

Relationships & Equity

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Relationships



Who are your stakeholders?

Students

Every child deserves a champion - an adult who will never give up on them, who understands the power of connection, and insists that they become the best that they can possibly be.

-Rita Pierson



Staff

- Start with WHY
- Manage by walking around
- Get the right people on the bus



Families



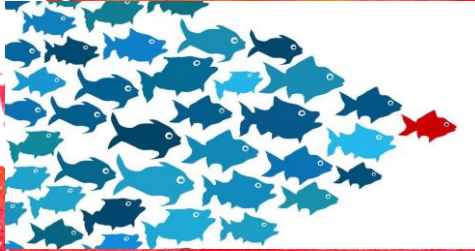
Education is all a matter of building bridges.

-Ralph Ellison

Community



Strengthening the Connections



How do you lead?

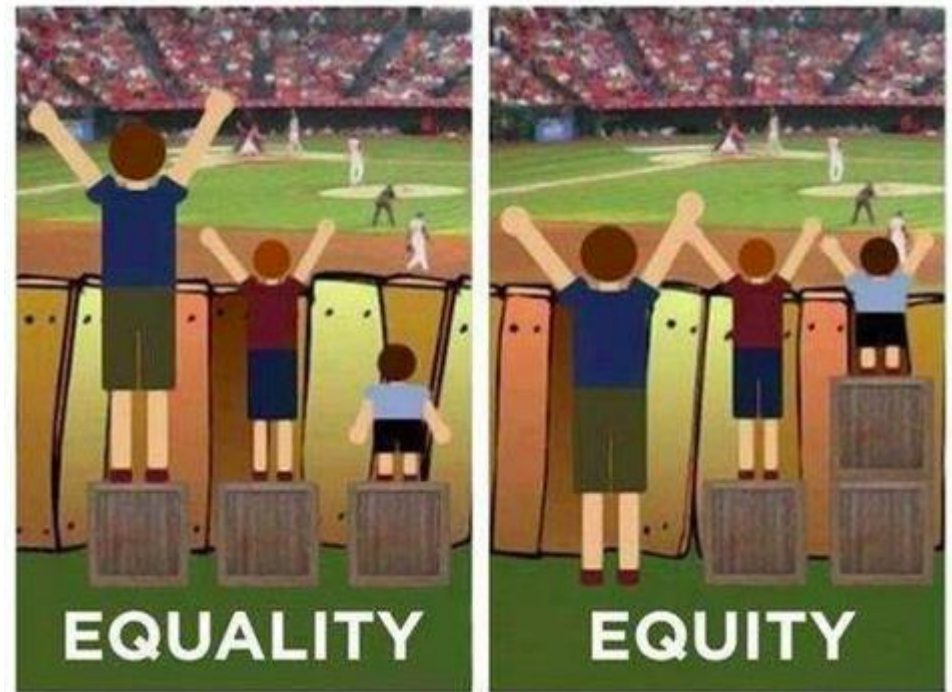
How do your people need to be lead?



Equity

“Fairness does not mean everyone gets the same. Fairness means everyone gets what they need.”

-Rick Riordan



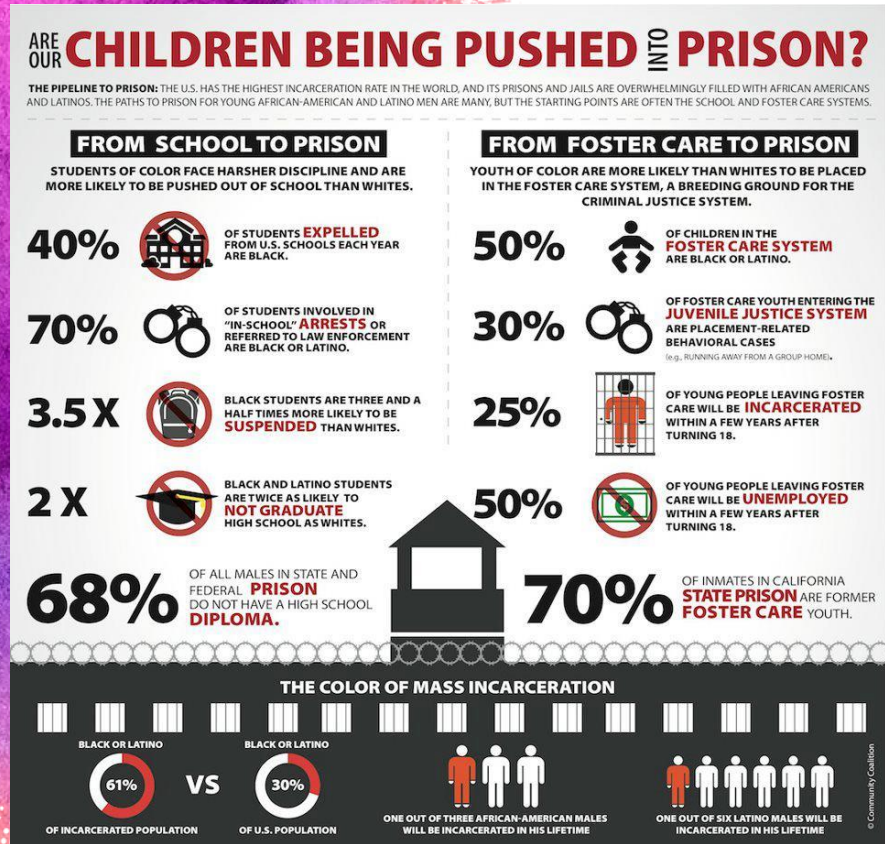
Defining the Problem

“In these days, it is doubtful that any child may reasonably be expected to succeed in life if he is denied the opportunities of an education. Such an opportunity, where the state has undertaken to provide it, is a right that must be made available on equal terms.”

-- Chief Justice Earl Warren, *Brown v. Board of Education* (1954)

Defining the Problem

- Achievement gap
- Discipline gap
- School-to-prison pipeline



Equity Audits & Root Cause Analysis



“To address this mistake we need to utilise our thorough system of root cause analysis. I will begin, if I may, by pointing out that it’s not my fault”

Restorative Practices

| | Known to Self | Not Known to Self |
|--------------------|---------------|-------------------|
| Known to Other | Open | Blind |
| Not Known to Other | Hidden | Unknown |

- Find your imbalances
- Seek input from others
- Investigate blind spots
- Educate & ease into change

Achieving Better Results Through Leadership

