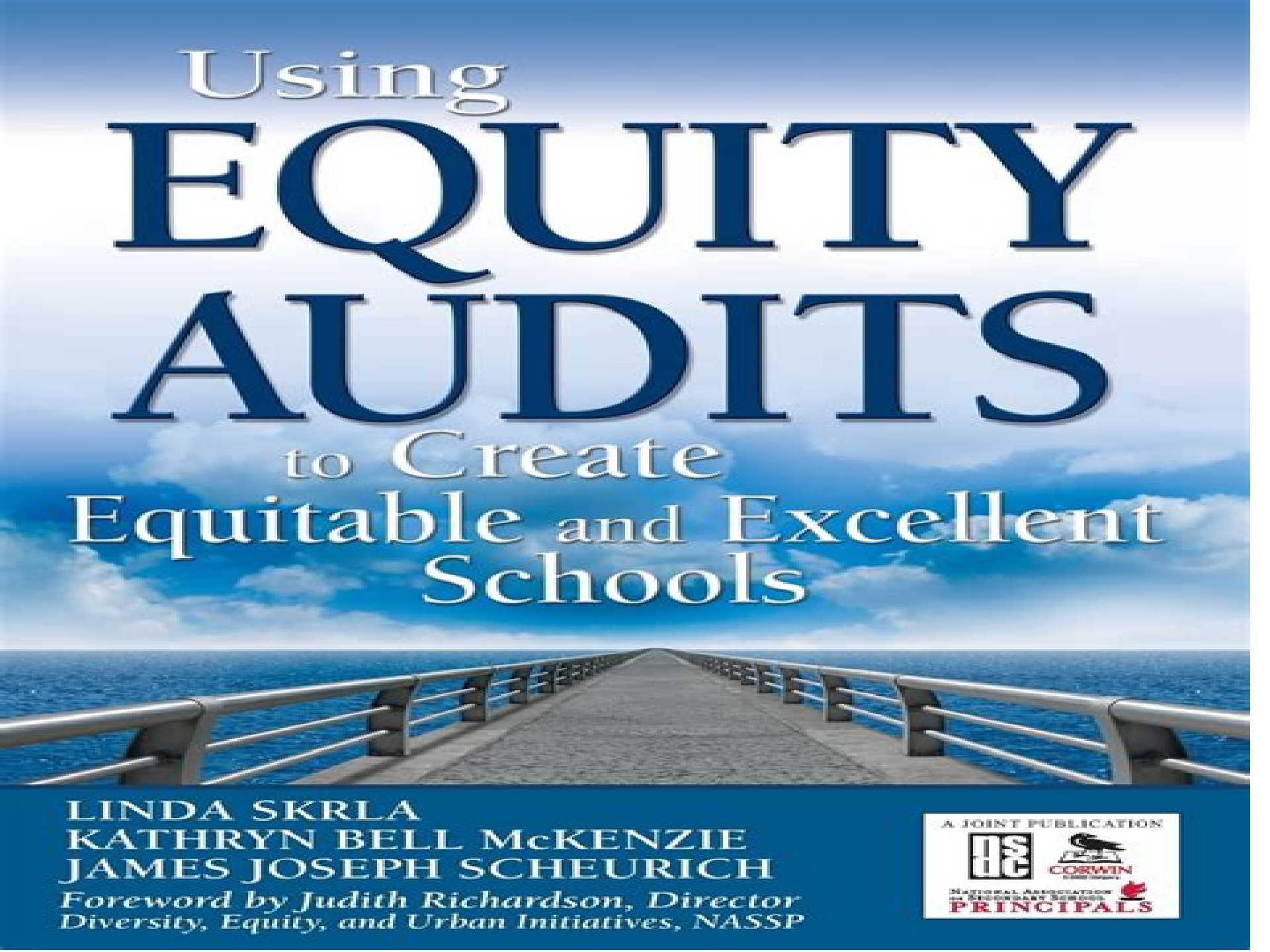




Using EQUITY AUDITS to Create Equitable and Excellent Schools

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*Foreword by Judith Richardson, Director
Diversity, Equity, and Urban Initiatives, NASSP*

