

# **The Educational Debt We Owe to All of Our Children**

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# WELCOME

- What is educational equity?
- Discuss the concept of educational debt
- What will it take to achieve our collective goal of increased student success?
- Next steps



# WHAT IS EDUCATIONAL EQUITY?

Educational equity means that every child receives whatever she/he/they need to develop to her/his/their full academic and social potential and to thrive, every day. By **thrive**, we mean academically as well as social-emotionally. Every child has a right to feel loved and cared for and to feel that they belong to a community.

Educational equity means there is **no predictability** of success or failure that correlates with any social or cultural factor – a child's educational experiences or outcomes are not predictable because of their race, ethnicity, linguistic background, economic class, religion, gender, sexual orientation, physical and cognitive ability, or any other socio-political identity maker.

Aguilar p.6, 2020



# ACHIEVEMENT GAP or EDUCATIONAL DEBT?

Achievement Gap =  
Blame on students and  
their families

**Educational Debt:** *The education debt is the foregone schooling resources that we could have (should have) been investing in (primarily) low income kids, which deficit leads to a variety of social problems (e.g. crime, low productivity, low wages, low labor force participation) that require on-going public investment. This required investment sucks away resources that could go to reducing the achievement gap.*

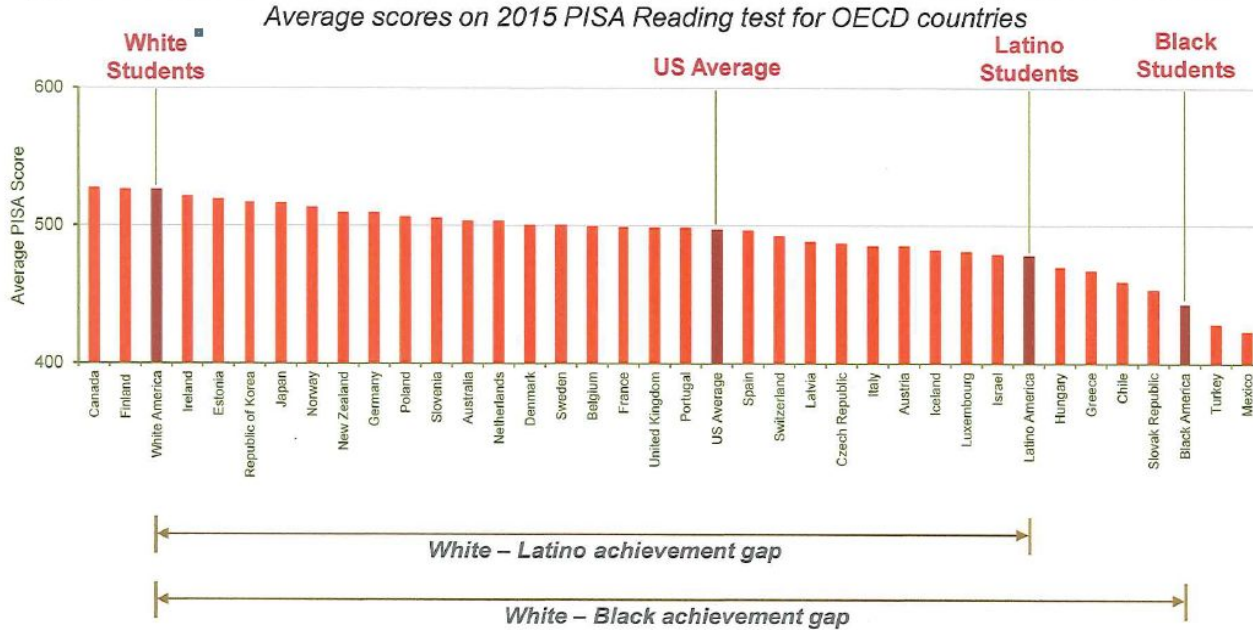
*Robert Haveman (February 6, 2006)*

Cited by Ladson-Billings (2006)

# The Issue: National scores mask reality of three Americas

Racial achievement gap in US is comparable to the gap between top and bottom OECD countries

## US educational performance average is lowered by achievement gap in US



Notes: National Center for Education Statistics – [Average Scores by Country](#), [Scores by Race & Ethnicity](#)

