

# **Developing and Leading a Culture of Equity**

## **COSA New Superintendents Academy**

**Salam A. Noor, Ph.D.**  
**salam.noor@comcast.net**  
**ECI Consultants (LLC)**  
**March 1, 2018**

# Educational Equity

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.

# Reflection

- What does equity look like for you personally?
- How can you affect student outcomes through equity practices?
- What tools are available to you to develop a culture of equity?
  - How do you determine the need for equity?
  - Where do you begin?
  - How do you know your strategies are making a difference?
  - Is this your work, alone?

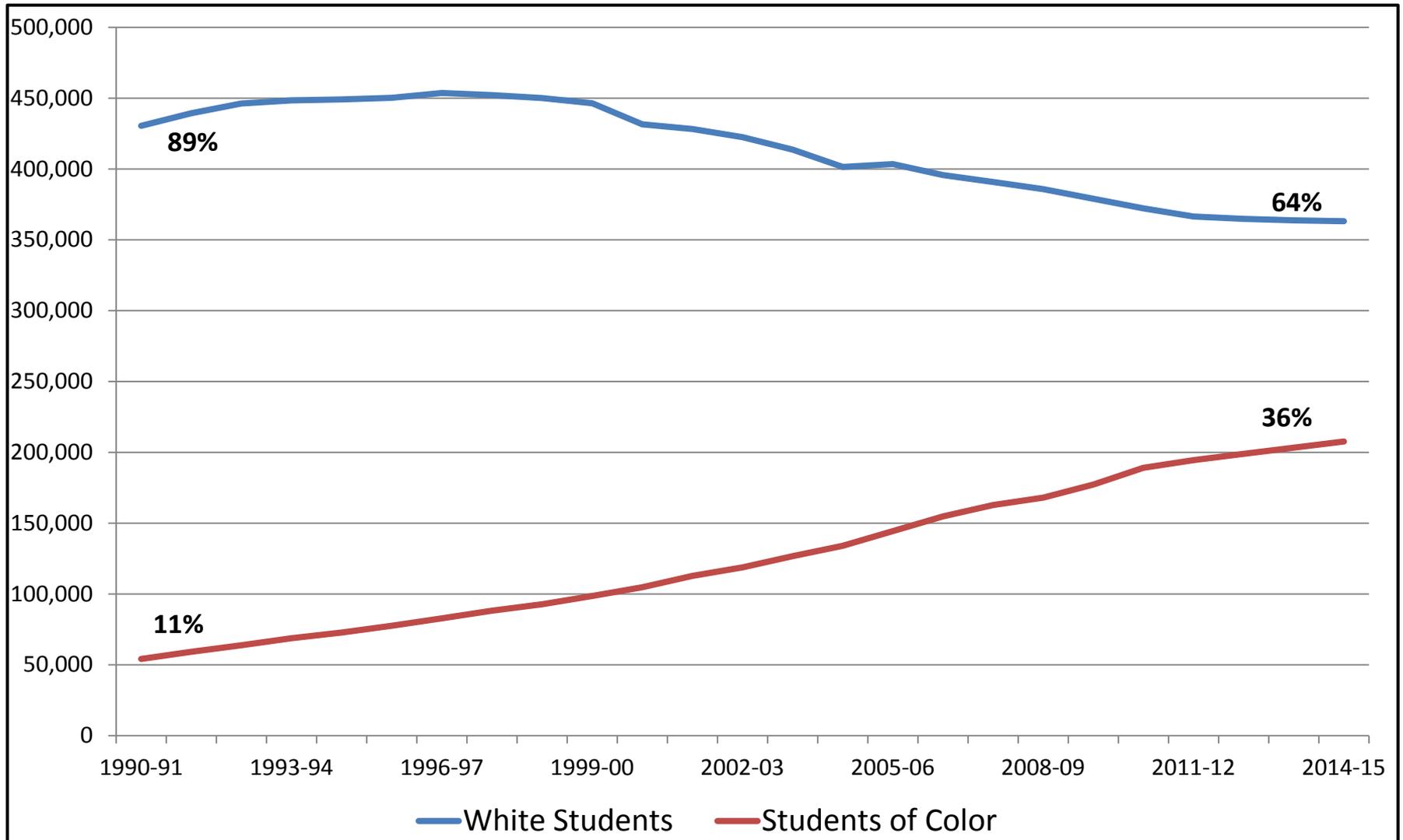
# Key Equity Indicators

- Achievement data
- Graduation data
- Attendance – and understanding why?
- Discipline – who, frequency, proportionality?
- School demographics – who are my students?
- Community demographics – families?
- College and career readiness – all means all!
- Workforce development – student and futures!
- District, School, and Staff culture and beliefs – do we practice what we believe?

