



ASCD Region 8 Mini Conference

Leading With Your Heart

Coaching With Your Soul!

Presented by
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EDEquity, CEO/President
February 28, 2015



ONLY IN MATH PROBLEMS CAN YOU BUY
60 CANTALOUPEs AND NO ONE ASKS
WHAT THE HELL IS WRONG WITH YOU.



SCHULZ

PEANUTWEETER.COM

@KARIMI



"Did you know Mrs. Smith is not only a teacher,
but an educator too?"

Essential Question

- What will be the greatest challenge to implementing to Common Core Standards?

Seek

Adding Equity Now!

- Adding Equity to the Common Core Standards after the fact is like adding your favorite seasoning after the soups has been made! It never taste the same as adding it while you are cooking!

All to often, Equity is an after-thought in school reform or instructional initiatives!

The New Courageous Conversation



me·di·o·cre

ˌmēdēˈōkər/

Adjective

adjective: **mediocre**

1. of only moderate quality; not very good.

"a mediocre actor" *synonyms*

:ordinary, average, middling, middle-of-the-road, uninspired, undistinguished, indifferent, unexceptional, unexciting, run-of-the-mill, pedestrian, prosaic, lackluster, forgettable, amateur, amateurish;

antonyms: excellent

It's O.K. not knowing;
But it's not O.K. to be
O.K. not knowing.



Common Core Equity Leader Skills

- creating the conditions for instructional transformation
- transforming teachers' mind-set,
- refinement of professional learning communities,
- rigorous instructional planning
- coaching up mediocre instruction.

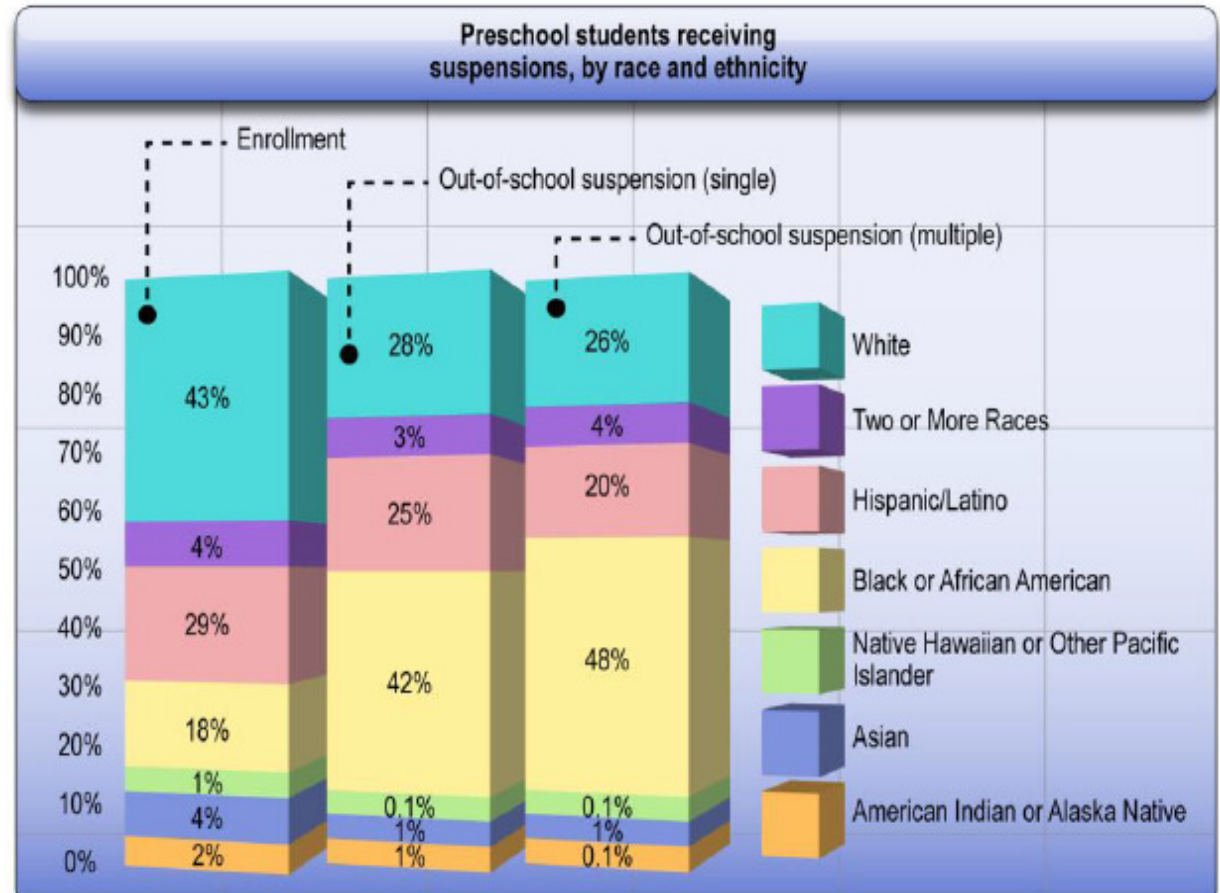




Stating the Case for Equity

Preschool discipline

The inclusion for the first time in the DRDC of preschool data confirms that discipline begins in the earliest years of schooling. Of the school districts with children participating in preschool programs, 6% reported suspending out of school at least one preschool child. Racial disparities in out-of-school suspensions also start early; black children represent 18% of preschool enrollment, but 42% of the preschool children suspended once, and 48% of the preschool children suspended more than once.



