

# Attaining Educational Equity: Building Your Framework



E<sup>4</sup> - Excellence through Equity, Engagement,  
and Environment



# Responding to Poll Everywhere

- Send a text message to 22333 with stevegregor267 in the message area
- You will get a return message that you are now in Steve Gregor's session



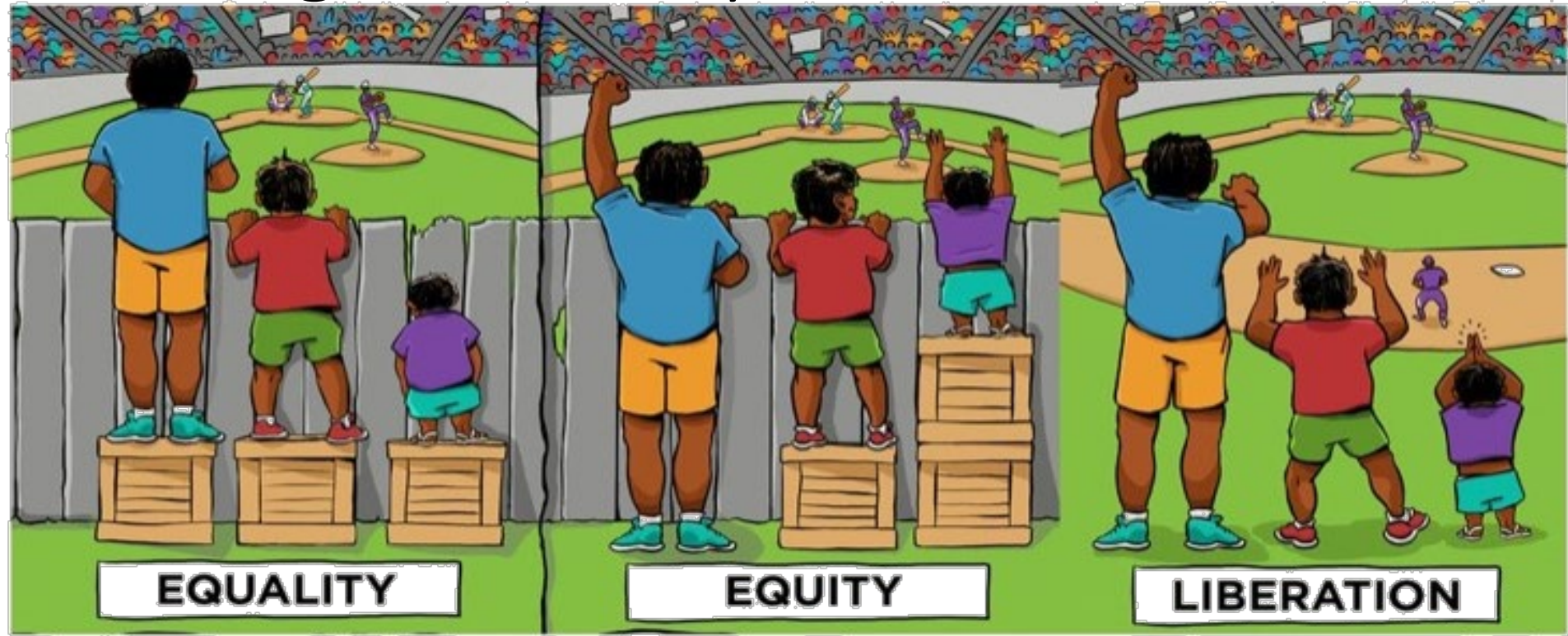
# Session Objectives: Participants will...