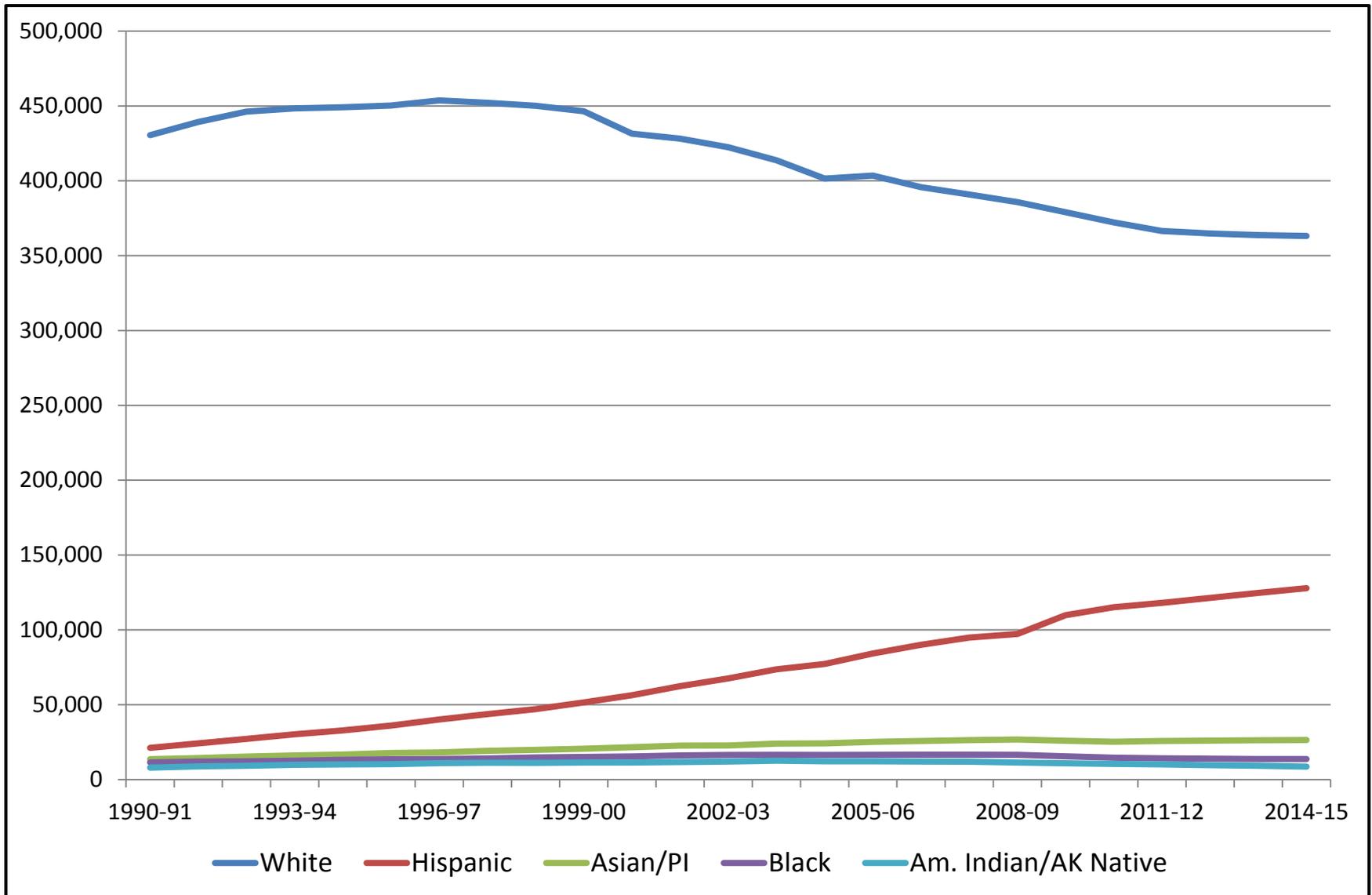
# Key Policy Levers

- 2005, 2012 OAR 584-018-0205 Educational Leadership for Administrator Licensure Standards TSPC
- OAR 581-022-1725 Educational Leadership - Administrator Standards ODE (Revised & Adopted 2012)
- 2018 (Proposed) Oregon Educational Leadership Administrator Standards Alignment with the Professional Standards for Educational Leadership (PSEL)
- 1991 – Minority Teacher Act (ORS 342.433)
- 2013 – Minority Teacher Act Amended
- Educator Equity Act (2015)