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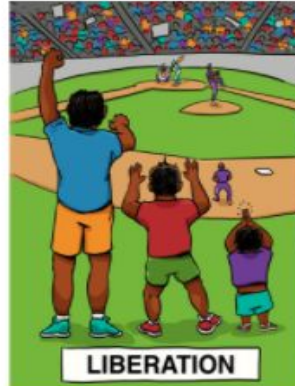
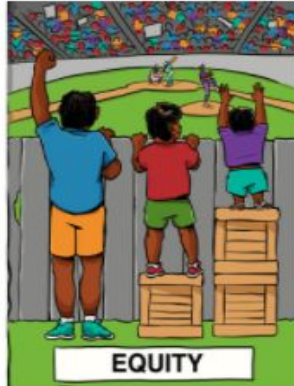
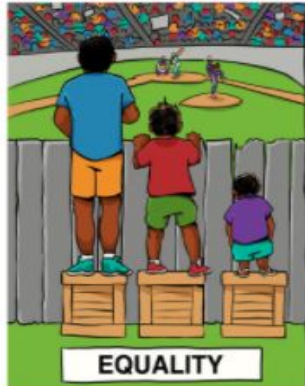
“Your organization is  
perfectly designed for the  
results you are getting!”

- Victoria Bernhardt

## LEADERSHIP FOR ADVANCING EQUITY & SOCIAL JUSTICE

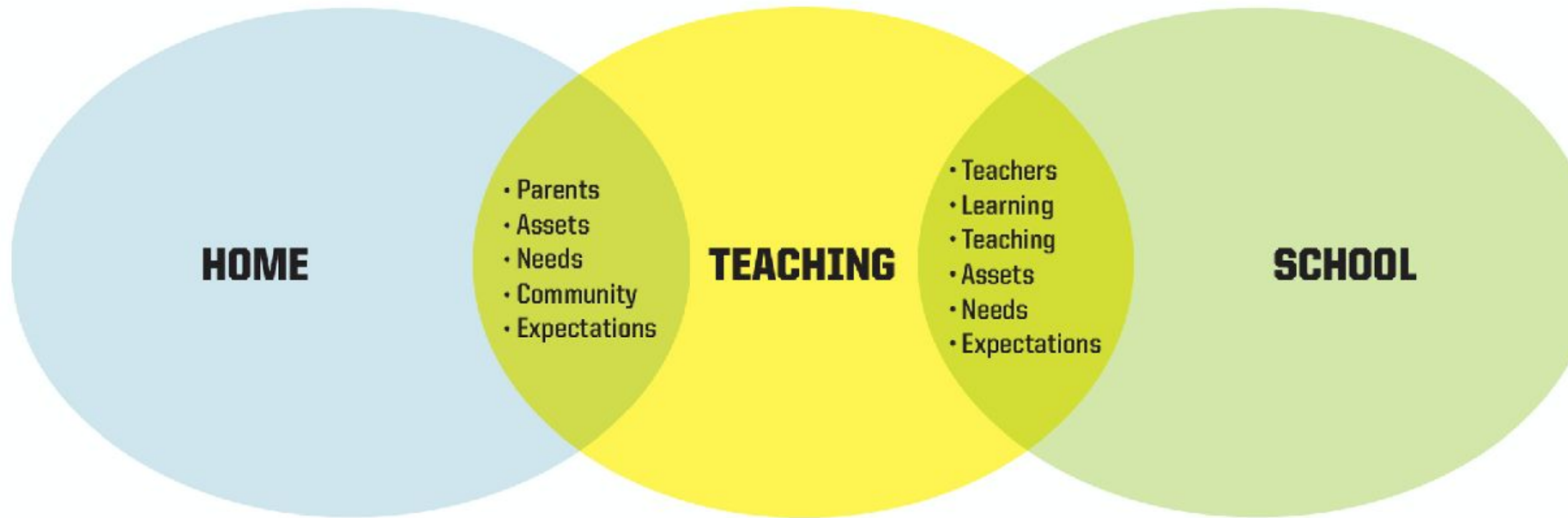
*An equitable school is both the right of your students and the responsibility of you and your colleagues. The benefits of realizing equity within your school or system are numerous and powerful. But as educational professionals, equalizing your school is up to you and your institution.*

Linton, 2011, p.125



Which slide best represent the current state of your school?