- Examine their own existing beliefs about equity
- Identify strategies and resources that help build equity
- Build a basic equity framework for their educational setting



# Introduce yourself!

# Change the Story!



# Change the Story

## Equality



## Equity

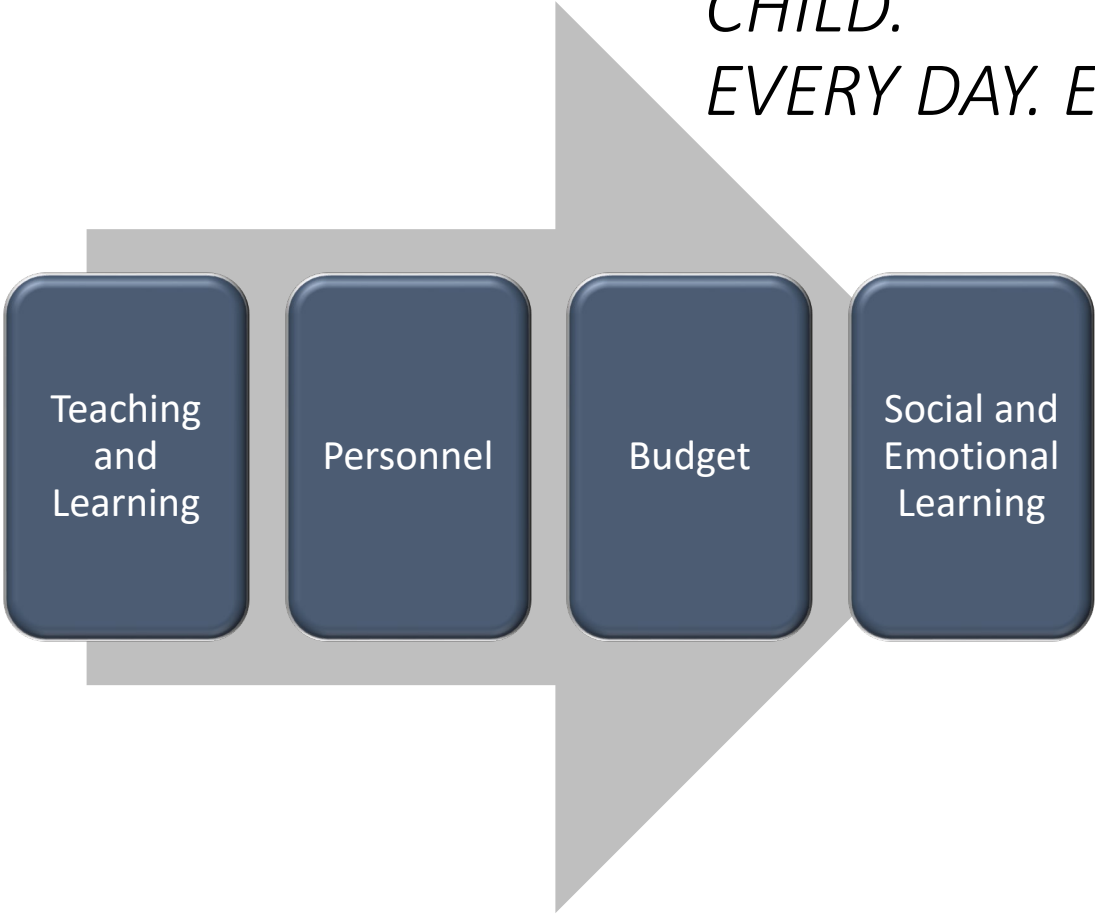


## Justice



# District Strategic Plan

*...EDUCATION. EVERY CHILD.  
EVERY DAY. EVERYWHERE .*





# Equity Action Lab Agenda

NJDOE: Statewide Conference on Equity

Attaining Educational Equity: Building Your Framework

Phase 1



What is equity?

Phase 2

What is an equity framework?

Phase 3

How does the LATIC help schools attain equity?

Phase 4

What does your school's equity framework look like?

If You're a Tweeter . . .