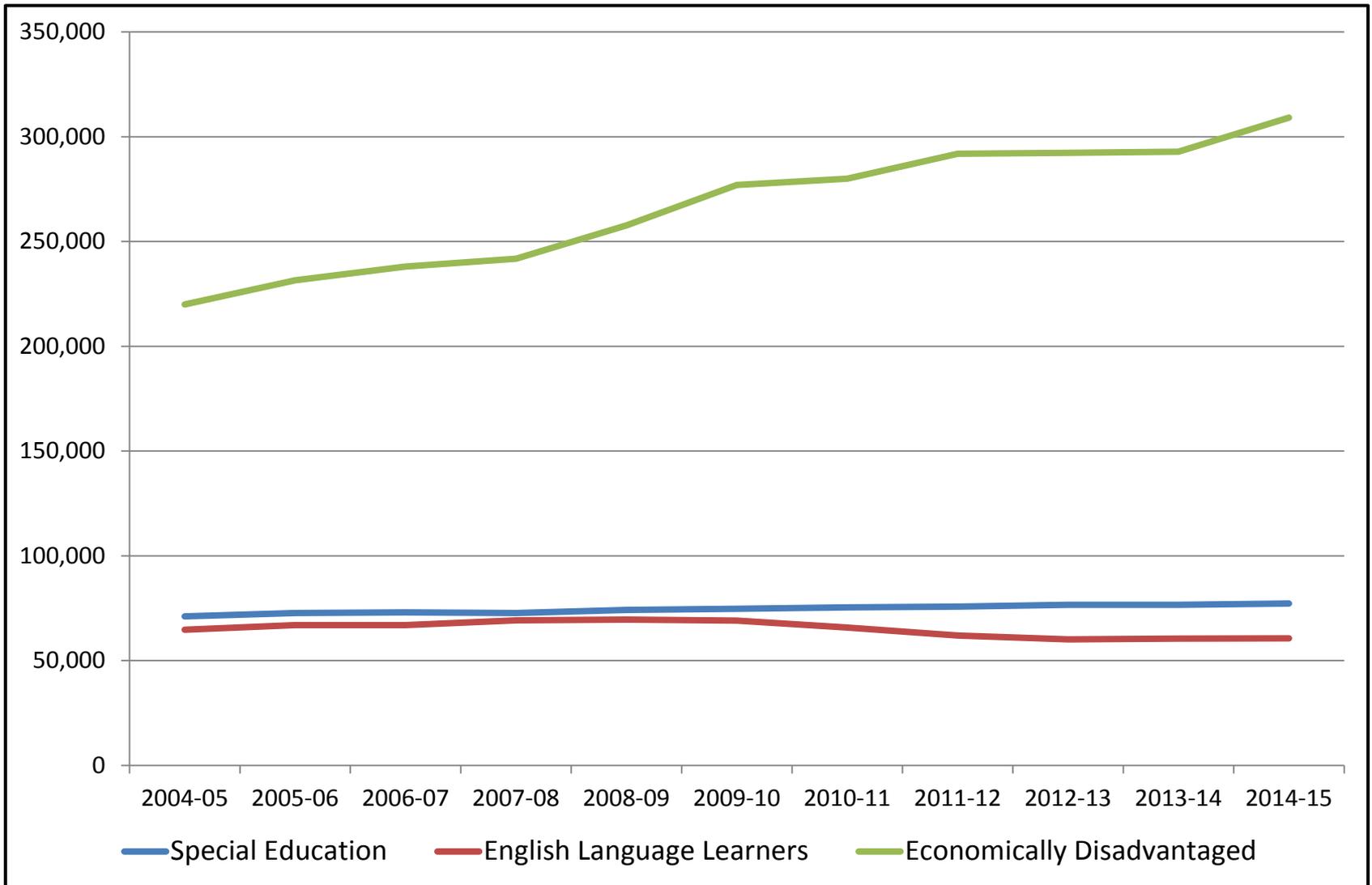
# Trends in Enrollment: White Students and Students of Color



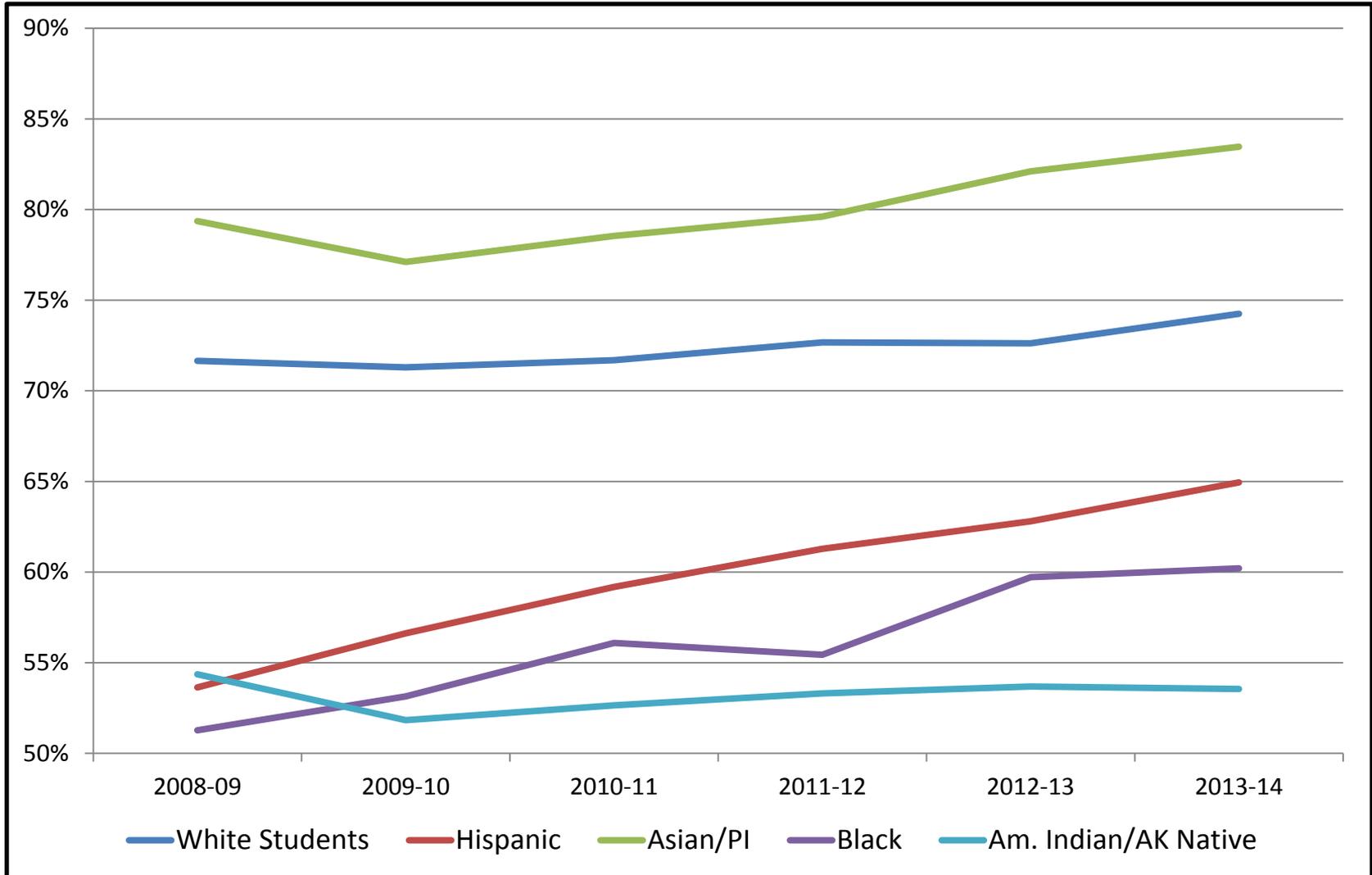
# Trends in Enrollment: Enrollment by Ethnicity



