

NEW ERA LEADERSHIP

ONE LENS, ONE CONCEPT, ONE QUESTION

EQUITY, FLEXIBILITY, AND RESILIENCE FOR OUR STUDENTS

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**ONE
LEADERSHIP
LENS:**

EQUITY

Equity in the Ocean City
School District

Equity in the Newton
Public Schools

NJASA in partnership
with NJCEE Consortium

FIVE CRITICAL EQUITY LENS QUESTIONS FOR DISTRICTS AND BOARDS

01

WHAT is the
decision in
question?

02

What does
the DATA
tell us?

03

WHY are
there gaps
between
our groups?

04

WHO is
missing
from the
discussion?

05

HOW will
you
mitigate the
disparities?

**ONE LEADERSHIP
CONCEPT:**

**BUILDING
COMMUNITY AND
CAPACITY**

Student sense of belonging to
a community of learners

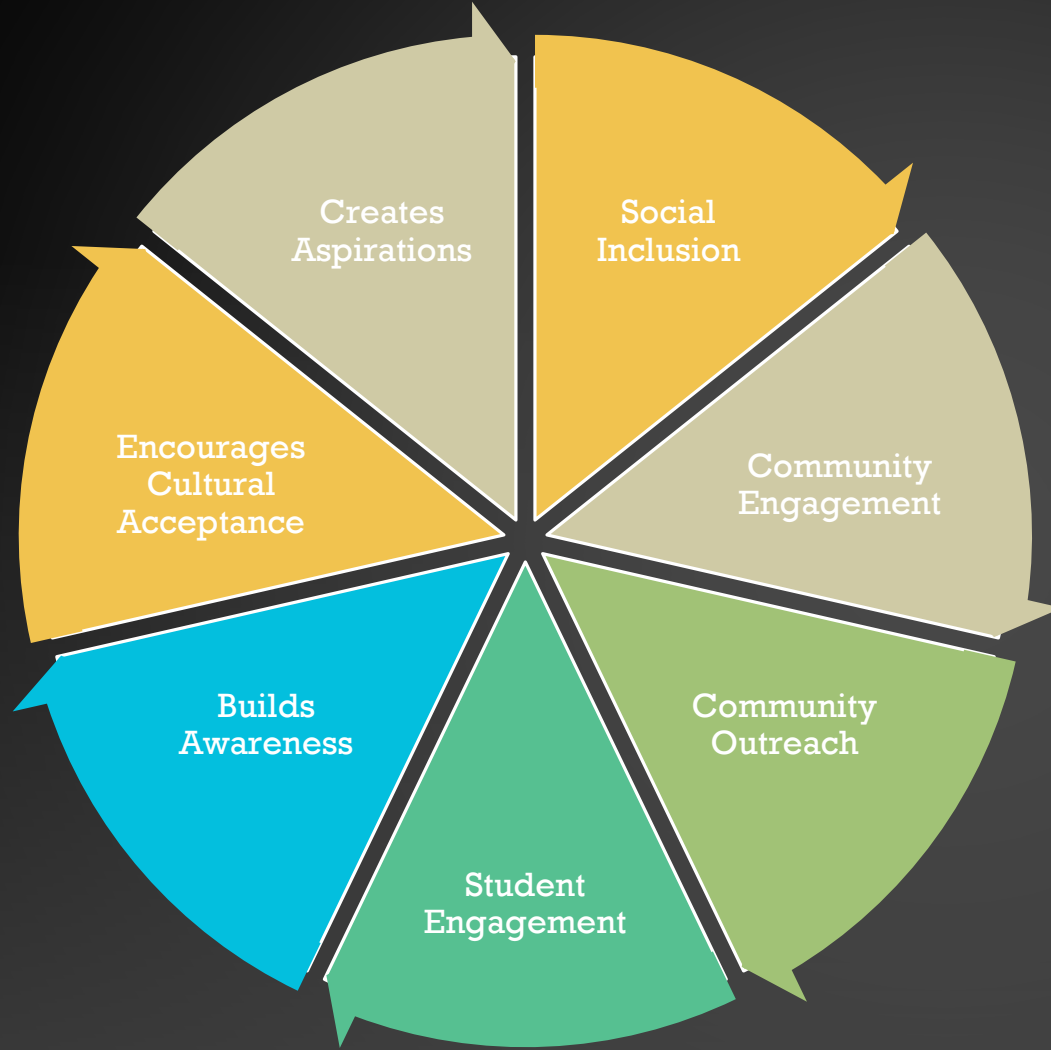
Embrace complex instruction
and collaboration

Ensure equal access to
learning and technology

GUIDE TO APPLYING AN EQUITY LENS TO BUILD COMMUNITY AND CAPACITY

Using an equity lens for a program/project is a means to actively insert your school community's view of equity into your decision-making process. When adopting an equity lens, consider the following:

- Understand how your district culture may impede or further your efforts
- Viewing our work through an equity lens in an actionable manner brings us closer to eradicating disparities
- Can't improve equity without first identifying and addressing disparities
- Be prepared to talk explicitly about race and implicit bias
- Understand your community and be willing to challenge systems



**APPLYING THE *LENS*
TO THE *CONCEPT*:**

**EXTRACURRICULAR
OPPORTUNITIES**

**APPLYING THE
LENS TO THE
CONCEPT:**

**FUNDING
STREAMS AND
ESSER
ALLOCATIONS**



Texts/Literature



Staffing



Materials



Facilities



Space



Enrichment/Trips

ONE
LEADERSHIP
QUESTION:

WHAT WILL
YOU DO FOR
YOUR
STUDENTS?

How will YOU lead your
district in contextualizing
and operationalizing YOUR
equity lens approach?

QUESTIONS?
COMMENTS?
THANK YOU!

PLEASE CONTACT US IF YOU WOULD
LIKE TO CONTINUE THE DISCUSSION!

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