**@WTDirectorSecEd**

**@TWPSchools**

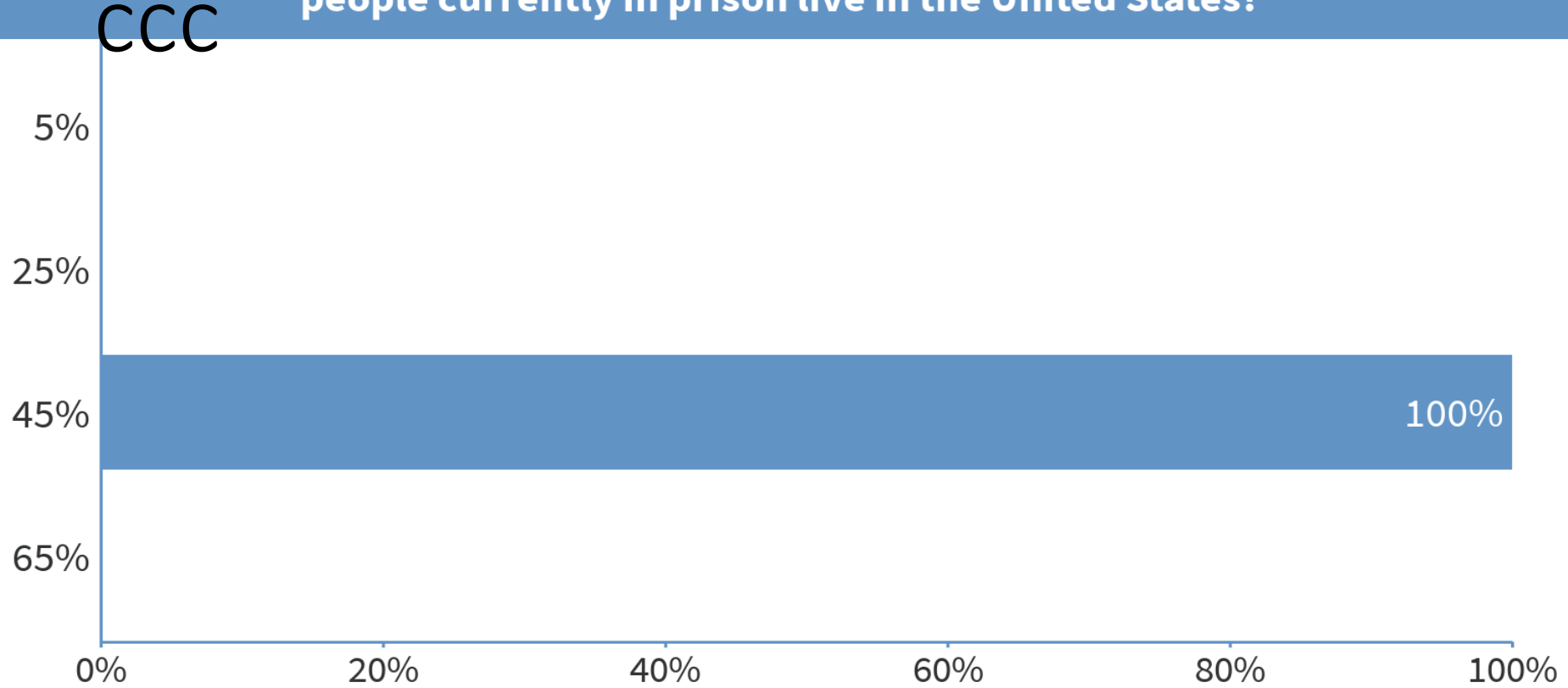
**@nsulla**

**@IDEcorp**

**#LATIC**



About 5% of the world's people live in the United States. About what percentage of people currently in prison live in the United States?



# US Census data show that African American and Latina women earn how much for every dollar a White man earns?

VVV

\$1 & \$1,  
respectively

\$.81 & \$.79  
respectively

\$.64 & \$.56,  
respectively

\$.54 & \$.49,  
respectively

57% of people in state prisons for drug offenses in the US are African American. What percentage of illicit drug users in the US are African American?

14%

28%

42%

56%

According to a Kids Count report, 13% of white children live in poverty. What percentage of Native American children live in poverty?