# Trends in Enrollment: Enrollment by Student Group

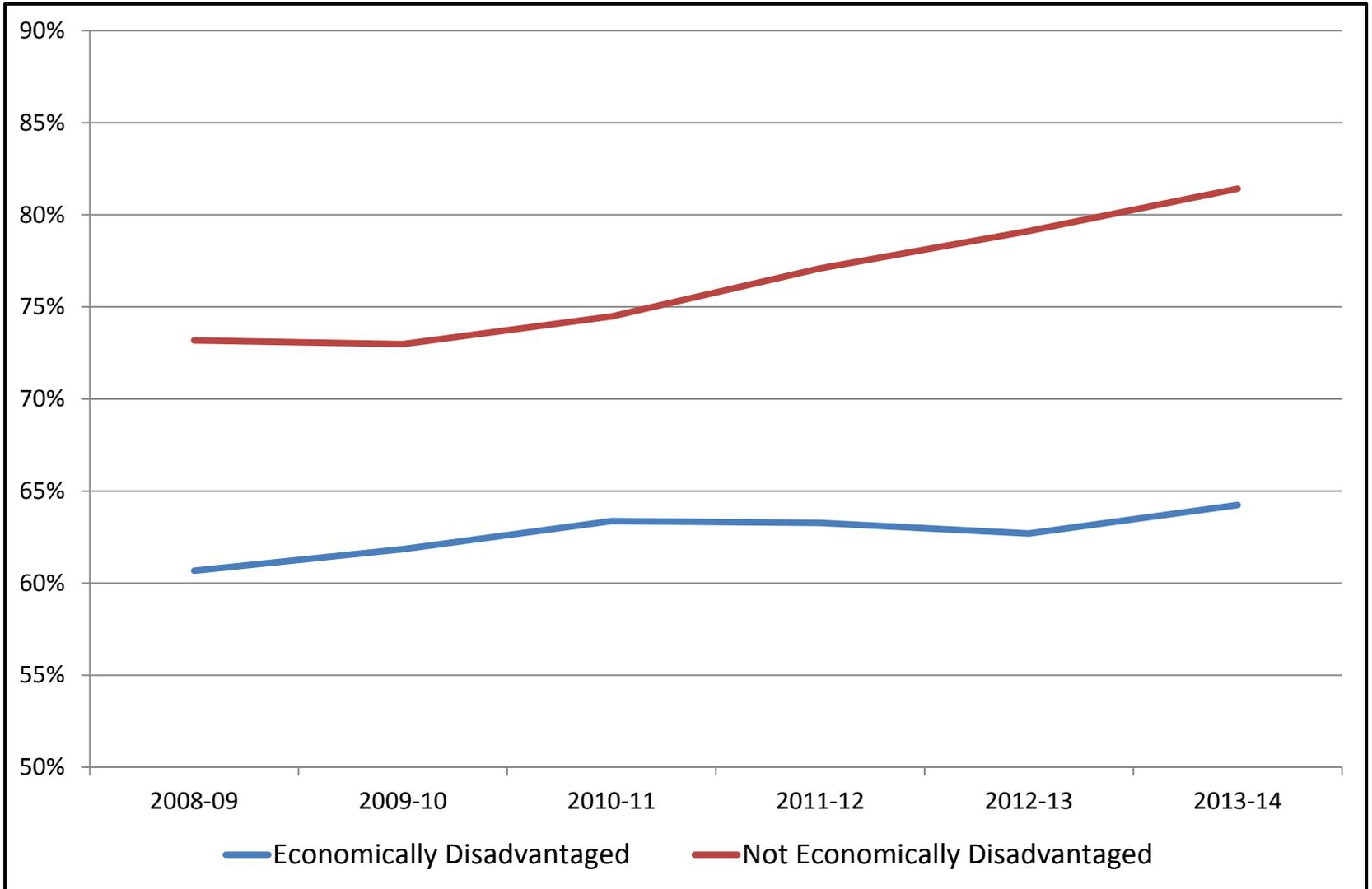


# Trends in Graduation Rates: 4-Year Graduation