

# School Improvement for Education Equity Program



## Education Equity Alliance

The Education Equity Alliance is a not-for-profit organisation led by experienced teachers and school leaders. Our mission is to empower students and teachers to be partners in system-change for education equity. We do this at both the school and system-level. We work with schools to engage students and teachers as partners in their school improvement efforts for education equity. At the system-level, we work with key education equity stakeholders to engage students and teachers in policy design.

For further information contact the Alliance's Founder, Tim Warwick: [tim@equityalliance.com.au](mailto:tim@equityalliance.com.au)

## The Alliance's School Improvement Program

### Target Cohorts

#### Student Champions

The Alliance supports the school to engage a **cross-section** of 10-15 students including:

- Priority cohorts (including students at-risk of disengagement)
- Student leaders

The program is designed and delivered to support engagement of students with complex backgrounds.

#### Staff Champions

The Alliance supports the school to engage a **cross-section** of 5-10 staff including:

- School Leadership
- Wellbeing & Inclusion Staff
- Teachers (including early career teachers) passionate about education equity

A **Lead Staff Member** is required.

### Objectives

To improve **student engagement** through meaningful voice and agency

To improve **staff wellbeing and collective efficacy** through meaningful voice and agency

To enhance existing **school improvement processes** through co-design and system-thinking

To support effective (and coherent) implementation of **wellbeing priorities and policy**

### The Core Program

- 1** **Introductory Sessions** with both the Student and Staff Champions to establish a collective understanding of education equity, including the specific barriers and opportunities to equity for the school community
- 2** **Establishing shared norms** and practices for student-teacher partnership
- 3** **Co-Design Workshops** where Student and Staff Champions are supported to work together to design interventions that address the barriers and opportunities to equity.
  - This includes **designing implementation** of existing school improvement and student wellbeing priorities, policies and practices.

### Inputs & Outputs for Core Program Activities

#### Inputs

- A **lead staff member** is required to:
- Organise and coordinate the engagement of Student and Staff Champions
  - Participate in all activities
  - Liaise with the Alliance on the design of all activities
  - Liaise with School Leadership to align to their existing school improvement in

#### Outputs

- From the **Core Program Activities**, schools will receive:
- A report outlining key barriers and opportunities for equity
  - A set of school norms for student/teacher partnership and co-design
  - School improvement materials (including documented actions, evidence of impact and activities)

**Cost** - the Alliance's Facilitation Fee will be negotiated based on the school's circumstances, needs, and the extent of the program offerings required.

# The Core Program – Timeline



## **Intake Meeting**

**Time: 1 hour**

**Who: Lead Staff Member**

- Program overview
- Model for student and teacher agency
- Identifying Student and Staff Champions

## **Student Champions Intro Session**

**Time: 2 hour session (or 2 x 1 hours)**

**Who: Student Champions, Lead Staff Member**

- Build understanding of meaning of education equity (incl definitions, case studies)
- Explore their experiences of equity – and those of their peers
- Establish a set of key barriers and key opportunities to equity

## **Staff Champions Intro Session**

**Time: 1.5 hour session**

**Who: Staff Champions, Lead Staff Member**

- Education equity definition, data and research
- Explore and reflect upon student experiences – including key barriers and opportunities

## **Co-Design Workshop**

**Time: 3 hour session**

**Who: Student and Staff Champions, Lead Staff Member**

The Student and Staff Champions engage together to:

- Develop a shared understanding of existing wellbeing school improvement priorities
- Share and review the barriers identified in the Intro Workshops
- Utilise system-thinking tools to identify key challenges to implementation of existing school improvement priorities
- Co-Design school improvement actions
- Co-Design indicators of success

## **Additional Program Supports**

### **Implementation & Monitoring Support**

The Student and Staff Champions are supported to monitor implementation through Learning Walks and structured de-briefs aligned to the school improvement inquiry cycle.

### **Whole Staff and School Leadership Team Engagement**

The Student and Staff Champions are supported to:

- 1) share learnings with whole staff/school leadership (e.g. staff PL)
- 2) gather whole staff and school leadership team input

### **Wellbeing & Inclusion Framework Co-Design**

Student and Staff Champions are supported to lead the co-design of a Wellbeing & Inclusion Framework based around multi-tiered systems of support, including:

- Identification of appropriate Tier 1-3 supports
- Design of classroom 'indicators of success' for Tier 1 (Universal) supports
- Design of an implementation plan
- Alignment of supports through engagement of other key stakeholders (e.g. community supports, Department supports) in the co-design

## **Student & Teacher Feedback**

*'What I liked most was being heard'. (Student Participant)*

*'I liked hearing from other students and from teachers and learning more about them'. (Student Participant)*

*'I like that we got to work in groups to plan what would make things better'. (Student Participant)*

*"As a teacher I don't often make/get time to have these type of conversations' (Teacher Participant)*

*'It made me feel so much better just knowing there was other teachers and staff working on these same challenges. And that students want to be part of this too'. (Teacher Participant)*