13%

31%

52%

74%

**Sixty-six percent of parents from families not experiencing poverty reported they always check to see that homework is completed. What % of parents experiencing poverty...**

32%  
52%  
72%  
92%

**The median household income in the US has increased 16% since 1980. During the same period, corporate profits after taxes increased 182%, the average income for the wealthiest 1% of families increased 190%, and the average income for the wealthiest 0.01% of families grew 322%. What happened to the average income of the poorest 90% during that time?**

increased  
16%

increased  
0.03%

decreased  
16%



**In a study conducted by the NBER, researchers replied to help wanted ads by sending résumés from fictitious applicants. Each applicant had the same qualifications, but some had stereotypically African American sounding names while others had stereotypically White sounding names. How much more likely were applicants with stereotypically White names to get a callback regarding their applications than applicants with stereotypically Black names?**

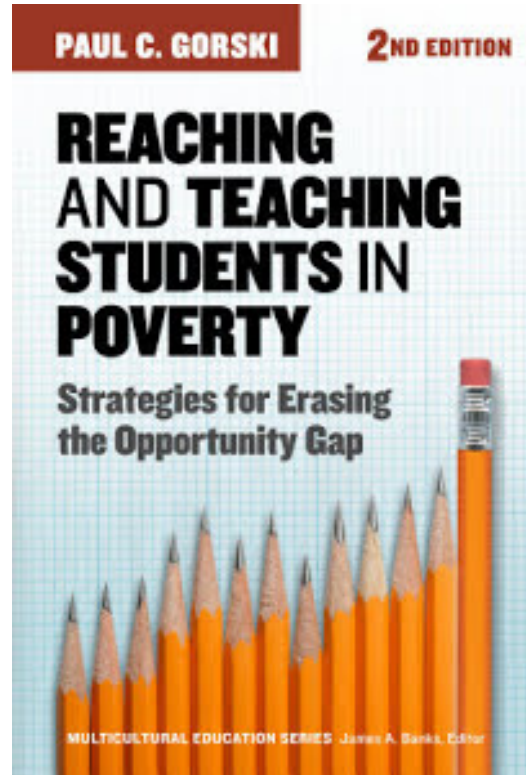
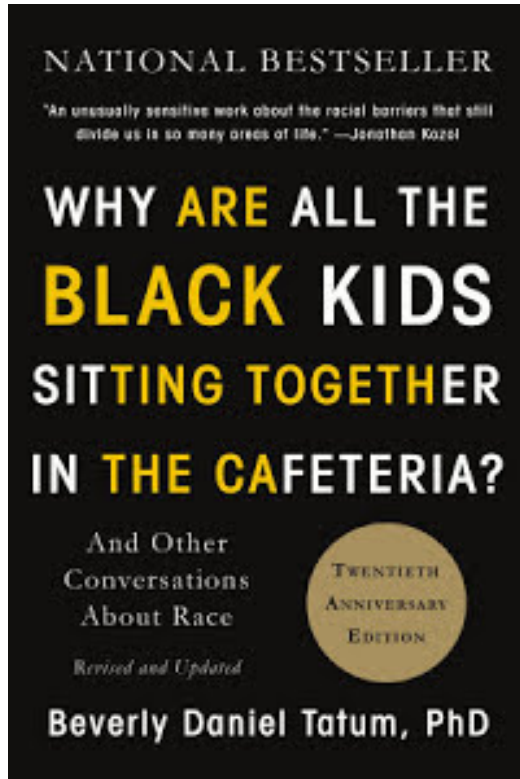
15% more likely

26% more likely

39% more likely

50% more likely

# Equity Resources



## THE Culturally Proficient SCHOOL

An Implementation Guide for School Leaders

Randall B. Lindsey | Laraine M. Roberts  
Franklin Campbell Jones | FOREWORD BY SID SALAZAR

2  
edition

# According to GLSEN, what percentage of students who report an incident of homophobia at school say the school did nothing in response or told them to ignore it?