Rates By Ethnicity



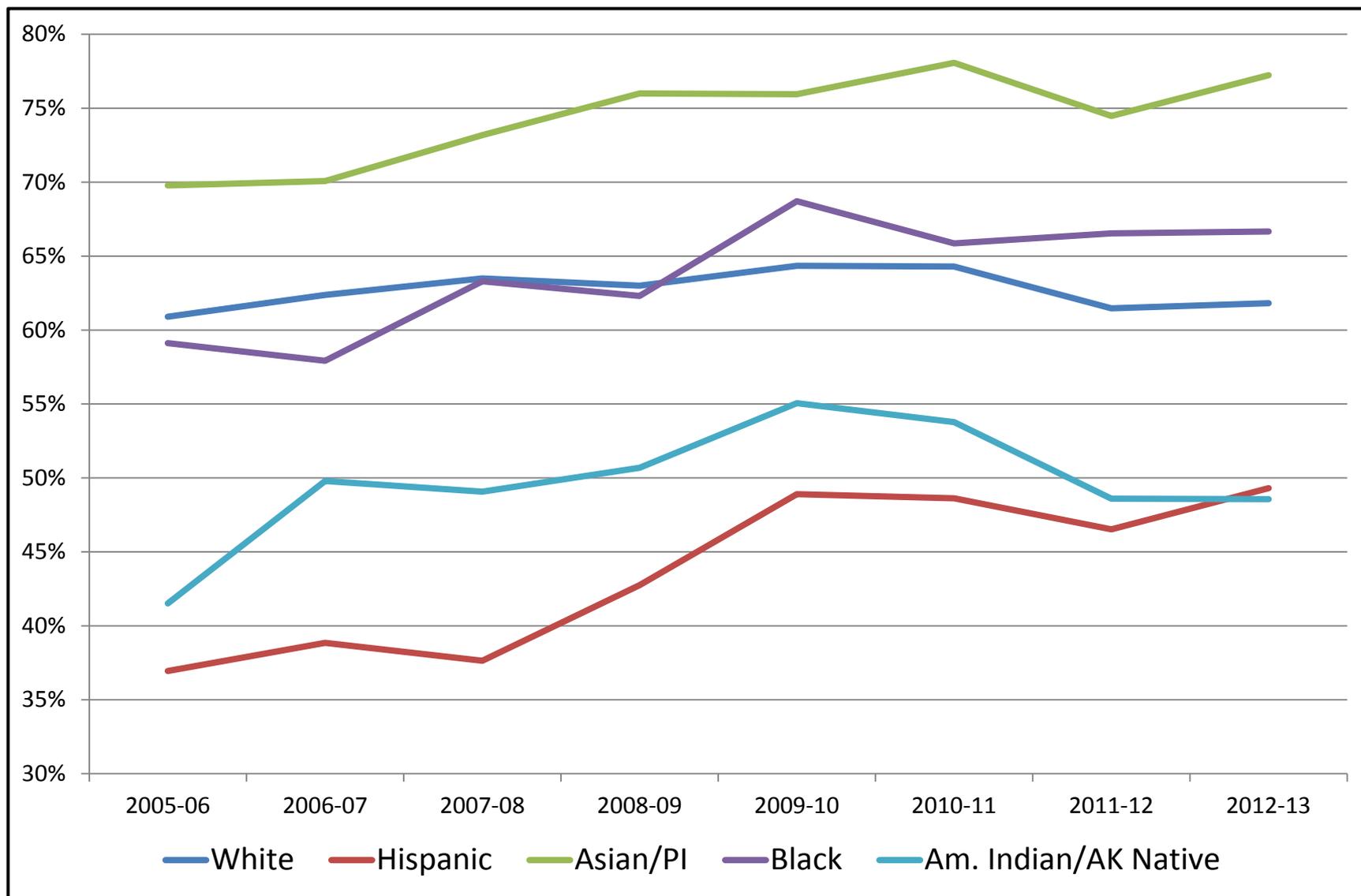
\*Students graduating within 4 years with a regular or modified diploma

