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Leadership and Equity: Excellence and  
Access  
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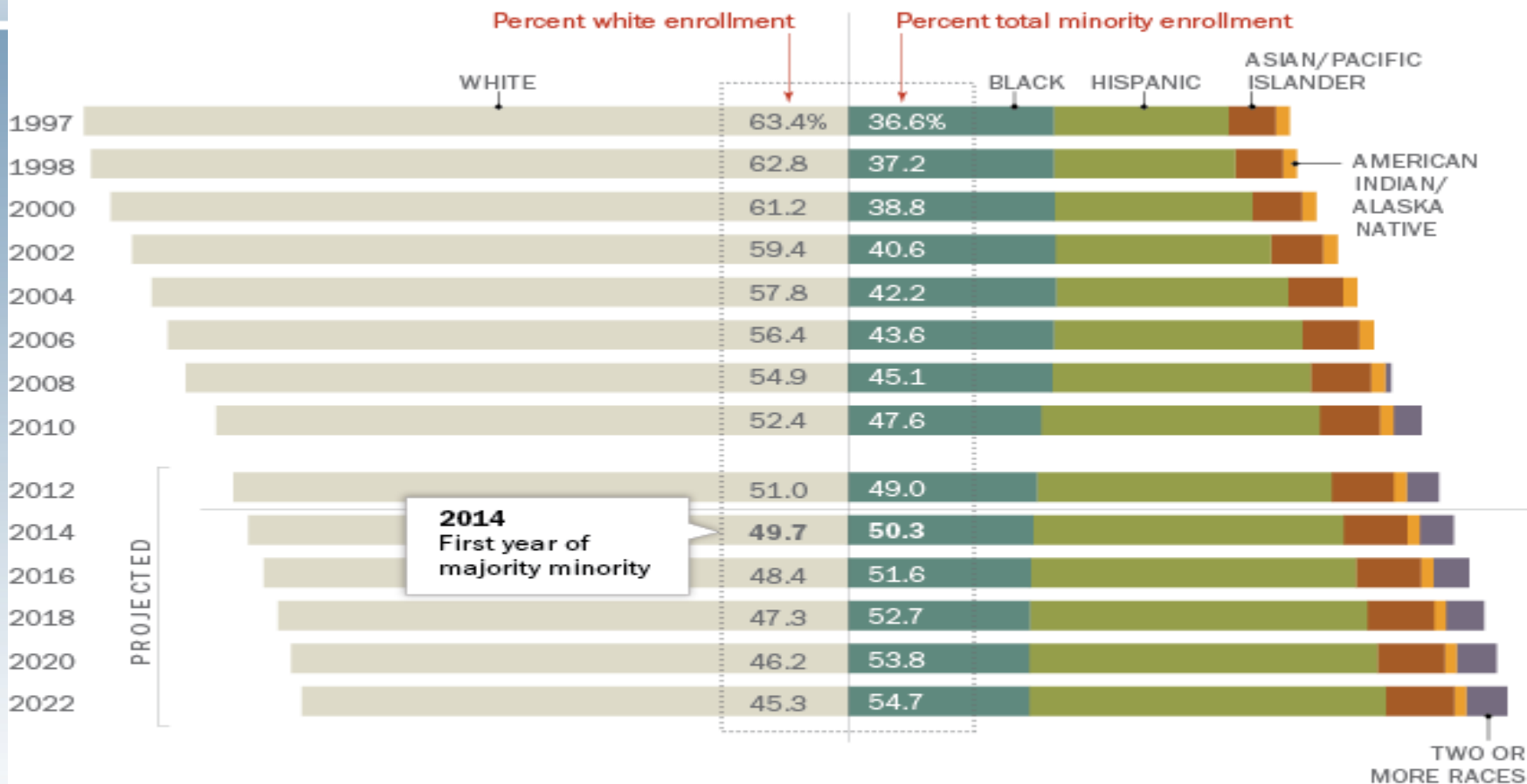
# What Kind of Leader Are You?

Food for thought

<http://www.youtube.com/watch?v=upT0oy-kKz4>

# Public Schools in the United States Projected to Be Majority-Minority in 2014

Actual and projected share of enrollment in public elementary and secondary schools, by race/ethnicity



Note: Whites, blacks, Asian/Pacific Islander and American Indian/Alaska Native include only non-Hispanics. Hispanics are of any race. Prior to 2008, "two or more races" was not an available category. In 2008 and 2009, some students of both Asian origin and Hawaiian or Other Pacific Island origin were included in the two or more races category. In 2010 and 2011, all students of both Asian origin and Hawaiian or Other Pacific Islander origin were included in the two or more races category. In 2008, five states reported enrollment counts for students of two or more races. In 2009, 14 states reported enrollment counts for students of two or more races.

Source: National Center for Education Statistics, U.S. Department of Education.