18%

31%

48%

64%

# The median wealth of white households in the U.S. is how many times larger than that of African-American households?

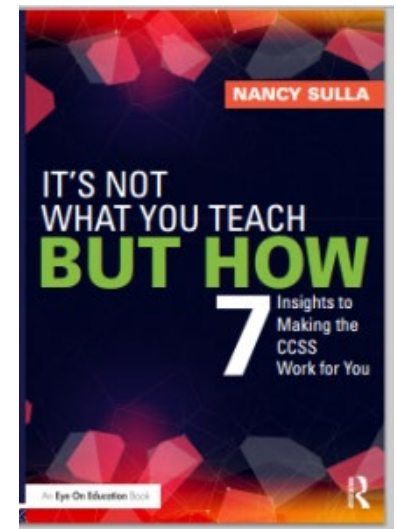
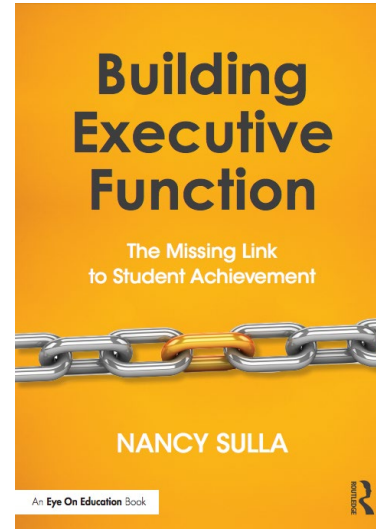
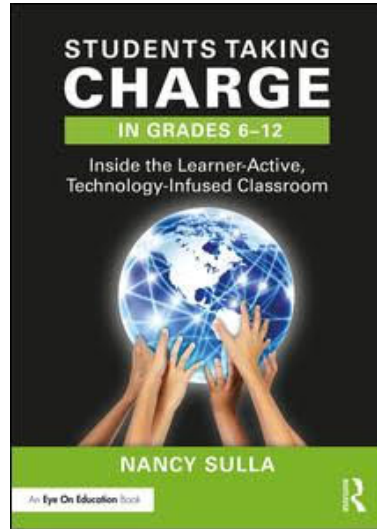
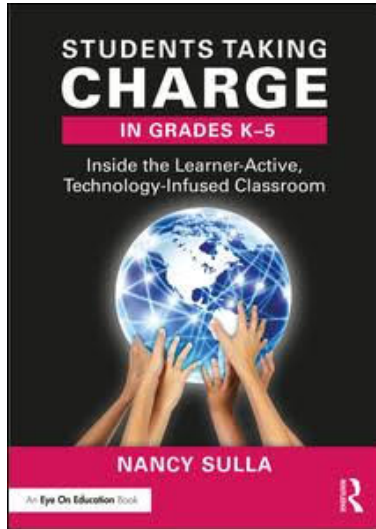
3 times  
larger

