Explore, Evaluate, and Eliminate the Achievement Gap
*Participants may be videotaped and photographed for use in promotional and/or news materials.
Welcome to San Diego County’s first Equity Symposium!

Our state's educational leaders have met separately and together. We have learned from each other’s challenges and successes. And we have made a difference for our students.

But we must do more.

We know there are equity and access challenges in our schools. Despite our best intentions, our students are not given equitable access to the most rigorous coursework and the supports needed to succeed in college and career.

Children are falling through the cracks of the system, but you are passionate and talented individuals capable of great action. And together, we are stronger.

The San Diego County Office of Education (SDCOE) is here to help bridge the gap between talking the talk and walking the walk. The Equity Symposium is just one of many new, and newly expanded, learning opportunities developed by SDCOE in partnership with districts to work towards eliminating achievement and opportunity gaps.

These two days could be the beginning of your district’s or school’s journey, or another step forward. Wherever you are in your efforts, know that you will find continued support, resources, and a variety of opportunities to learn and grow through the County Office.

On behalf of the county’s 500,000 students, thank you for making equity a priority.

Debbie Beldock
Deputy Superintendent
San Diego County Office of Education
Sponsors

The following businesses and organizations have partnered with SDCOE and educators across the state to eliminate achievement and opportunity gaps, and ensure every student graduates prepared to succeed in college and career. Their support of the first Equity Symposium has increased access to this event for hundreds of attendees.

Visit the Equity Symposium sponsors in the Paradise Foyer to learn more. Drop your contact information cards with our sponsors in the Paradise Foyer for the chance to win great prizes, such as gift cards and teacher resources.

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Scholastic Education offers comprehensive, customized solutions that enhance classroom libraries, improve instruction, and build family engagement—ensuring that all children reach their full potential.

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Agenda

Thursday, Sept. 8
Exploring equity and its importance in education

7:15 a.m. Registration and Breakfast / Paradise Foyer

8 a.m. Welcome and Keynote by Dr. Pedro Noguera:
Exploring Equity / Paradise Ballroom

11 a.m. Break / Paradise Foyer

11:15 a.m. Team Share Out / Paradise Ballroom

12 p.m. Lunch / Terrace

12:45 p.m. Learning Session 1: Effective Leaders as Lead Learners

2 p.m. Break / Paradise Foyer

2:30 p.m. Student Panel: Confirming our Conviction for Equity / Paradise Ballroom

3:30 p.m. Closing Thoughts with Dr. Noguera / Paradise Ballroom

4 p.m. Achievement Gap Task Force Reception / Executive Suite Lawn

Friday, Sept. 9
Structuring school systems to close opportunity gaps

7:15 a.m. Breakfast / Paradise Foyer

8 a.m. Learning Sessions 2 and 3: Establishing Systems
Responsive to Students

11 a.m. Next Steps with Dr. Noguera / Paradise Ballroom

12 p.m. Lunch / Terrace

12:45 p.m. Team Planning / Paradise Ballroom

1:45 p.m. Closing Keynote by Dr. Noguera / Paradise Ballroom
Keynote Bio

Dr. Pedro Noguera is a distinguished professor of education at the Graduate School of Education and Information Studies at UCLA. His research focuses on ways in which schools are influenced by social and economic conditions, as well as by demographic trends in local, regional, and global contexts. Prior to joining the faculty at UCLA, Noguera served as a tenured professor and holder of endowed chairs at New York University (NYU), Harvard University, and the University of California, Berkeley. In 2014, he was elected to the National Academy of Education.

Noguera recently received awards from the Center for the Advanced Study of the Behavioral Sciences, the National Association of Secondary Principals, and the McSilver Institute at New York University for his research and advocacy efforts aimed at fighting poverty. He is the author of 12 books and more than 200 articles and studies. He serves on the board of several national and local organizations and appears as a regular commentator on educational issues on CNN, MSNBC, National Public Radio, and other national news outlets.