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Using Equity Audits To Create Equitable And Excellent Schools

Linda Skrla



Using Equity Audits To Create Equitable And Excellent Schools:

Using Equity Audits to Create Equitable and Excellent Schools Linda Skrla,2009 Here well known authors in the areas of equity and achievement present practical easy to implement strategies for reducing inequities The book covers quality equity programmatic equity and achievement equity *Using Equity Audits to Create Equitable and Excellent Schools* Linda Skrla,Kathryn Bell McKenzie,James Joseph Scheurich,2009-05-05 Use the power of equity audits to help eliminate achievement gaps and educational bias Grounded solidly in theory and the use of data this resource provides practical easy to implement strategies for effectively using equity audits to ensure a high quality education for all students regardless of socio economic class Readers will discover how to increase equity awareness at school and district levels and remedy inequalities in teacher quality program design and student achievement by using A set of inequity indicators for evaluating schools generating essential data and identifying problem areas Nine skill sets for improved equity oriented teaching Charts graphs and support materials that can be customized for specific settings *Using Equity Audits in the Classroom to Reach and Teach All Students* Kathryn Bell McKenzie,Linda Skrla,2011-07-14 Raise your equity awareness quotient In this time of changing demographics and increased diversity many teachers find that existing strategies to promote equity are only successful with some of the students in their classes This book provides teachers with new strategies and tools that will work for all children including those with diverse needs The authors offer a wide range of methods to help teachers Assess their competency in teaching all students Embrace self reflection and be open to change Evaluate and assess student achievement Develop high quality teaching skills and an equity consciousness that leads to success with all students

Using Equity Audits to Create Equitable and Excellent Schools Linda Skrla,Kathryn Bell McKenzie,James Joseph Scheurich,2009-05-05 Use the power of equity audits to help eliminate achievement gaps and educational bias If you ve heard about equity audits but aren t really sure how to use them in your school you are not alone This resource written by well known authors and experts in the areas of equity and achievement expands school leaders understanding of how to interpret data in order to make equity audits work and provides practical easy to implement strategies for using this school assessment approach to help ensure a high quality education for all students regardless of socio economic class Grounded solidly in theory this book demonstrates how audits can help not only in developing fair programs that provide all students with the opportunity to reach their potential but also for hiring training and retaining good teachers Readers will discover how to remedy inequalities in student achievement by using A set of inequity indicators for evaluating schools generating essential data and identifying problem areas The NCLB Act in a positive way to create equity Nine skill sets for improved equity oriented teaching Charts graphs and support materials that can be customized for specific settings Ideal for helping principals develop school based equity audits with confidence *Using Equity Audits to Create Equitable and Excellent Schools* can also be used by superintendents to increase equity awareness at the district level *Using Equity Audits in the*

Classroom to Reach and Teach All Students Kathryn Bell McKenzie, Linda Skrla, 2011-07-14 Raise your equity quotient and learn new strategies for reaching students that will raise achievement for all children including those with diverse needs

Equity Audits and School Resource Allocation William A. Owings, Leslie S. Kaplan, 2024-08-30 Equity Audits and School Resource Allocation explores how to apply Critical Resource Theory CReT to conduct school equity audits ultimately preparing educational leaders to find equity disparities engage in more equitable resource allocation in their schools and improve equal educational opportunity for every student With case study scenarios woven throughout the book the authors explore key equity factors including per pupil expenditures poverty teacher and principal quality program equity and achievement equity They also walk through the process of implementing the 5 step CReT equity audit within a school district or school at any level Owings and Kaplan also describe the communication and interpersonal factors that equity advocates will need to leverage to gain community support for equity process considering the data and rethinking their policies and practices In today's education context the problems of equitably funding public schools and allocating learning resources to generate more equal opportunities and higher outcomes for traditionally underserved children are particularly relevant This important book is designed for course use in leadership preparation programs for practicing principals and superintendents and for educational leadership scholars

