



Education
Equity
Alliance

EEA's School Network

2025 Overview



Key Details

A network of schools working systemically to address the barriers to education equity

Education Equity Alliance (EEA) is a not-for-profit led by educators with the mission of strengthening collaboration to address systemic barriers to equity.

Who?

Low-SES school communities across Victoria (ICSEA below 1000).

Facilitators

Tim Warwick and Zinny Hunt, Education Equity Alliance

School Improvement Critical Friends

Kerrie Dowsley, Previous Principal of St Albans Secondary College

Megan Corcoran, Director of Wagtail Institute and previous school leader

Systems Thinking Critical Friends

Eve Millar and Fiona McKenzie, Orange Compass



Network Objectives

1. A focus on what matters most in low-SES contexts

Build your capacity in a systems-thinking framework to identify key enablers to improvement in low-SES contexts

AND

Engage the support of the Network and expert coaches to action these priorities

2. Strengthened student and teacher voice & agency

Receive support to engage students and teachers to gather critical input on key barriers and enablers to equity in your context.

3. Enhanced collaboration and connection

Build your community and connection with other low-SES schools to both collaborate and encourage each other with the shared work.

AND

Meaningfully collaborate with system stakeholders (ie Department of Education, community organisations) to address shared priorities.

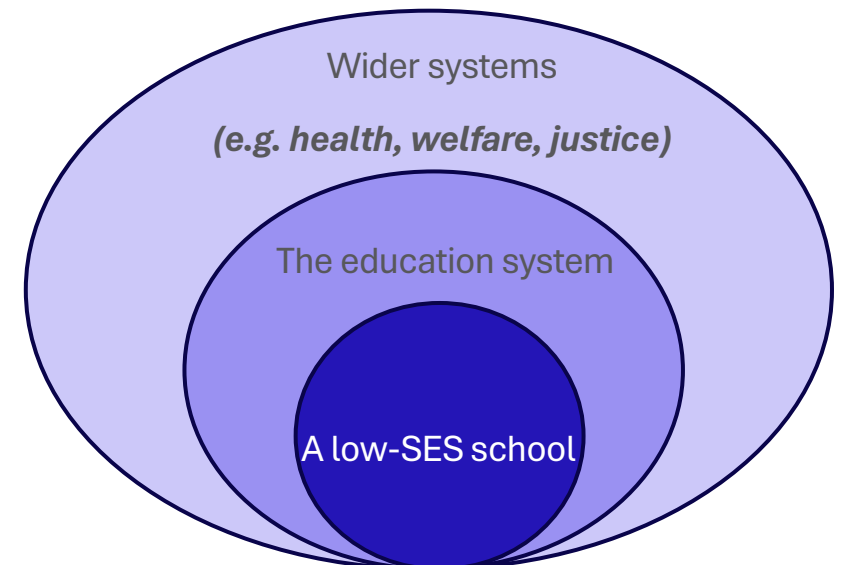
The Network's Improvement Framework

A core objective of the School Network is to support school leaders to use a **systems thinking framework** to 1) inform their individual school improvement priorities; and 2) to identify and address shared priorities across low-SES school context.

Systems thinking provides **tools to make clear & explicit** the factors enabling or preventing change in a particular system, whether that system is a school or the education system or beyond.

These factors may include key structures, relationships, power dynamics and mental models. This framework also supports you to **identify priority areas** for change.

An overview of systems thinking can be accessed [here](#).



Network Activities

Choose your own adventure! Engage to the extent you can and is relevant.

Please note there is a **cost** to some activities, subsidised by philanthropic support from The Ross Trust.

Activity	Details	Cost
Improvement Framework Introductory Workshop	<p>Full day, in-person</p> <p>Purpose:</p> <ul style="list-style-type: none"> • Building understanding of systems thinking framework • Apply to own school context to reflect on current & future improvement priorities • Connect and collaborate with other schools to explore shared improvement priorities 	To be determined based on participant cohort (incl. numbers)
Termly Network Gatherings	<p>Mix of online (Terms 1 & 3) and in-person (Terms 2 & 4)</p> <p>Purpose:</p> <ul style="list-style-type: none"> • Deep dive common, shared improvement priorities identified for low-SES school communities (see next slide) • Continue to build capacity in systems thinking framework and tools • Engage with system stakeholders (e.g. Department of Education, community orgs) to collaborate to address key priorities 	Online – no cost In-person – \$150 per person
Student & Teacher Mapping Workshops	<ul style="list-style-type: none"> • Gather student and teacher input into the key enablers and barriers to equity in your context • Delivered over a full day by Alliance Critical Friends (in partnership with a Lead School Staff Member) 	Approximately \$750 (depending on time, travel)
Leadership/SIT Coaching	<ul style="list-style-type: none"> • Access Alliance Critical Friends to support your leadership/School Improvement Team to pursue key priorities 	\$200 per hour (plus travel)

Initial areas of focus

Shared priorities identified by the Network to date include:

1. Establishing a shared vision/narrative for your school – and challenging existing ones
2. Clearly defining the role of a teacher and the role of your school – incl. as way to manage load and expectations
3. Strengthening the coordination of supports around students – including the relationship between community supports and schools
4. Addressing workforce retention in low-SES schools
5. Co-constructing high expectations (including with families)



Introductory workshop feedback

Enjoyed most

- 'Deep diving our school but also getting a broader system view on areas impacting us.'
- 'I have more focus and collective efficacy.'
- 'The opportunity to connect with lived expertise'.

Most valuable learning

- 'That others are experiencing exactly the same issues and being able to network to deep dive them.'
- 'Seeing more clearly the levers that are most important'.

100% of participants reported being more excited and motivated to tackle equity.

"I did not see myself as a systemic leader but now I see I am already operating in that way. It has helped me understand my practice and room for growth."

"Working through all the complex problems and opportunities with a good framework and excellent partners."

Other opportunities

We will share additional **professional learning** and **advocacy** opportunities aligned to the Network's shared priorities as these arise.

We will also be offering **additional introductory workshops** in 2025 – please encourage other school staff and your wider network to get involved!

What next?

Contact Tim to get involved!

(tim@equityalliance.com.au)

