: Assessments

Figure 3. Average National Assessment of Educational Progress (NAEP) reading scale scores of 4th-grade students, by selected characteristics: Selected years, 1992–2017

2017

Scale score

Category	Score
Male	219
Female	225
Low poverty	240
Mid-low poverty	228
Mid-high poverty	218
High poverty	205
ELL	189
Non-ELL	226

Sex — Male, Female

School poverty level[1] — Low poverty, Mid-low poverty, Mid-high poverty, High poverty

English language learner (ELL) status — ELL, Non-ELL

Education Elements

20

Realities of (In)Equity

30%

Of our nation's children go to schools that are 75% children of color

70%
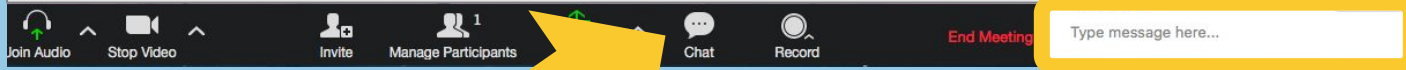
Of our nation's children in poverty are children of color

38%

Or our nation's children were identified as college and career ready in 2018

Education Elements

Inequity is a product of **design**.

It can be redesigned.

Education Elements

What has been your COVID-19 equity challenge and how have you begun to redesign in order to address it?

Put your response in the chat box.

Chat

Type message here...

Education Elements

Join Audio   Stop Video   Invite   Manage Participants 1   Chat   Record   End Meeting

23

Equity Lens Protocol

- **Design at the margins**
  - What questions can we ask ourselves, our teams, and our stakeholders to identify and empathize with students at the margin?

- **Make the invisible visible**
  - Why are the underlying systems and policies failing to serve all students? Who are those systems and policies serving?

- **Speak to the future**
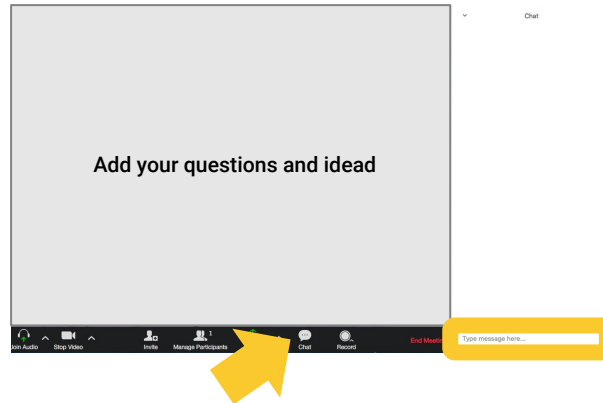 - What are the practices and habits we can create to keep equity front of mind?

Education Elements

Equity by Design Principle

Definition

Q-STORM

A prompt that inspires questions and ideas.

Add your questions and idead

Type message here...

WiFi Example

How do we facilitate remote learning when not all of our students have reliable access to high-speed internet?

Education Elements

Design at the Margins

Think about students at both ends of the spectrum.

Q-STORM

What questions can we ourselves, our teams, and our stakeholders to identify and empathize with students at the margin?

WiFi Example

Who do I go to most often for advice and whose voices need to be included in this conversation?

Do schools have internet access survey data from families?

Are there students and families we can interview who we know have limited access to the internet?

Education Elements

Make the Invisible Visible

Bring inequities and *biases* to the forefront

Q-STORM

Why are the underlying systems and policies failing to serve all students?

Who are those systems and policies serving?

WiFi Example

Remote learning assumes reliable access to the internet without any additional supports from the school.

Students who have a dedicated device in a home with high-speed internet and enough space for quiet work.

What other assumptions are being made about students and families?

Speak to the Future

Create language that speaks to an equitable future

Q-STORM

What are the practices and habits we can create to keep equity front of mind?

WiFi Example

How can we include equity checks into existing planning protocols and retrospectives?
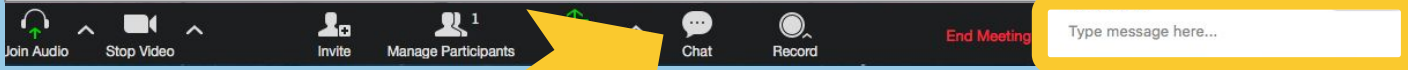
A role dedicated to bringing an equity lens to every conversation about expanding WiFI access.