Community Equity Audits Kathryn Bell McKenzie, J. Martyn Gunn, Talitha Agan, Campbell John Bullock, Amelia Herrera-Evans, 2019-11-15 Bridge the gap in opportunity to overcome the gap in achievement Although out of school factors that limit student success may seem like obstacles too big to address this guidebook provides the necessary direction to bridge the opportunity gap and close the achievement gap Step by step instructions on how to conduct a community equity audit along with detailed case studies activities and discussion questions give readers the power to assess opportunity gaps and eliminate them A community equity audit asks questions such as Do the children in my community have the same opportunity as children in other communities Does my community have the same resources as other communities If my community needs more resources how can we provide them

Navigating School Board Politics Carrie Sampson, 2024-11-06 A visionary overview of the political role of publicly elected school boards and a proactive take on the work they can accomplish toward social justice

The Best of Corwin: Equity Randall B. Lindsey, 2011-10-20 Equity expertise from premier educators This resource showcases key chapters from critically acclaimed Corwin publications written by stellar authors These renowned educators believe in making education accessible and successful for all students and ultimately creating a stronger democratic society Offering a unique perspective on overcoming barriers to student achievement they share academic research creative ideas and concrete practical strategies Key topics include The tools of cultural proficiency Courageous conversations about race How to analyze data to uncover and eliminate inequities Equity audits Powerful classroom strategies Reflecting on practice

Critical Multicultural Education Christine E. Sleeter, 2024 This volume collects Christine Sleeter's core work focusing on critical multicultural education

situating culture and identity within an analysis of power and racism Multicultural education arose in the context of the Civil Rights Movement and in its inception shared with that movement a focus on eradicating both interpersonal and systemic racism The problem this book takes up is that over time many people have come to understand and enact multicultural education in ways that evade grappling directly with racism This dilution has happened for several reasons including White teachers rearticulations of multicultural education as getting along or learning to be colorblind and neoliberal reforms that have reduced it to a celebration of cultural diversity while maintaining silence about racism This volume includes ten of Sleeter's articles that explicitly locate multicultural education within critical understandings of race racism and colonialism offering both theoretical and practical discussions of what that means A deeply researched contextualized and nuanced account of multicultural education H Richard Milner IV Vanderbilt University This beautiful and intersectional volume needs to be required reading in every school of education Robin DiAngelo coauthor of *Is Everyone Really Equal* This book is an important intervention on the side of racial justice in education Wayne Au editor *Rethinking Schools* **JSL Vol 21-N4**

JOURNAL OF SCHOOL LEADERSHIP,2014-04-01 The Journal of School Leadership is broadening the conversation about schools and leadership and is currently accepting manuscripts We welcome manuscripts based on cutting edge research from a wide variety of theoretical perspectives and methodological orientations The editorial team is particularly interested in working with international authors authors from traditionally marginalized populations and in work that is relevant to practitioners around the world Growing numbers of educators and professors look to the six bimonthly issues to deal with problems directly related to contemporary school leadership practice teach courses on school leadership and policy use as a quality reference in writing articles about school leadership and improvement **Equity Visits** Rachel Roegman,David Allen,Larry Leverett,Scott Thompson,Thomas Hatch,2019-08-07 Because equity and instruction are inextricably bound Why are equity visits such a critical first step to increasing opportunity and access for our under served students Because they take instructional rounds to a new level providing a powerful lens for investigating the intersections of equity and instruction After all how can we possibly deliver equitable learning experiences opportunities and outcomes for our students without first pinpointing problems of practice That's where Equity Visits will prove absolutely indispensable to district and school administrators It details how to combine a strong focus on instruction with explicit intentional efforts to address systemic inequities Inside you'll find A range of data collection activities and tools to target central issues of equity in your school Clear guidelines on how to investigate the ways instructional practices structures and beliefs lead to inequitable educational experiences and how these are often masked in the day to day life of schools and districts A frank discussion of how to make race and racism an explicit part of investigating and addressing educational inequities Voices of school and district leaders who have taken crucial first steps to become equity warriors Recommendations on how to develop policies initiatives and practices to confront those inequities Few dispute that instructional improvement must be a central focus of educational