AGTF Forum

Continue Your Equity Efforts

Join San Diego County superintendents and school leaders at the Achievement Gap Task Force Forum from 8 a.m. to noon Nov. 29 at the San Diego Town and Country Resort.

You know what equity is and why it’s critical for your students. Now, delve into how to implement equitable practices in your district or school at the upcoming forum.

Learn more and register your team at www.sdcoe.net/AGTF.
Thursday Sessions

Learning Session 1: Effective Leaders as Lead Learners
12:45 p.m. Thursday, Sept. 8
These sessions were designed for educators serving in specific school or district positions to provide insight into efforts to improve equity and access for students. The panelists were invited to participate based on their experience as passionate and innovative educators who have positively impacted equity and access challenges.

Superintendent Panel / Executive Suite 715
Facilitator: Dr. Scott Sypkens, executive director, College and Career Readiness, SDCOE
- Dr. Jorge Aguilar, associate superintendent for equity and access, Fresno Unified School District
- Dr. Virginia Boris, co-director, Central Valley Educational Leadership Institute, Fresno State
- Dr. Francisco Escobedo, superintendent, Chula Vista Elementary School District
- Dr. Karen Janney, superintendent, Sweetwater Union High School District
- Dr. Joseph Johnson, dean, College of Education, San Diego State University (SDSU)
- Dr. Gabriela Mafi, superintendent, Garden Grove Unified School District
- Dr. Ian Martin, associate professor, University of San Diego (USD) School of Leadership and Educational Sciences

District Office Panel / Paradise Ballroom
Facilitator: Dr. Juli Coleman, director, District and School Improvement, SDCOE
- Fabiola Bagula, area superintendent, San Diego Unified School District
- Dr. Joe Fulcher, assistant superintendent, Equity, Culture, and Support Services, Sweetwater Union High School District
- Dr. Linda Hauser, professor, Fresno State
- Elizabeth Hull Barnes, program administrator, San Francisco Unified School District
- Dr. Lonnie Rowell, associate professor, USD School of Leadership and Educational Sciences
- Teresa Walter, senior director, College and Career Readiness, SDCOE
- Lucia Washburn, director, Student Support Services, Grossmont Union High School District

Elementary School Administration Panel / Royal Rooms 3 and 4
Facilitator: Joe Frescatore, principal-in-residence, District and School Improvement, SDCOE
- Dr. Olivia Amador-Valerio, principal, Finney Elementary School, Chula Vista Elementary School District
- Lali Barhoumi, principal, Garfield Elementary School, San Diego Unified School District
- Dr. Carmen Emery, principal, Valley Vista Elementary School, Chula Vista Elementary School District
- Corrine Folmer, assistant superintendent, Clovis Unified School District
- Deanne McLaughlin, principal, Los Peñasquitos Elementary School, Poway Unified School District
Middle School Administration Panel  /  Royal Rooms 1 and 2
Facilitator: Carol Osborne, principal-in-residence lead, District and School Improvement, SDCOE
- Kristine Belcher, principal-in-residence, Assessment, Accountability, and Evaluation, SDCOE
- Michelle Irwin, principal, Thurgood Marshall Middle School, San Diego Unified School District
- Jaguanaana Lathan, principal-in-residence, District and School Improvement, SDCOE
- Janet Vazquez, principal, EJE Academy Middle School

High School Administration Panel  /  Garden Room
Facilitator: Jeff Warshaw, principal-in-residence, District and School Improvement, SDCOE
- Dr. Erika Cameron, assistant professor, USD School of Leadership and Educational Sciences
- Tiffany Campbell, principal, San Marcos High School, San Marcos Unified School District
- Rich Carreon, principal, Mar Vista High School, Sweetwater Union High School District
- Mark Heringer, assistant principal, Galileo High School, San Francisco Unified School District
- Julie Zierold, principal, Heritage High School, Perris Union High School District