# Trends in Graduation Rates: 4-Year Graduation Rates By Economic Status



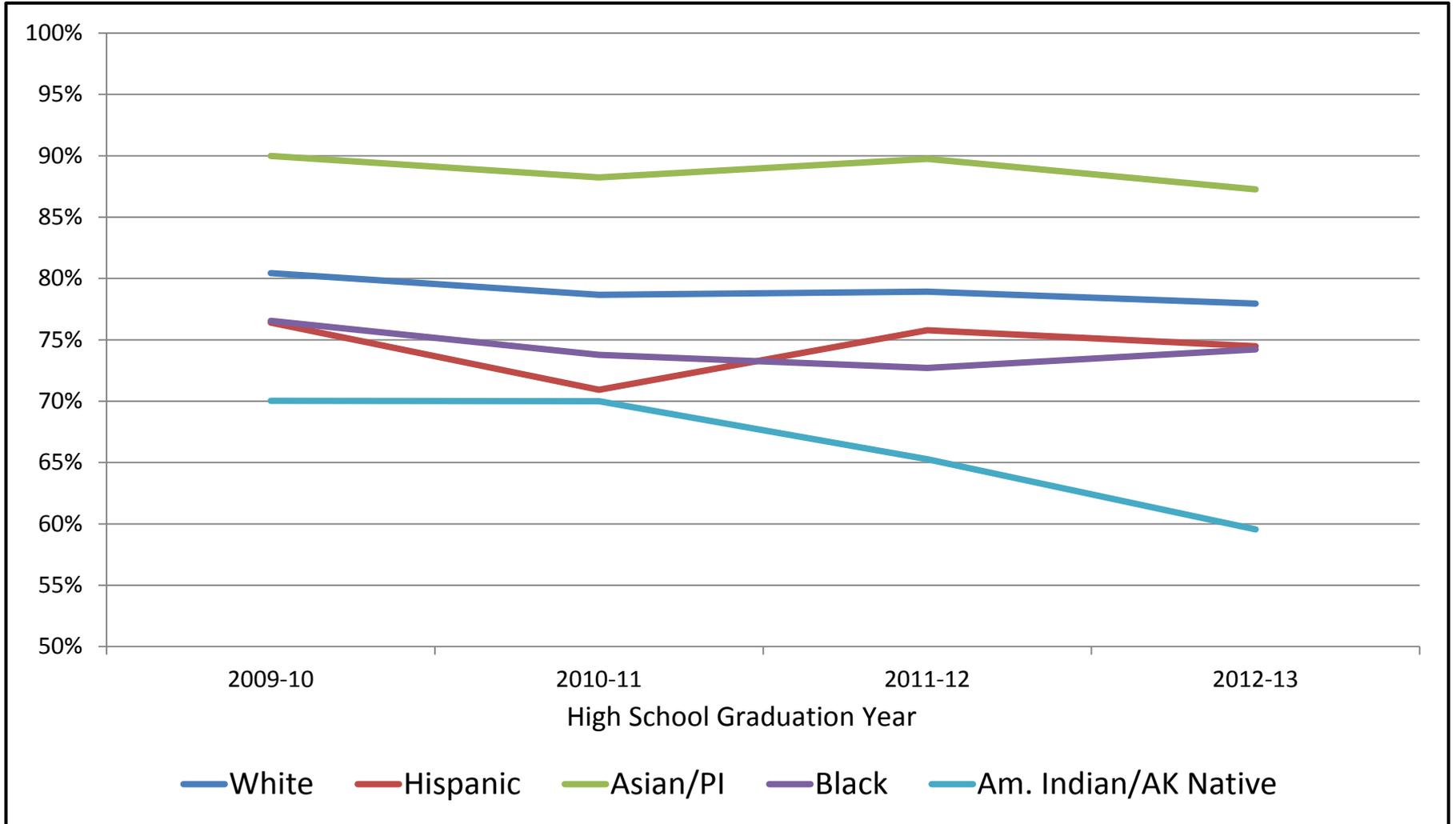
\*Students graduating within 4 years with a regular or modified diploma

# Trends in College - Going: By Ethnicity



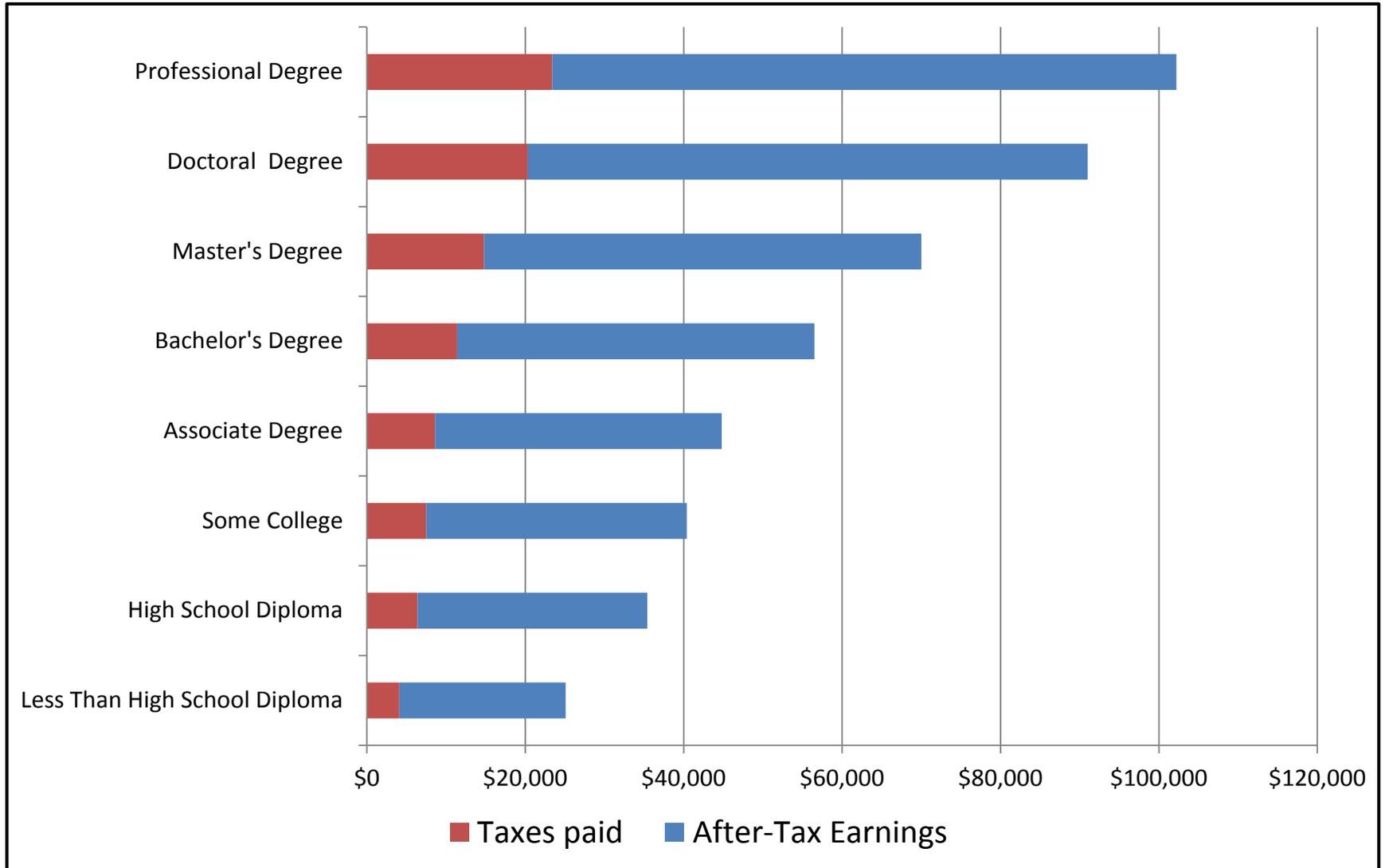
\*Percent of high school graduates enrolling in college within 16 months of high school graduation

