Leadership and Equity: Excellence and Access
COSA Conference, Bend 2014
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.


PEW RESEARCH CENTER
Paulo Freire, 1963

- Dialogue
- Reflection
- Action
- Reading the World and Reading the Word
- Through Self-Transformation
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%: $27,342,212
- Top 0.01-0.1%: $3,238,386
- Top 1%: $1,137,684
- Top 1-10%: $164,647
- Bottom 90%: $31,244

2008 data. Includes capital gains. Source: Emmanuel Saez, University of California-Berkeley
## Oregon K-12 Schools 2012-13

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

• Diversity refers to the state of social inclusiveness; including, but not limited to race, ethnicity, socioeconomics, 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
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. -