Including our DEI point-person in our team's most important conversations about expanding WiFI access.
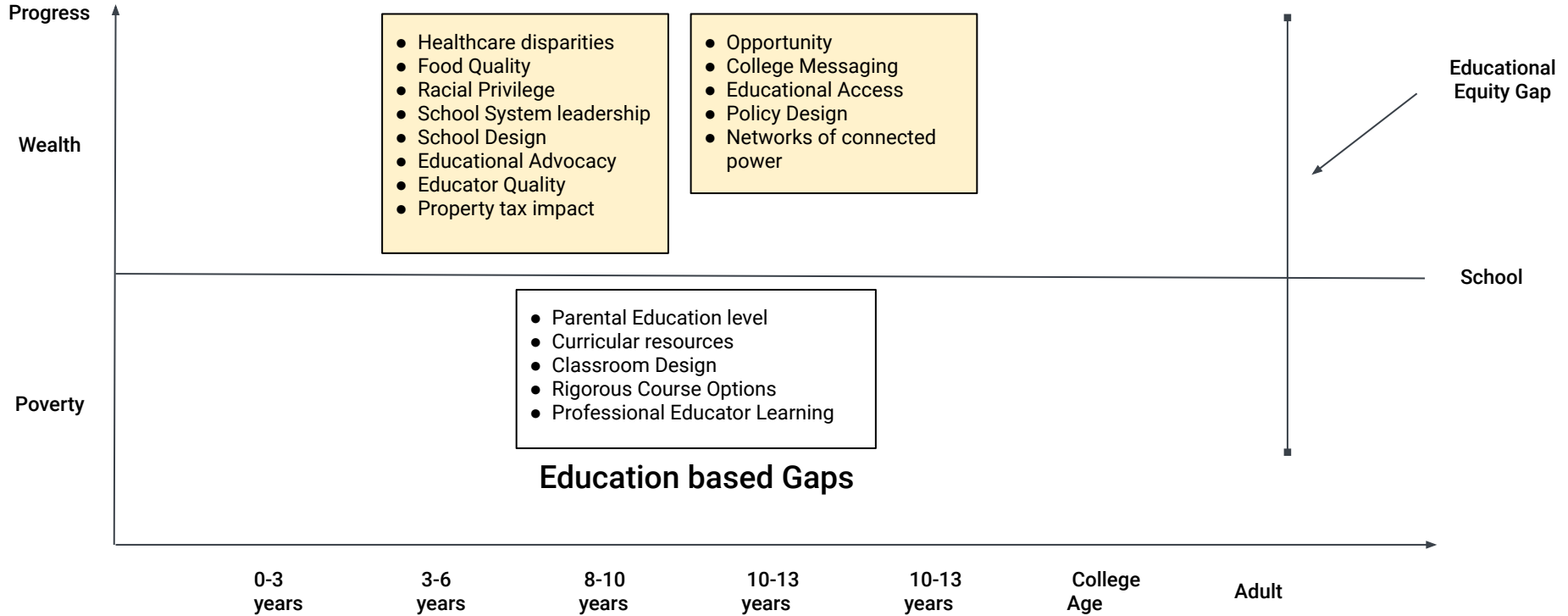
Education Elements

How might you apply this lens to your work?

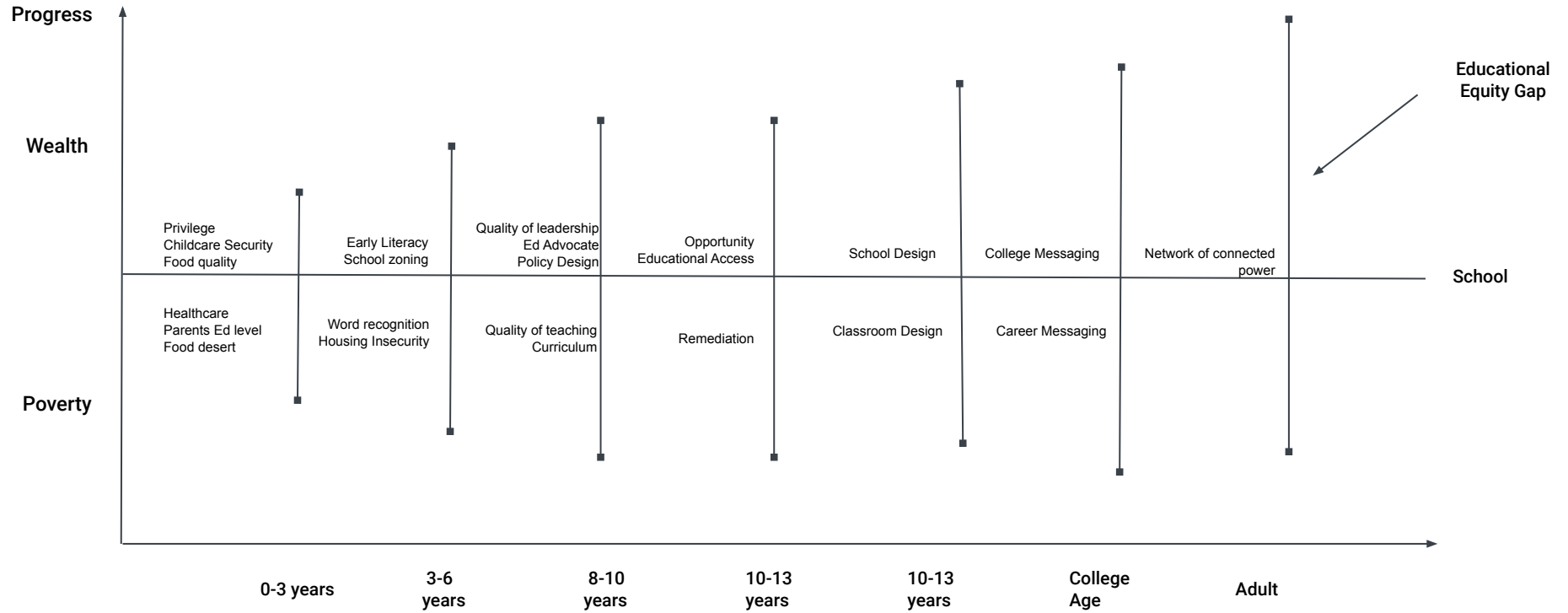# How might you share this protocol more largely with your district?

