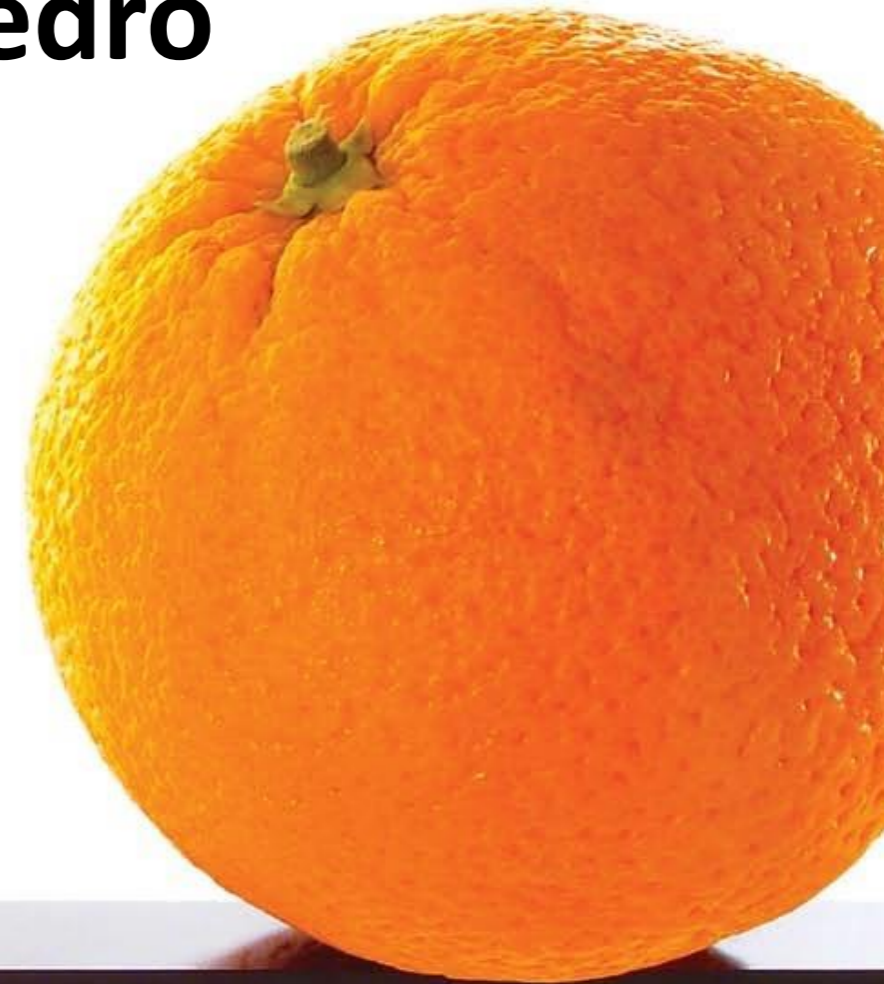


# **Excellence through Equity: Making a Difference for Every Student**

**Alan Blankstein and Pedro  
Noguera**

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# What is equity?

- **Equity is:**
  - **Giving students what they need to be successful**
    - **Academic and social**
  - **Recognizing that not all students are the same**
    - **They learn in different ways and at different paces**
- **Pervasive inequality makes pursuit of equity difficult but essential**
- **Staying focused on outcomes – academic and developmental**

# Equity is not:

- Lowering standards
- Treating all children the same
- Something only schools serving poor children of color should be concerned about
- Choosing which students to serve – disadvantaged or affluent

# A framework for pursuing excellence through equity

- Child Development – A holistic approach to education and differentiated support
- Neuroscience – elasticity of brain makes it necessary to ensure that all students have access to deeper learning
- Context - Understanding and responding to the way students are affected by their environment
  - Family – Peers – Community - Society

# 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**

# Axiom #1

- **The key responsibility of leaders is to ensure that the conditions necessary for good teaching and learning are in place so that every student has the opportunity to learn.**

# Essential Conditions for Teaching and Learning

- **Safety and order – byproduct of relationships**
- **Respect, positive relationships – culture**
- **Clarity of purpose, shared mission**
- **High morale among staff**
- **Student engagement and commitment to learning**

# Class time is work time

Hollenbeck Middle School, LAUSD





# Teachers focus on evidence of learning...

- **Make expectations clear and standards explicit by modeling and exposing students to high quality work**
- **Utilize diagnostic tools to check for understanding**
- **Create a safe learning environment so that student can learn from their mistakes**
- **Provide numerous opportunities for students to revise and resubmit work**
- **Focus on motivation and engagement by incorporating student interests and soliciting feedback and questions from students**
- **Analyze student work with a focus on what student errors tell us about our teaching**

# Focus on Engagement

- **Behavioral Engagement**
  - Preparation
  - Persistence
  - Instrumental Help-seeking
- **Cognitive Engagement**
  - Deep Processing
  - Meta-cognition
- **Affective Engagement**
  - Interest
  - Value

# Axiom #2

- **The skills of the staff and resources available to the schools must match the needs of students**