leadership but for too long achieving educational equity has been absent from the conversation Here is your opportunity to ensure equity occupy a central spot in data collection and analysis and be explicitly discussed at all levels of your school or district organization In short essential reading and doing for all administrators Turning High-Poverty Schools into High-Performing Schools William H. Parrett, Kathleen M. Budge, 2020-04-28 Schools across the United States and Canada are disrupting the adverse effects of poverty and supporting students in ways that enable them to succeed in school and in life In this second edition Parrett and Budge show you how your school can achieve similar results Expanding on their original framework s still critical concepts of actions and school culture they incorporate new insights for addressing equity trauma and social emotional learning These fresh perspectives combine with lessons learned from 12 additional high poverty high performing schools to form the updated and enhanced Framework for Collective Action Emphasizing students social emotional and academic learning as the hub for all action in high performing high poverty schools the authors describe how educators can work within the expanded Framework to address the needs of all students but particularly those who live in poverty Equipped with the Framework and a plethora of tools to build collective efficacy self assessments high leverage questions action advice and more school and district leaders as well as teachers teacher leaders instructional coaches and other staff can close persistent opportunity gaps and reverse longstanding patterns of low achievement 10 Perspectives on Equity in Education Jimmy Casas, Onica L. Mayers, Jeffrey Zoul, 2021-06-21 In this third volume of the Routledge Great Educators Series ten of education s inspiring thought leaders come together to bring you their perspectives on how to improve equitable outcomes in your school or classroom so that all students have what they need to succeed You will learn how to overcome barriers to equity of access embrace a student s cultural capital attract and retain a diverse talent pool incorporate intersectional identities in an inclusive classroom implement more equitable assessment practices build resilience and equity through chess advance equity in early childhood programs abolish a culture of competition and work toward a culture of cooperation and increase stakeholder commitment to racial equity Appropriate for K 12 educators at all levels the book provides strategies insights and inspiration to help you lead for equity and make real changes in your classroom building and community **Equity in Data** Andrew Knips, Sonya Lopez, Michael Savoy, Kendall LaParo, 2022-10-06 Building a better data culture can be the path to better results and greater equity in schools But what do we mean by data Your students are not just statistics They aren t simply a set of numbers or faceless dots on a proficiency scale They are vibrant collections of experiences thoughts perspectives emotions wants and dreams And taken collectively all of that information is data and should be valued as such Equity in Data not only unpacks the problematic nature of current approaches to data but also helps educators demystify and democratize data It shows how we can bake equity into our data work and illuminate the disparities stories and truths that make our schools safer and stronger and that help our students grow and thrive To this end the authors introduce a four part framework for how to create an equitable data culture along

with a complementary set of data principles They demonstrate how we can rethink our approach to data in the interest of equity by making five shifts Expand our understanding of data Strengthen our knowledge of data principles Break through our fear of data Decolonize our data gathering processes Turn data into meaningful equitable action We have an opportunity to realign school data with what students want out of their educational experiences When we put equity first we put students first

Challenges to Integrating Diversity, Equity, and Inclusion Programs in Organizations Griffen, Aaron J., 2020-10-30 Throughout the past several years diversity equity and inclusion initiatives have been a part of a growing phenomenon to address the diverse needs of organizations However the act of diversity training and implementation in programs has traditionally been reactive as a result of a scandal rather than proactive As more industries see the benefits of diversity equity and inclusion training we will continue to see the benefits of a sustainable healthy working environment for all Challenges to Integrating Diversity Equity and Inclusion Programs in Organizations is an essential reference source that shares the challenges and opportunities faced by diversity equity and inclusion officers who are leading their organizations to becoming more diverse equitable and inclusive working environments Featuring research on topics such as institutional equity organizational culture and diverse workplace this book is ideally designed for administrators human resource specialists researchers business professionals academicians and students as well as organizations looking to make the intentional shifts necessary to develop and foster a more inclusive working and learning environment

Conflicts in Culture Sandra Harris, Steve Jenkins, 2013-07-29 The changing demographics of students and educators in schools today suggest that much of what we do as educational leaders revolves around the complex issues related to our various cultural understandings In this book the authors discuss the relationship between culture and conflict and provide a continuum to better understand the basis for much cultural conflict Authors emphasize a systematic framework that can be used to guide the practitioner in resolving conflicts rooted in cultural issues from less difficult issues such as the cultural conflicts that occur on a campus between academic cultures and athletic cultures to the more complicated and delicate issues rooted in racial or sexual identity issues