# Trends in College Second Year Persistence by Ethnicity

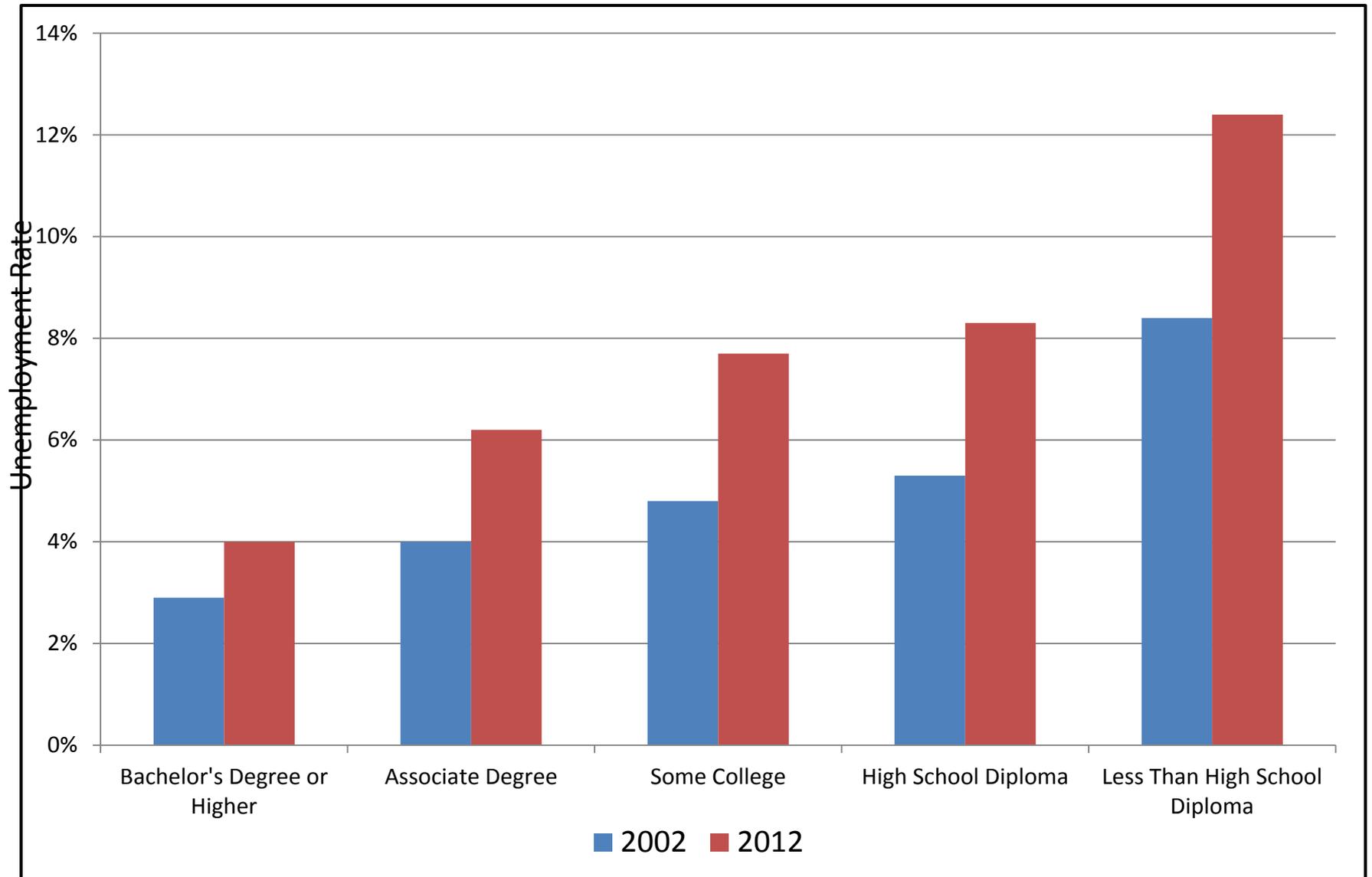


\*Percent of college freshmen returning for their sophomore year

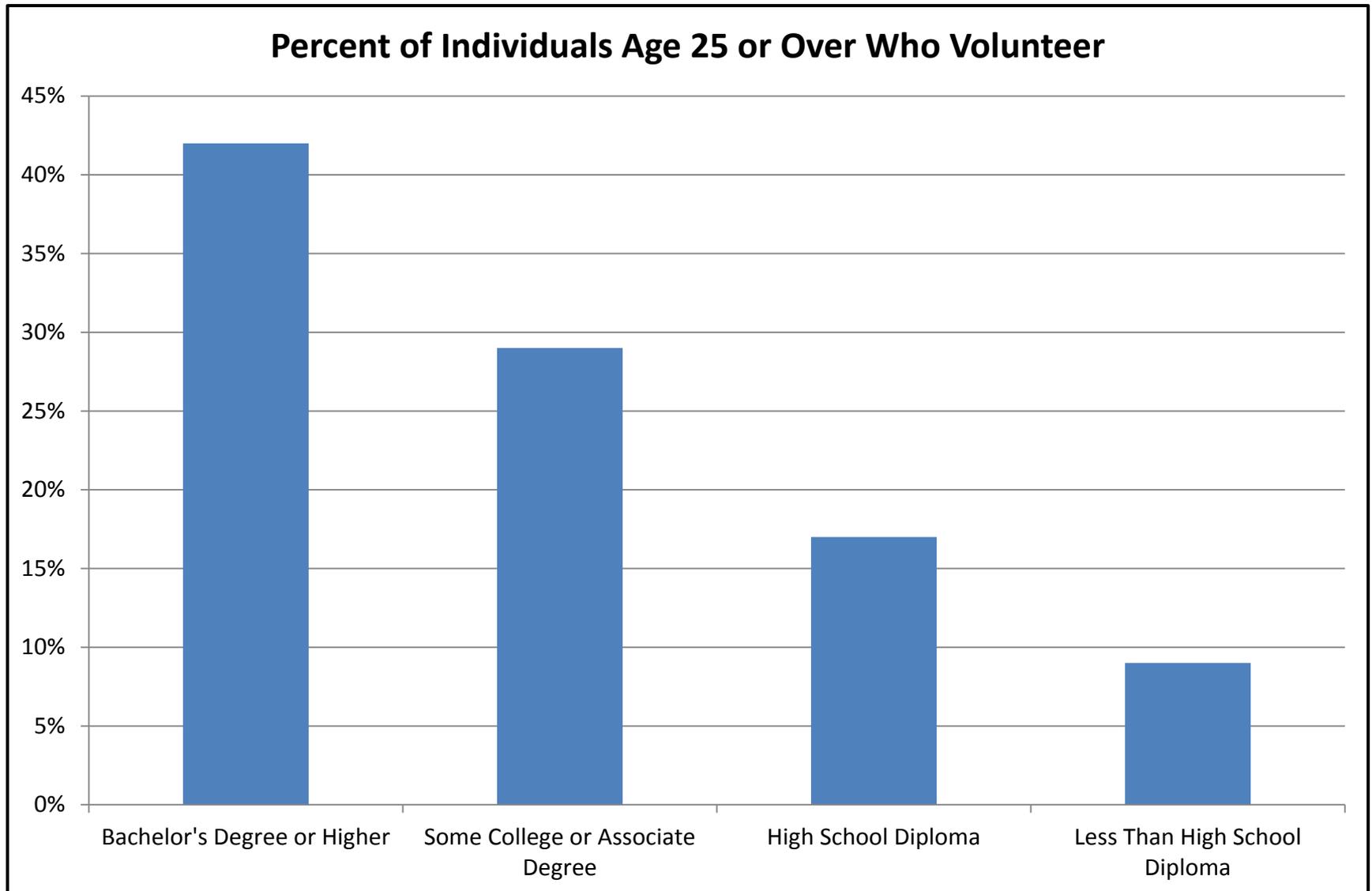
# Relationship of Education to Annual Earnings



# Relationship of Education to Unemployment



# Relationship of Education to Civic Involvement



# Observation

There is a pervasive lack of awareness about the deeply disparate opportunities and outcomes that persist for low-income students, students of color, English learners, and students with disabilities.

# Equity Matters

Schools must engage with diverse audiences across their district and community — families and communities, educators, policy makers, private-sector leaders, and faith communities — to forge a new commitment to educational equity.

# Equity Strategies

- Students – who are they, their assets, voices
- Curriculum, Instruction, Assessment – CRT
- Staffing – Hiring Practices
- Engage Parents
- Engage Community
- Board and district leadership and culture
- Policies – Board equity lens/decision tool
- Practices – professional learning
- Structures and environment – welcoming, language, access, etc.

# Equity Defined

Equity does not mean equal resources, it means equal opportunity. The reality is that unequal treatment is required to provide equal opportunity.

# Next Steps...

- Know your WHY
- Integrating head, heart & hand
- Demonstrating adaptive leadership
- Leading transformation
- Risk-taking for new learning
- Enhancing collective action