NOTE: Detail may not sum to 100% due to rounding. Figure reflects 99% of schools offering preschool, including over 1 million preschool students, nearly 5,000 students suspended once, and over 2,500 students suspended more than once. Preschool suspensions and expulsions were collected for the first time in 2011–12.

SOURCE: U.S. Department of Education, Office for Civil Rights, Civil Rights Data Collection, 2011–12.



What is Educational Equity & Excellence?

Educational Equity is the belief that quality instruction for *all* students will be achieved when the results of *deliberate actions* to close the racial, income, linguistic, teaching, and learning achievement gap becomes the driving force of the organization; by having unlimited expectations for top performing and under-achieving groups.



Key Principles of **EQUITY**[™]

Accountability

Action

25%
Strategies!

Analysis

Attitudes

Awareness

75%
Mind-Set!



Toll Free: 1-877-EDEQTY1 (333-7891) • www.edequity.com

Equity means...

Applying additional or different resources

(human, fiscal & intellectual)

to ensure all students receive what they
need to exceed grade level standards.



Equity +

If I was the only Latino student in the AP Chemistry class, what would I need?

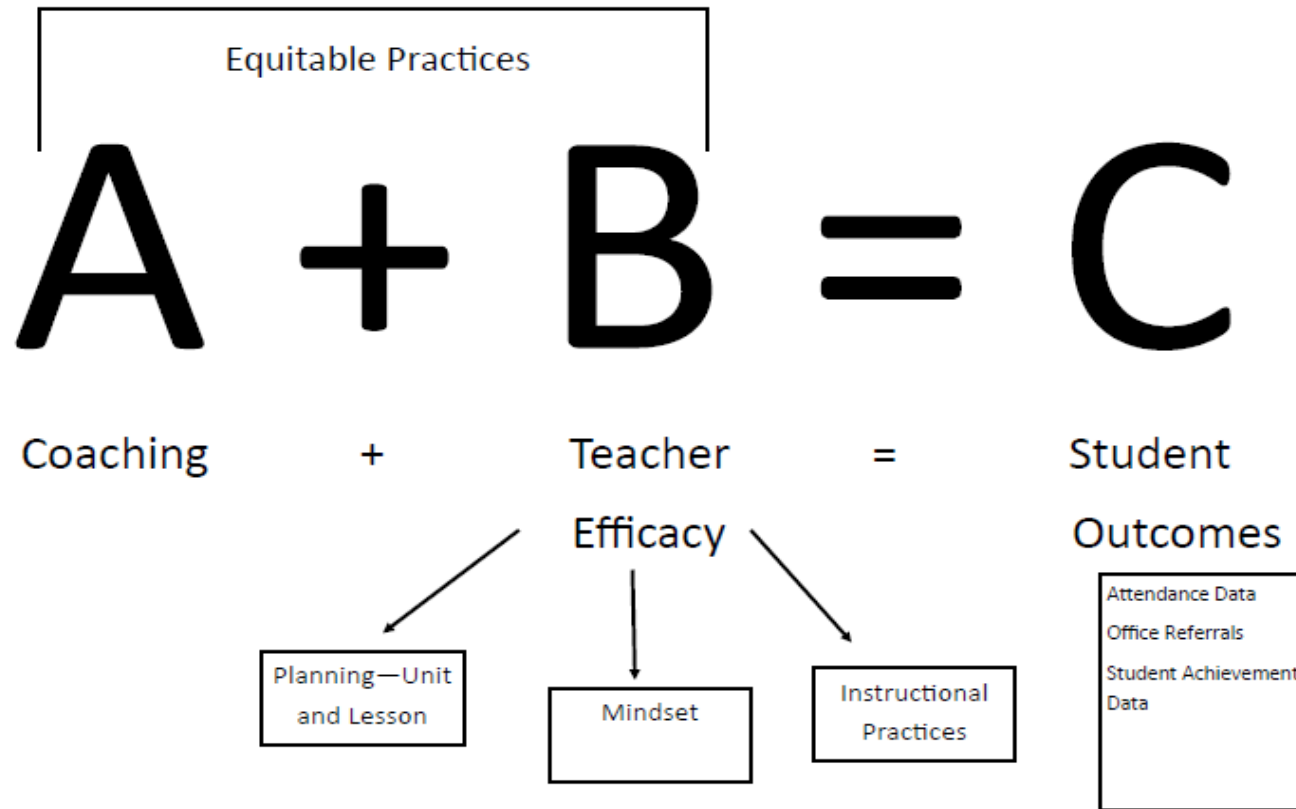


What's the formula

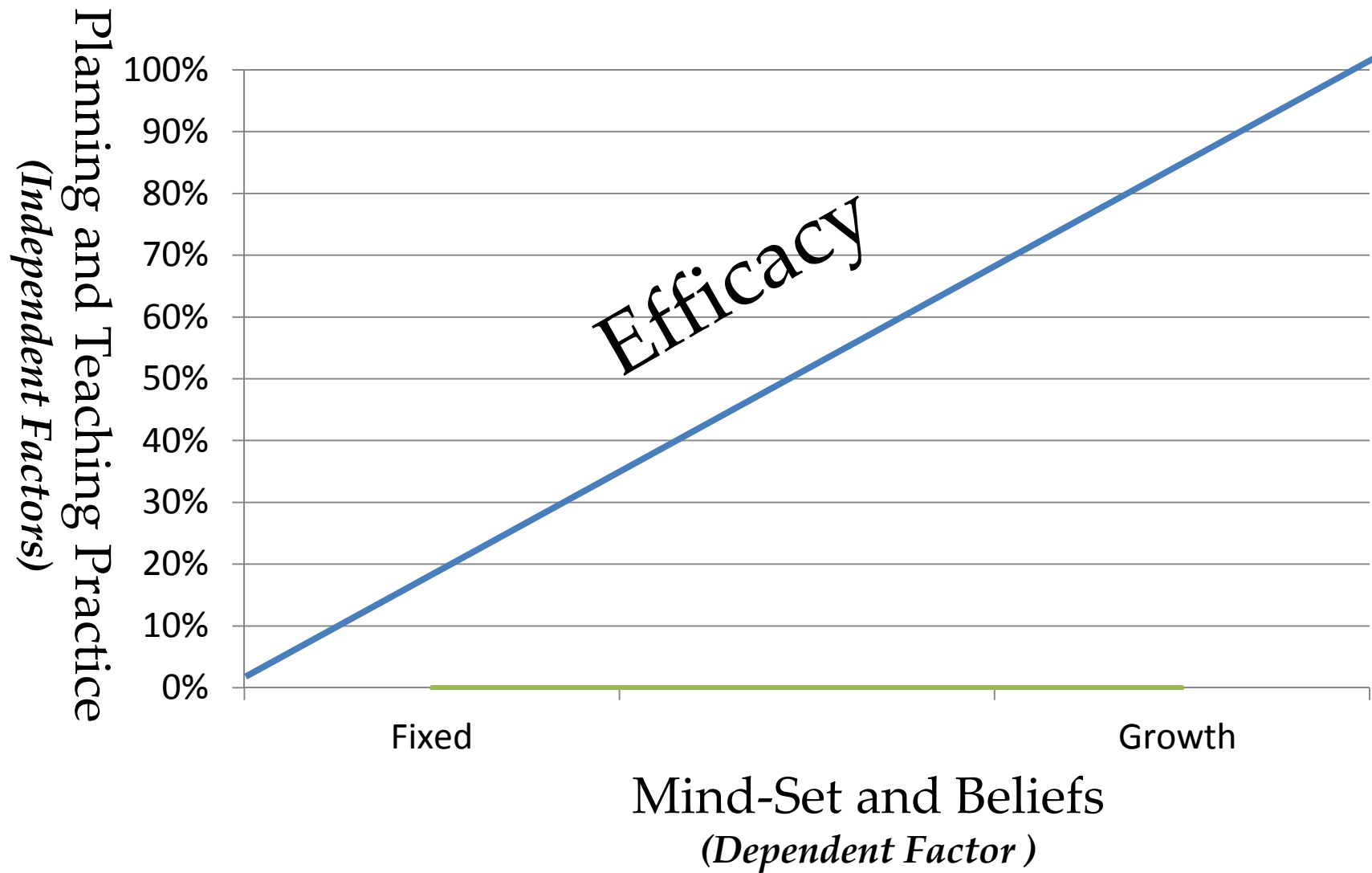
$$A + B = C \quad (\text{student learning/outcomes})$$

What is the A and the B?

Understanding Equitable Practice



Efficacy Chart



Efficacy is...

- the mind-set and belief that I have the knowledge, skills and actions to increase deep learning of all of my students.

Implementation Steps

- Make the case for change compelling, and associate it with moral imperatives rather than compliance with authority
- Create short-term wins
- Recognize effective practices simply and clearly throughout the year
- Emphasize effectiveness, not popularity

Doug Reeves (2007)

Common Core Leadership

- Deep understanding of quality instruction
- Knows the Zone Proximal Development (ZPD) of the school culture
- Creates a culture where people are comfortable being un-comfortable
- Willing to confront the racism of low expectations
- Skillful in coaching teachers up



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