Put your response in the chat box.

29

Socialized Gaps

Progress

Wealth

- Healthcare disparities
- Food Quality
- Racial Privilege
- School System leadership
- School Design
- Educational Advocacy
- Educator Quality
- Property tax impact

- Opportunity
- College Messaging
- Educational Access
- Policy Design
- Networks of connected power

Educational Equity Gap

School

- Parental Education level
- Curricular resources
- Classroom Design
- Rigorous Course Options
- Professional Educator Learning

Poverty

Education based Gaps

| 0-3 years | 3-6 years | 8-10 years | 10-13 years | 10-13 years | College Age | Adult |

Education Elements

Progress

Wealth

Poverty

Educational Equity Gap

Privilege
Childcare Security
Food quality

Healthcare
Parents Ed level
Food desert

Early Literacy
School zoning

Word recognition
Housing Insecurity

Quality of leadership
Ed Advocate
Policy Design

Quality of teaching
Curriculum

Opportunity
Educational Access

Remediation

School Design

Classroom Design

College Messaging

Career Messaging

Network of connected power

School

0-3 years

3-6 years

8-10 years

10-13 years

10-13 years

College Age

Adult

Education Elements

Systems for Educational Equity Methodology (SEEM)

Connected Intelligence
"Read the Room"

Leaders are constantly making decisions that impact large groups of individuals. However, being the voice of those impacted should be the driving force of any leaders decision making process. Being in tune with those you lead is a key to your success. Lead with authencity, listen with compassion, and speak freely. Your ability to do those three things well create a reason for people to follow you.

- (Pt. 1) Tell your story: Leading with vulnerability by being your true self
- (Pt. 2) Hear their story: Understanding and engaging the community you serve
- (Pt. 3) Build the story with and for all: Narrating the path forward for all
- Executive Leader of Color Coaching

Inclusion Continuum Training and Toolkit
"Lead for three"

People want to be apart of organizations that they feel they bring value to in every way. Most school systems do not create, enable, or empower people to live in spaces where the voice truly matters. For school districts to operate at highly functional level, your people must feel like they are apart of the solutions. Create structures and equitable thinking so your people can realize success for you.

- Inclusion Continuum Training
- Systems for Educational Equity Development Symposium (SEEDS)
- Inclusion Continuum Toolkit Training and Resources
- Equity Driven Strategic Planning
- Trauma Informed Leadership

Relationship Management
"Manage Up, Out, In"

People will not care about how much know until they know how much you care. The best way to show that you care is to lead with moral courage, wear your care.

- Managing Up: Leading those who manage you
- Managing Out: Valuing the community through actions and words
- Managing In: Leading with empathy and strategy
- Protocols, Procedures, and Templates for Equity

Education Elements

Our Commitments

Education
Elements

![Education Elements]

Noah Dougherty

noah@edelements.com
@noahdougherty

David Hardy Jr.

david@edelements.com
@dhardyjr

Purvi Patel

purvi@edelements.com
@Purvip4

Lauren Acree

lauren@edelements.com
@LKMilam

Elizabeth Lambert

elizabeth@edelements.com
@bethedelements

Thank You!

Stay safe, stay healthy!

Connect with Education Elements on social media to continue the conversation, or subscribe to our blog for more resources about educating through COVID-19.

@edelements

fb.com/edelements

www.edelements.com/blog

Education Elements