# THE INTERSECTION OF HOME & SCHOOL



- Parents
- Assets
- Needs
- Community
- Expectations

## TEACHING

- Teachers
- Learning
- Teaching
- Assets
- Needs
- Expectations

## HOME

## SCHOOL



“ To be effective educators, it is critical for teachers and other school personnel to **center** their practices at the intersection of students' home and school lives. ”



# CENTERING YOUR LEADERSHIP

**A transformative leader is centered in working toward:**

Dismantling structures & conditions that marginalize

Issues of inequities within the organization

Theoharis (2007)



# LEADERSHIP TOWARD EQUITY

## Transformative Leadership:

*Transformative leadership begins with questions of justice and democracy; it critiques inequitable practices and offers the promise not only of greater individual achievement but of a better life lived in common with others (Shields, 2010).*



## Transformative leadership for equity:

*Transformative leadership for equity is defined as a leadership approach that causes change in individuals and social systems. Transformative leadership creates valuable and positive change in the followers with the end goal of mobilizing efforts towards equity.*

Great Lakes Equity Center, 2011



Access to Excellence for All Students

	<b>Transactional Leadership</b>	<b>Transformational Leadership</b>	<b>Transformative Leadership</b>
<b>Emphasis</b>	Means	Organization	Deep & equitable change in social conditions
<b>Process</b>	Immediate cooperation through mutual agreement and benefit	Understanding organizational culture, setting goals, redesigning the organization	Deconstruction and reconstruction of frameworks that generate inequity
<b>Leader</b>	Ensures efficient operation through transactions	Looks for motive, develops common purposes, focuses on organizational goals	Lives with tension, & challenge; requires moral courage, activism

Shields, 2010



# WHY TRANSFORMATIVE LEADERSHIP?

*“that education is not the ultimate lever for social transformation, but without it transformation cannot occur.”*

Freire (1998)

*“Transformative leadership is an exercise of power and authority that begins with questions of justice, democracy, and the dialectic between individual accountability and social responsibility.”*

Weiner (2003)



# WHAT CAN YOU DO AS A LEADER?

Engage in dialogue

Book circles

Involvement & outreach of marginalized voices

Seek coaching for executive leadership team

Become an ally

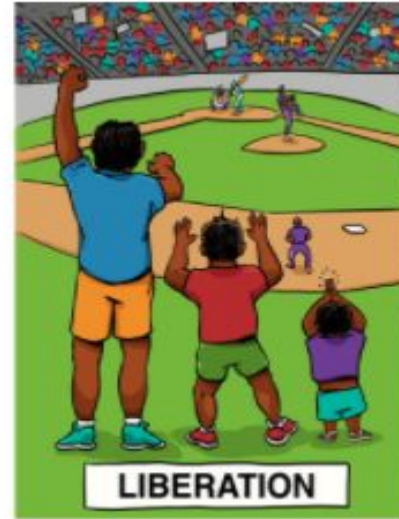
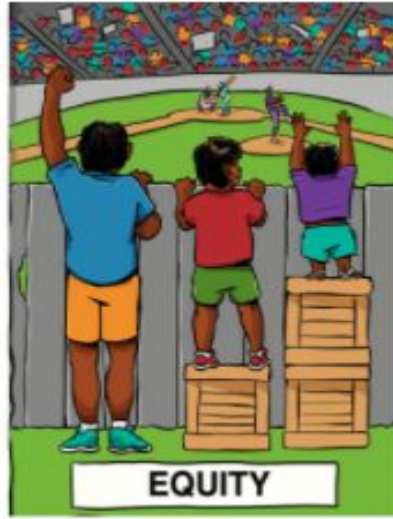
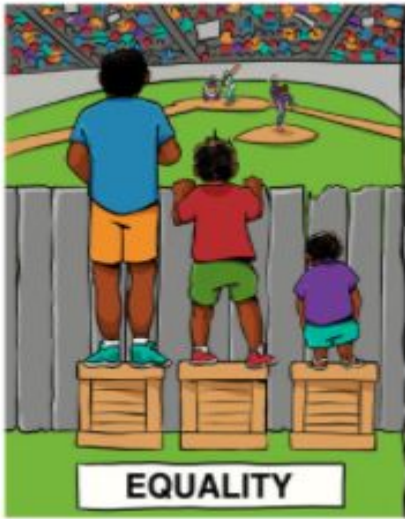


# Allyship

A strategic mechanism used by individuals to become collaborators, accomplices, co-conspirators who fight injustice and promote equity in the workplace through supportive personal relationships and public acts of sponsorship and allegiance.

Adapted: Melaku, et al., Harvard Business Review (2020)





## WHAT DIRECTION IS YOUR LEADERSHIP TAKING PEOPLE?

Source: <https://www.storybasedstrategy.org/the4thbox>



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# Social Justice Leadership

“Leadership for social justice interrogates the policies and procedures that shape schools and at the same time perpetuate social inequalities and marginalization due to race, class, gender, and other makers of otherness.”

Dantley and Tillman, 2006



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