13 times  
larger

23 times  
larger

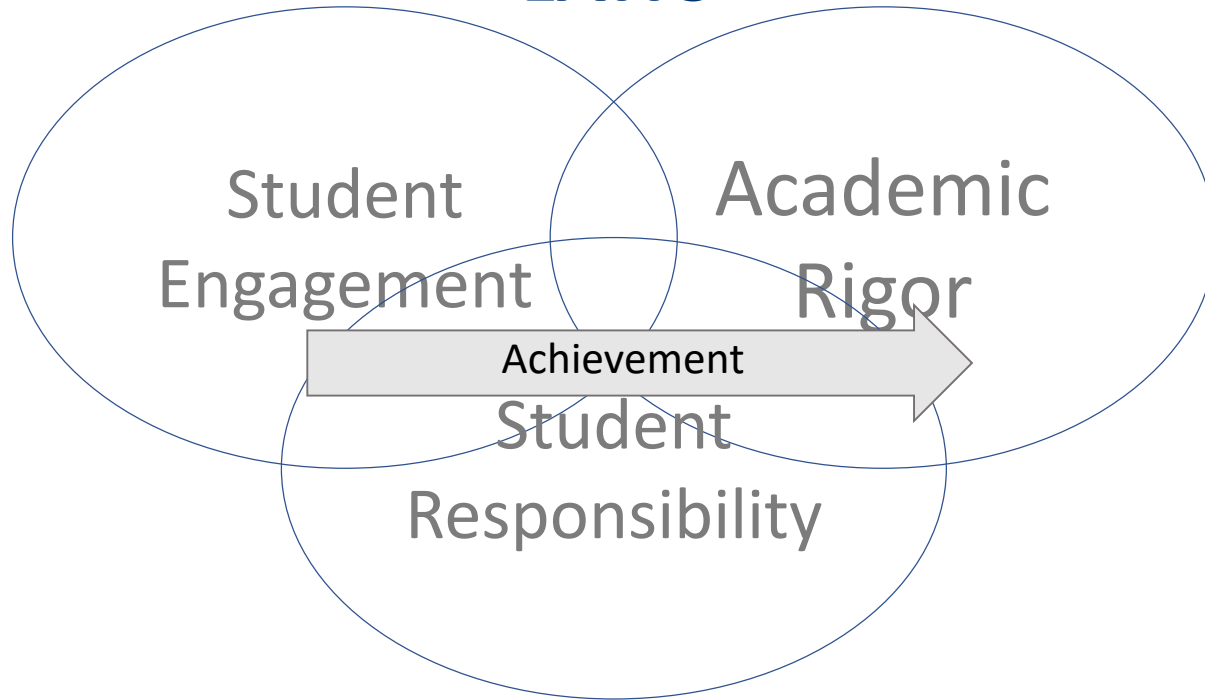
33 times  
larger

# Our Partnership with IDE Corp.



# The Learner-Active, Technology-Infused Classroom

## LATIC



# LATIC Principles

- Learning from a Felt Need
- Connecting Learning
- High Social Capital
- Taking Responsibility for Learning
- Global Citizenship





# Ten LATIC Principles

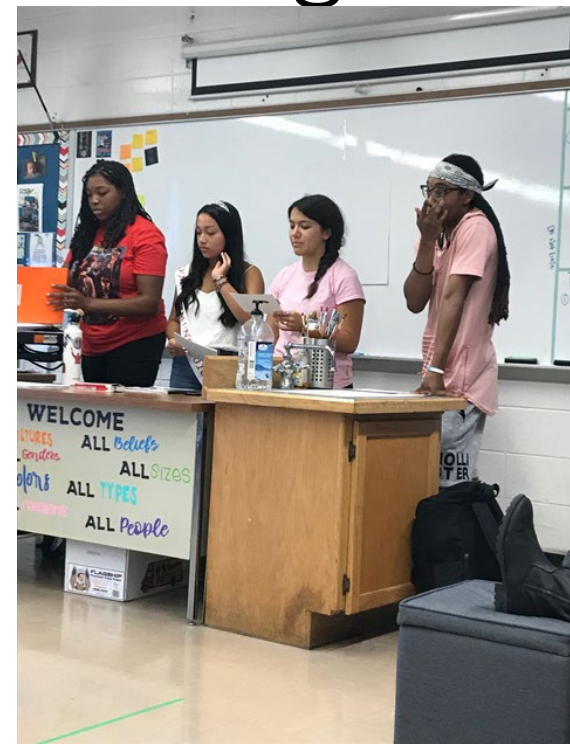
- Focus on Higher-Order, Open-Ended Problem Solving
- Individual Learning Path
- High Academic Standards
- Working Well Collaboratively
- Technology Infusion





# Anti-Defamation League Training

- 24 additional students trained
- Classroom impact sessions
- 8 students conducted training for HS teachers for October in-service, impacting about 50
- Additional training to replace graduating seniors
- WTEF mini-grant to sustain the work



# Training

- 3 Levels of staff teams trained by Dr. Paul Gorski
- Every HS staff member will be impacted this year
- 5 consultative visits
- Student focus groups