# Paulo Freire, 1963

- Dialogue
- Reflection
- Action
- Reading the World and Reading the Word
- Through Self-Transformation

# Reflection

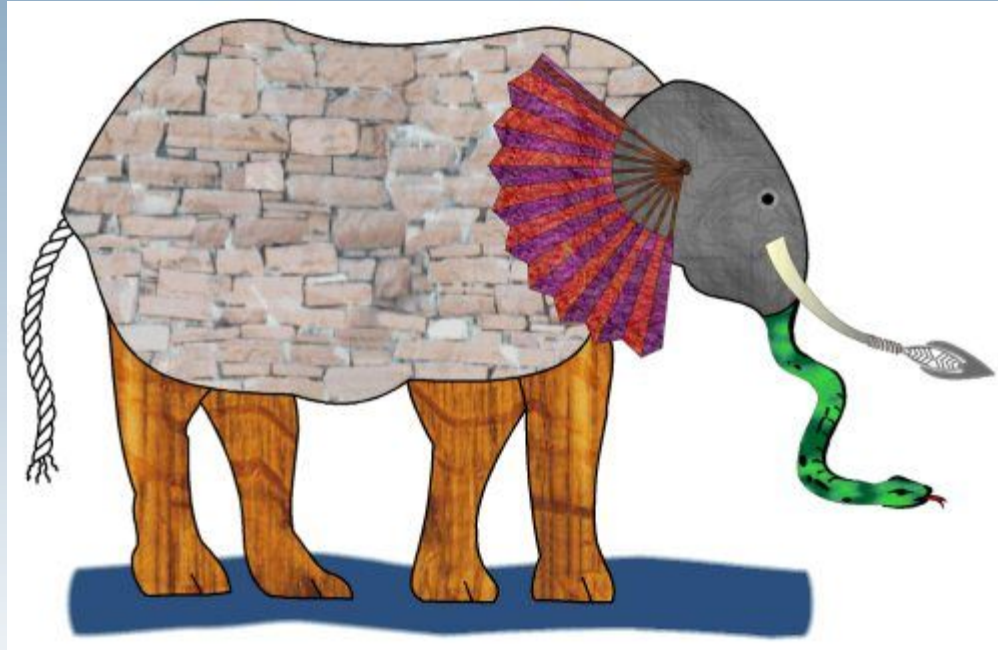


- *Creating conditions that foster socially educational opportunities and outcomes for our students requires our willingness to first examine our own assumptions and values and, second, to identify the assumptions and values that serve as basis for our school district's policies and practices.*

# Competency Areas, Antonia Darder, 1991



- Three basic concepts:
  - Knowledge
  - Heart
  - Guts
- Also referred to as:
  - Critical Thinking
  - Passion
  - Courage to Act