Charting Reform, Achieving Equity in a Diverse Nation Gail L. Sunderman, 2013-05-01 This book examines what equity means in a nation where the schools are becoming more diverse The authors consider how well our educational reform policies often framed in the language of equity and opportunity measure up to the challenges of achieving equity in a diverse nation While there is growing awareness of the increasing racial ethnic and socioeconomic diversity of the nation there is little recognition of how these trends affect the schools particularly in formerly homogeneous communities At the same time inequalities in student achievement between different racial ethnic and socioeconomic groups persist even as educational policy has intensified the focus on the achievement gap These two challenges make definitions of equity and opportunity as urban problems obsolete and call for a critical examination of educational policy and reform from an equity perspective Central themes include the critical examination of how equity is conceived under the law and in policy

the experiences of minority students in suburban schools and the impact of current reform policies and strategies for achieving greater educational opportunities for all students This book is designed for graduate and undergraduate courses in educational policy and policy analysis for policymakers interested in a critical examination of current reform policies and options and educational leaders and administrators struggling with the implementation of reform mandates From a policy perspective it includes a survey of the evolution of educational policies and reforms since the 1960s and traces the mix of legal and legislative legacies that have informed educational policy and equity It describes how trends in suburban diversification affect the schools something that has largely escaped the attention of educational reformers It provides school based and non school based remedies for achieving equity in diversifying suburban communities and articulates alternatives to the current accountability for performance approach It offers new and innovative analyses of current approaches to school reform including an analysis of how accountability tests can create the illusion of reducing the achievement gap and an examination of the paradoxes of federally funded compensatory policies that incorporate market based strategies Novel approaches such as social emotional learning and placed based college access strategies are examined through an equity lens

Theorising Identity and Subjectivity in Educational Leadership Research Richard Niesche, Amanda Heffernan, 2020-03-11 Theorising Identity and Subjectivity in Educational Leadership Research brings together a range of international scholars to examine identity and subjectivities in educational leadership in new and original ways The chapters draw on a variety of approaches in theory and method to demonstrate the important new developments in understanding identity and subjectivity beyond the traditional ways of understanding and thinking about identity in the field of educational leadership The book highlights empirical theoretical and conceptual research that offers new ways of thinking about the work of educational leaders The authors take critical approaches to exploring the influences of gender race sexuality class power and discourse on the identity and subjectivity formation of educational leaders It provides global perspectives on educational leadership research and researchers and offer exciting new approaches to theorising and researching these issues This book will appeal to researchers students and professionals working in the fields of educational leadership and sociology and the chapters within offer readers new perspectives in understanding educational leaders their work and their identities

Intersectional Identities and Educational Leadership of Black Women in the USA Sonya Douglass Horsford, Linda C. Tillman, 2016-04-08 This volume examines the educational leadership of Black women in the U S as informed by their raced and gendered positionalities experiences perspectives and most importantly the intersection of these doubly marginalized identities in school and community contexts While there are bodies of research literature on women in educational leadership as well as the leadership development philosophies and approaches of Black or African American educational leaders this issue interrogates the ways in which the Black woman s socially constructed intersectional identity informs her leadership values approach and impact As an act of self invention the volume simultaneously showcases the

research and voices of Black women scholars perspectives traditionally silenced in the leadership discourse generally and educational leadership discourse specifically Whether the empirical or conceptual focus is a Black female school principal African American female superintendent Black feminist of the early twentieth century or Black woman education researcher the framing and analysis of each article interrogates how the unique location of the Black woman at the intersection of race and gender shapes and influences their lived personal and or professional experiences as educational leaders This collection will be of interest to education leadership researchers faculty and students practicing school and district administrators and readers interested in education leadership studies leadership theory Black feminist thought intersectionality and African American leadership This book was originally published as a special issue of the International Journal of Qualitative Studies in Education

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