



**EXCEL. Enhance Skills. Promote
Continual Improvement.**



GEAR UP as a Tool for Equity Leaders

NCCEP Capacity Building Workshop

San Antonio, TX

February 13, 2019

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Co-Facilitators

Dr. Alan Ingram is the former Deputy Commissioner for the MA Department of Elementary and Secondary Education, Superintendent of the Springfield Public School District, MA, and GEAR UP Director for Oklahoma City (OK).

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Overview

The concept of Educational Equity is one long overdue in our collective consciousness. Until and unless programs like GEAR UP capitalize on its full potential to provide essential opportunities for low-income students, disparity gaps of all kinds will persist in schools and throughout society. This interactive workshop incorporates ideas drawn from a wide array of college and career readiness experiences and introduces participants to an Equity Lab Framework, a systematic process for examining bias, privilege and the power of diversity.

Today's Goals

1. Increase self-awareness and build knowledge
2. Introduce participants to the concept of educational inequities with a particular focus on the GEAR UP Community
3. Provide a framework to help systematically address identified inequities in support of GEAR UP Programs nationally

Differentiate Equality and Equity

Two Important Dimensions of Equity

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Race to Success
Reflections

Data Samples and
Equity Issues

1. Discipline Data
2. Rigorous Course Taking Opportunities
3. College and Career Readiness Gaps

GEAR UP Mission
is to serve “Back Row
Kids”

“The GEAR UP Program is a discretionary grant program that supports efforts to increase the number of low-income students that obtain a secondary school diploma and prepare for and succeed in post-secondary education.”

Unconscious Bias
(Diversity, Inclusion
and Trust Activity)

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Dimensions of
Identity

1. Recognize our own Dimensions and identify which one's matter most
2. Appreciation for others' Priority Identity Dimensions
3. Open Door for new discussions

The Angry Eye:
Understanding Race,
Equity and Privilege

So What?
Now What?
Principles for
Creating
Equity by Design

Educational Equity and College/Career Readiness

K-12 educators face numerous challenges in their work, perhaps none greater than ensuring equitable opportunities for all students. Each of us has a role to play on behalf of young people.

Achievement is rising, but gaps persist



Research from the National Assessment of Educational Progress (NAEP) shows that while scores (from 1990 to 2015) of all students in grades 4, 8, and 12 have generally increased and some gap closure has occurred (e.g., male-female gap in 4th grade reading), differences in scores persist, and for the 12th grade white-black comparison, widened.

A family's ZIP Code too often determines destiny

A 2016 study by USC sociologist Ann Owens showed that income segregation for families with children increased from 1990 to 2010. Data from the OECD in 2008 showed that poor children are four times more likely to fail in math than their wealthier peers. Schools with low-income students struggle against enormous odds.



The challenge is growing, not shrinking



As income gaps have widened, so too has childhood poverty...from 17 percent of children living in low-income households in 2000 to 22 percent in 2015, according to the Center for Public Education. Other examples include an increase in private school enrollment driving equity challenges in the Washington, D.C. school district.

A perception of privilege can be a barrier to equity work

Research from the Pew Charitable Trusts in 2017 found strong differences among black and white Americans (and people of different political parties) regarding the perception of whether white people have advantages that black people do not have. Seeing one's own privilege is essential to working toward equity for all students.



GEAR UP is an essential part of the equity solution



Designed to increase the number of low-income students who are prepared for college and careers, Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) grants provide educators additional resources to help students receive a solid foundation from which to access college and career programming and succeed in life beyond high school.