# Brockton scholarship winners 2016



# Key Elements of the Brockton Strategy

- **Shared leadership**
- **Concerted effort to obtain buy-in around the strategy**
- **A coherent strategy focused on student needs**
- **Differentiated professional development**
- **Follow through, examining the evidence, sticking with it**

# Turnaround at Brockton HS

- ***“Brockton High School has every excuse for failure, serving a city plagued by crime, poverty, housing foreclosures, and homelessness... But Brockton High, by far the state’s largest public high school with 4,200 students, has found a success in recent years that has eluded many of the state’s urban schools: MCAS scores are soaring, earning the school state recognition as a symbol of urban hope.”***
- **James Vaznis, Boston Globe Oct 9, 2009.**

## **Axiom #3**

- **The more you know about the children you serve the better you will be at meeting their needs and supporting their success.**

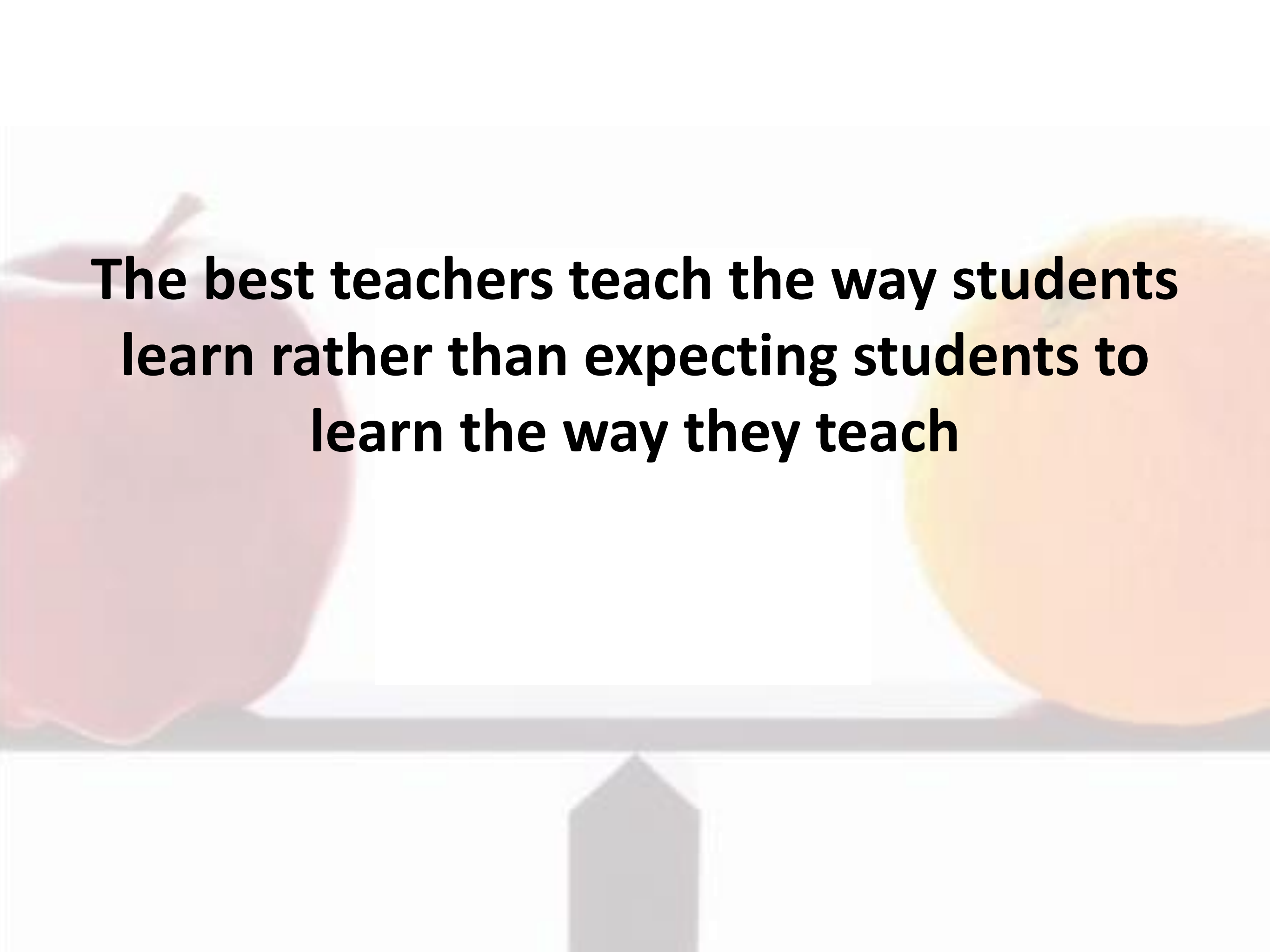
# PS 28 obtains highest gains in literacy and math in Brooklyn -2012





# Key Elements of the PS 28 Strategy

- **Instructional leadership**
- **Parental support**
- **Community partnerships**
- **Ongoing focus on building the capacity of teachers**
- **Individualized support for students**



**The best teachers teach the way students  
learn rather than expecting students to  
learn the way they teach**

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**EXCELLENCE**

THROUGH

**EQUITY**