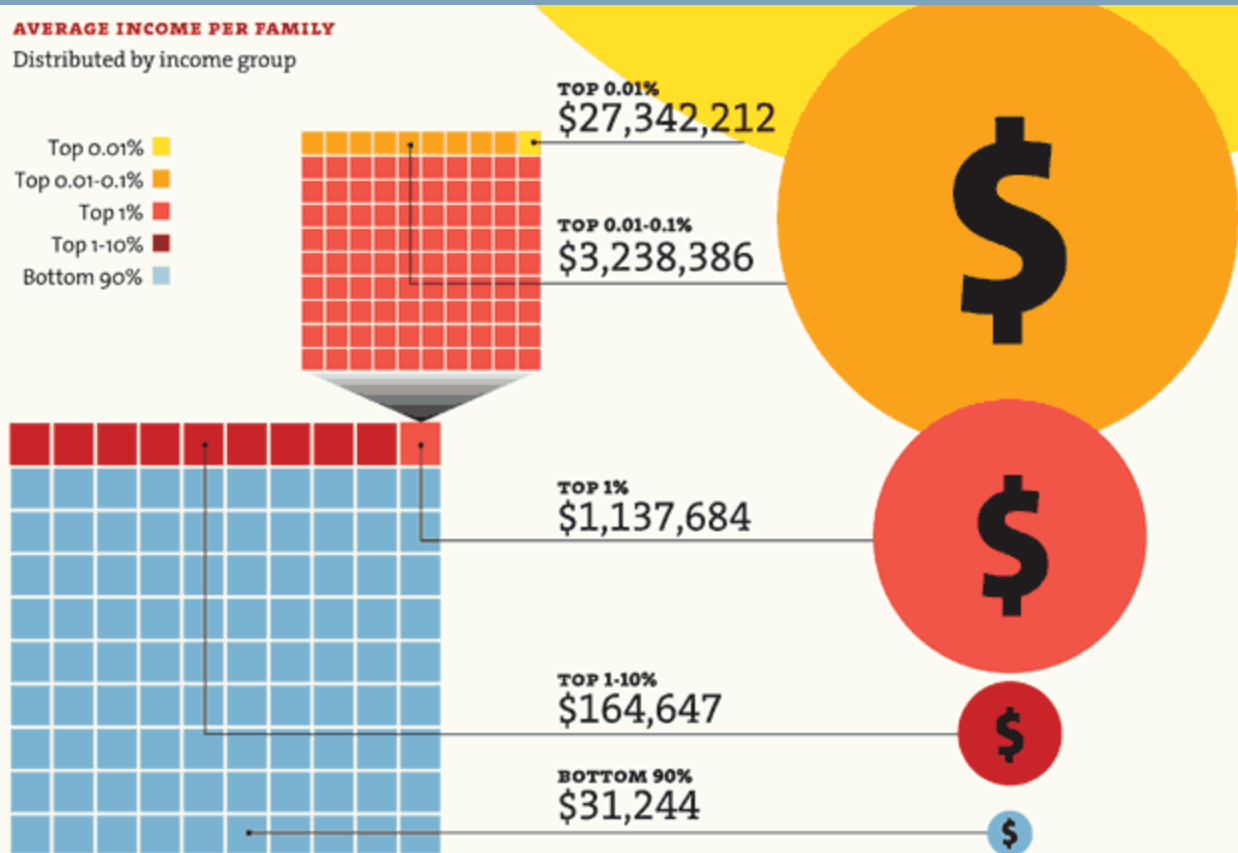




### AVERAGE INCOME PER FAMILY

Distributed by income group

- Top 0.01% ■
- Top 0.01-0.1% ■
- Top 1% ■
- Top 1-10% ■
- Bottom 90% ■



2008 data. Includes capital gains. Source: Emmanuel Saez, University of California-Berkeley



# Oregon K-12 Schools 2012-13

Level of Poverty in Schools	School Type	# Schools	Total Students	Percent Underserved race/ethnicity	Percent Ever LEP	Percent SpEd
40% or less	Elementary	193	68,891	12	7	12
41% to 60%	Elementary	186	67,327	20	12	14
61% to 80%	Elementary	223	80,435	32	20	15
Over 80%	Elementary	123	49,039	57	45	15
40% or less	Middle S.	45	26,174	15	10	12
41% to 60%	Middle S.	72	37,058	22	13	15
61% to 80%	Middle S.	52	25,535	32	23	16
Over 80%	Middle S.	19	11,672	60	47	17
40% or less	HS	102	72,349	15	8	10
41% to 60%	HS	127	74,554	23	12	13
61% to 80%	HS	75	26,783	37	24	15
Over 80%	HS	29	6,372	61	38	15
		1246	546,189			

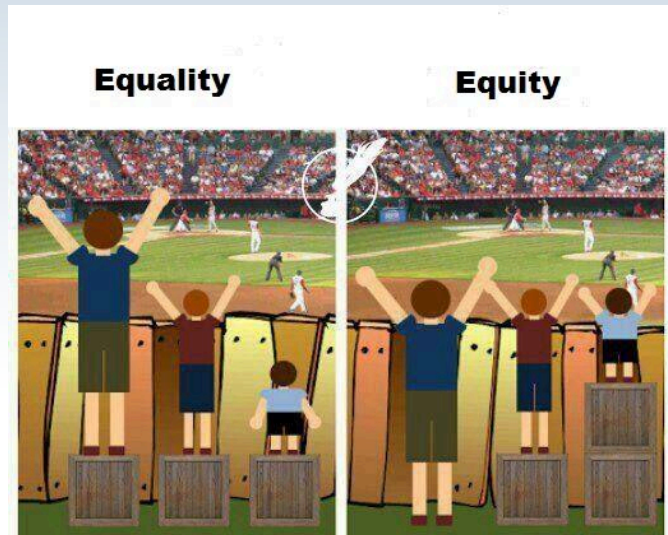


## Defining the Work

- Diversity refers to the state of social inclusiveness; including, but not limited to race, ethnicity, socioeconomic status, gender, religion, age, language, and/or sexual orientation within a group, society, or organization.

# Defining the Work

- Equity (Education Equity) refers the transformed ways in which systems and individuals habitually operate to ensure that every individual (learner) in whatever environment (learning) has the greatest opportunity to work (learn) enhanced by the resources and supports necessary to achieve competence, excellence, independence, responsibility, and self-sufficiency for life. (school)





## Defining the Work

- Culture refers to the cumulative deposit of knowledge, experience, beliefs, values, attitudes and religion by a group of people generally without thinking about them.

# Social Justice



Equity will be a reality when children from minority racial, cultural, socio-economic, and linguistic backgrounds experience statistically similar rates of meeting high standards as do children from the majority culture.

*Bay Area Educational Equity Task Force*



- What is the purpose of education?
- What can we do to make sure all means all?
- How would you hold yourself accountable?

**“Do we have the will to educate all children?” Hilliard 1991**

# Becoming an Intellectual Change Agent Leader





# Working Together

## Each and Every Child

- An elephants theme (as in the poem “The Blind Men and the Elephant” by John Godfrey Saxe) reminds us that our educational system includes a multiplicity of subsystems that may or may not amount to a fully functioning and healthy elephant and needs to be understood holistically in order to make true progress. An evidence theme highlights our assumption that everyone wants to do what is best for students; that evidence of what works, and why, is necessary to be as effective as possible; and that the idea of using “evidence based practices” is more complex than it might appear at first glance and needs to be understood and explored from multiple points of view. -