

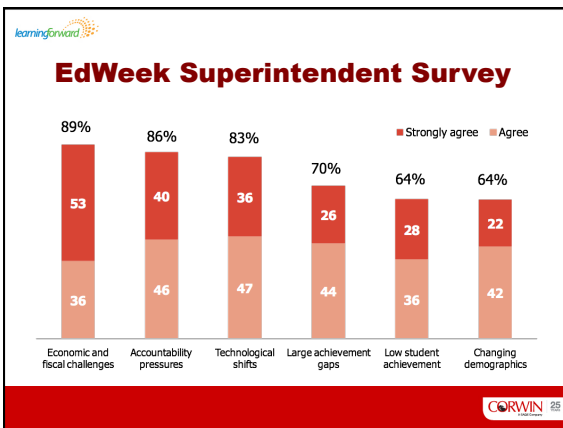
learningforward **Rising Job Frustrations**

83% percent of school leaders rate “addressing individual student needs” as “challenging” or “very challenging.”

78% rate managing the budget and resources as challenging or very challenging

53% Evaluating Teacher Effectiveness

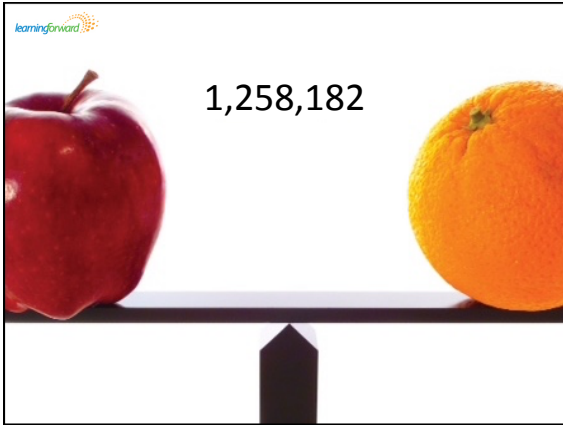
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learningforward **What is Creating These Challenges?**

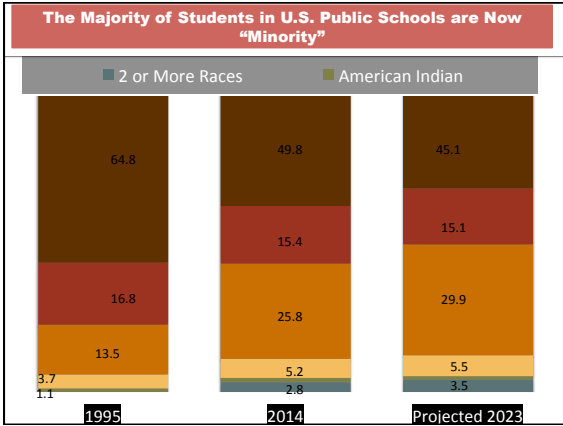
1. Expanding Underclass
2. Disparity of Wealth
3. Growing Student Diversity
4. Increasing Disorder

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**Pursuing Excellence
Through Equity** Principles and Practices to Promote Achievement for All Students

Pedro A. Noguera, Ph.D.

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Pervasive inequality makes the pursuit of equity difficult but essential

- Equity is:
 - Addressing the needs of *all* students
 - Academic and social
 - Recognizing that not all students are the same
 - They learn in different ways and at different paces
- Staying focused on outcomes – academic and developmental

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Pursuit of Equity Requires Focus on the Five Essential Ingredients for School Improvement

- A coherent instructional guidance system
- Ongoing development of the professional capacity of staff
- Strong parent-community-school ties
- A student-centered learning climate
- Shared leadership to drive change

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A framework for pursuing excellence through equity

- Child Development – requires a holistic approach to education and differentiation
- Neuroscience – elasticity of brain requires personalized approaches to learning
- Understanding and responding to the way students are affected by environmental context
 - Family
 - Peers
 - Community
 - Society

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Build school capacity for excellence and equity


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graph TD; TL[Teaching and Learning] --- HN[Health and Nutrition]; TL --- EL[Extended Learning]; TL --- FE[Family engagement]; TL --- SM[Safety, mentors]; TL --- CPU[Community partners-Universities]; HN --- FE; FE --- CPU; CPU --- SM; SM --- EL; EL --- HN;
```

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 **Schools are influenced by their environment**


- Safety, health, culture, political economy of local community have an impact on schools
- Broader demographic and economic trends also influence schools – immigration, globalization
- Schools must devise strategies to *mitigate* harmful effects of the environment and must draw upon community resources for support
- Educators must be resourceful in building the capacity of schools to meet student needs


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 **Balancing technical and adaptive work**

- Technical work - A focus on managing the operations of the system, insuring that procedures are working and that employees are in compliance with policy.
- Adaptive work - A focus on the dynamic and complex nature of the work, its substance, meaning and purpose. Work guided by a long term vision, with medium and short term goals. An awareness that we are trying to achieve our goals in a constantly changing environment


– Ron Hieftz - *Leadership on the Line*

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 **Key Adaptive Questions:**

- What does it take to educate children in our schools?
 - What are their lives like outside of school?
 - How do they learn at home?
 - What motivates and interests them?
 - What challenges do they and their parents face?
 - What are their unmet needs that may impact learning?

The skills and knowledge of the educators must match the needs of students.

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Building Capacity For Equity Requires:

- Clear understanding of **student needs**
 - Academic and non-academic needs
- Ability to understand what your **staff needs** to be effective in meeting student needs
- Ability to **identify, access and utilize** resources to meet student needs
- A plan for creating a **culture** that is aligned to your school's goals
- A plan for engaging your **parents as partners** to reinforce educational goals

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Brockton scholarship winners 2012



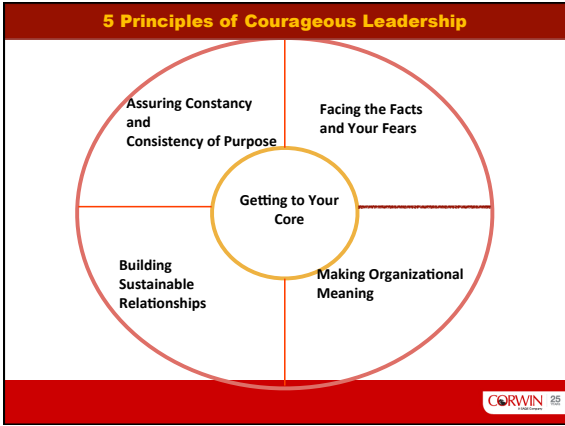
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Poverty is not a learning disability, but...

WHEN POVERTY IS IGNORED IT CAN BE DISABLING

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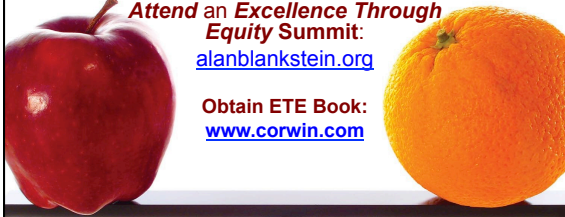


for More Information:


To *Host* an Excellence Through Equity Summit:
ablankstein@hopefoundation.org

Attend an Excellence Through Equity Summit:
alanblankstein.org

Obtain ETE Book:
www.corwin.com

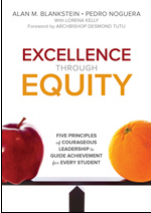


Q&A



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Thank you!



ALAN M. BLANKSTEIN • PEDRO NOGUERA
with JOSHUA ELLIOTT
Foreword by RANDI WEISSBERG and GUY D. MEYER

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