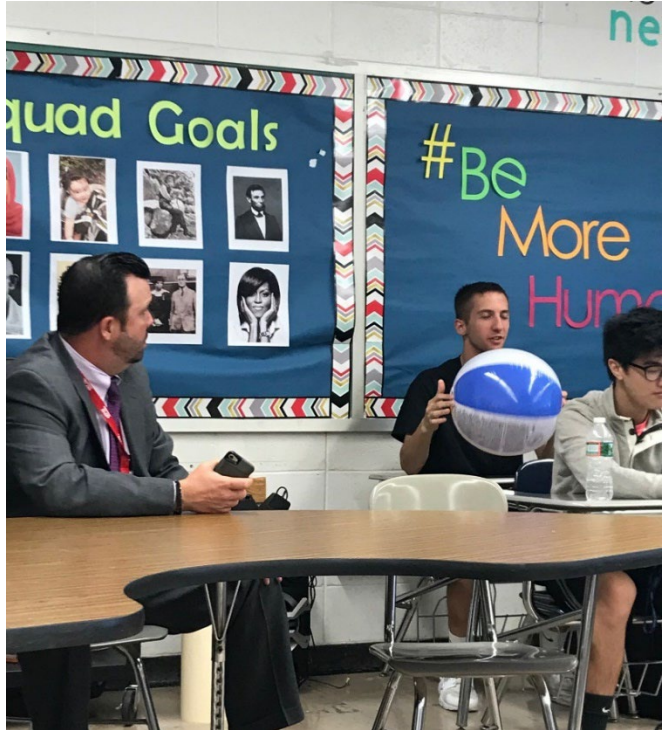


# Initiatives

- NJCEE-South
- Dr. Zion: equity audit



# Anti-Defamation League Training



# School-Based Equity Committees

- Mission of the school-based Equity Committee is to...
- Advise the district on how to improve student success
- Close opportunity gaps for students from underrepresented groups



# The Role of the Equity Committees

- Promote mutual understanding between the community and school
- Promote inclusion, justice and equity
- Collaborate with the district to identify and implement initiatives to support students.
- Support partnerships that engage students and families in boosting academic achievement.
- Review school-based practices for equity and make recommendations for change.

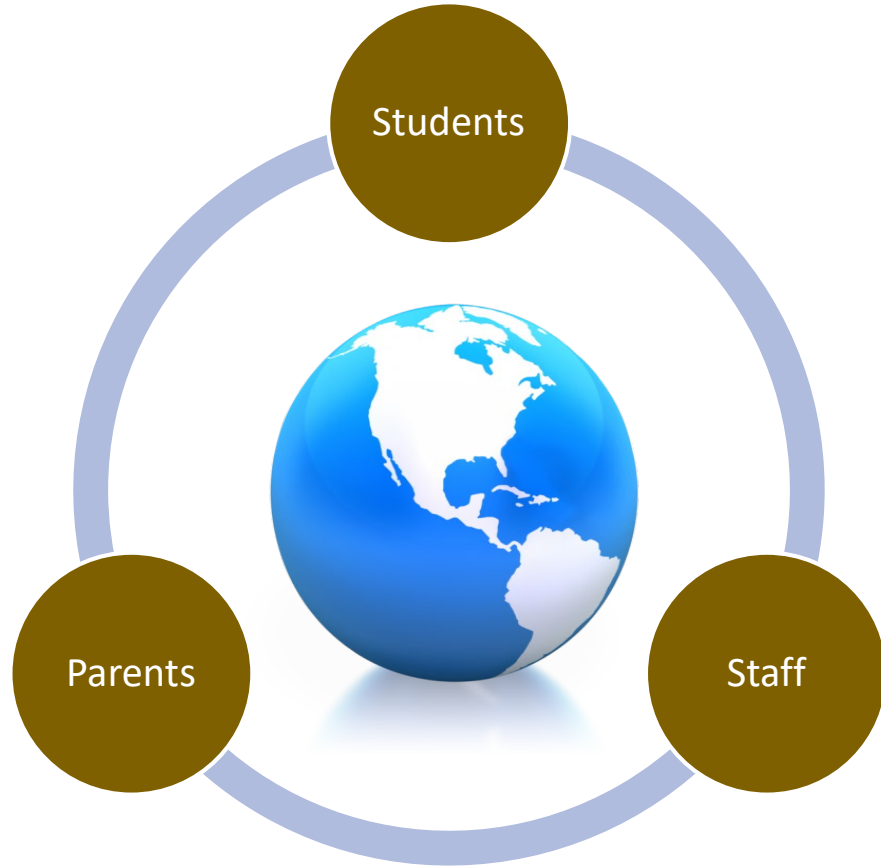


# Data-Driven Results

- Secondary Learning Walks
  - Equity
  - LATIC
  - Standards-Based Planning




# School Climate Survey







# Questions? More Information?

- **Dr. Steve Gregor**
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-  [@WTDirectorSecEd](https://twitter.com/WTDirectorSecEd)