Elementary School Teacher Panel  /  Executive Suite 705
Facilitator: Mark Alcorn, coordinator, College and Career Readiness, SDCOE
- Kelly Demro, resource teacher, Chula Vista Elementary School District
- Becky Douglas, teacher, Clovis Unified School District
- Vanessa Lerma, resource teacher, Chula Vista Elementary School District

Middle School Teacher Panel  /  Royal Room 5
Sponsored by MIND Research Institute
Facilitator: Jorge Cuevas Antillón, coordinator, College and Career Readiness, SDCOE
- Sahil Mehta, teacher, EJE Academy Middle School
- Gail Paradaea, coordinator, District and School Improvement, SDCOE
- Khamphet Pease, teacher, San Diego Unified School District
- Kaitlín Moffatt, teacher, San Diego Unified School District

High School Teacher Panel  /  Executive Suite 709
Facilitator: Jennifer Currie, lead coordinator, College and Career Readiness, SDCOE
- Branden Namimatsu, teacher, El Cajon Valley High School, Grossmont Union High School District
- Katy Nelson, teacher, San Marcos High School, San Marcos Unified School District
- Doug Page, teacher, Galileo High School, San Francisco Unified School District
- Carla Redelings, teacher, Hilltop High School, Sweetwater Union High School District
- Maxine Sagapolutele, teacher, El Cajon Valley High School, Grossmont Union High School District
Counselor Panel / Executive Suite 701
Facilitator: Dr. Trish Hatch, professor and director, Department of Counseling and School Psychology, SDSU

- Caine Christensen, director, Student Support Services, Fresno Unified School District
- Catalina Cifuentes, college and career coordinator, Riverside County Office of Education
- Danielle Duarte, past president, California Association of School Counselors
- Christina Espinosa, director, College and Career Readiness Counseling, Fresno Unified School District
- Homero Magaña, counselor, Moorpark Unified School District
- Lisa Stout, college and career coordinator, San Marcos Unified School District

Impact Equity Through Art and History

Explore the work of The Kinsey Collection, which contains history and art that span 500 years and tells the previously untold story of the leadership and contributions of African Americans in our country. Hear from the collector, Bernard Kinsey and his family, on how educators can empower underserved and minority students with this new look at history.

The event is from 10 a.m. to 2 p.m. Oct. 13 at the QLN Conference Center in Oceanside. Learn more and register your team at www.sdcoe.net/Kinsey.
Friday Sessions

Learning Sessions 2 and 3: Establishing Systems Responsive to Students
Friday, Sept. 9

Learning Session 2 presentations begin at 8 a.m.
Learning Session 3 presentations begin at 9:30 a.m.
Many sessions will be held at both times. Check the details below each session description to best plan your morning.

Equity and the 5 Dimensions of Teaching and Learning™: Each and Every Student / Executive Suite 701
Introducing the 5 Dimensions of Teaching and Learning™ framework developed by the Center for Educational Leadership at the University of Washington. The examination of the framework follows three key ideas: The students’ role in their own learning, rigorous intellectual work, and student independence with the learning task. This session will support creating a system for high-quality teaching and learning to meet the needs of each and every student.
Presenters: Dr. Steve Fink, executive director, Center for Educational Leadership, University of Washington; and Carol Osborne, principal-in-residence, SDCOE

Ensuring A Global Diversity is Represented In Homogenous Classrooms / Executive Suite 713
In this session, we will walk you through the trajectory of our school and how we, as educators, have learned to better meet the academic needs of our students through a social justice framework. Leaving this session, you will walk away with tools and tangible resources that you can immediately implement to create tolerance for diversity in your classroom and school.
Presenters: Janet Vazquez, principal, Sahil Mehta, teacher, and Stephanie Bautista, teacher, all of EJE Academy Middle School

Individualized Learning in the Active Classroom / Royal Rooms 1 and 2
How can you blend technology and instruction to move students from passive receivers of knowledge to active learners? Representatives from Gooru and Riverside Unified School District will describe how they leveraged students' drive to explore, discover, and learn to transform learning in the classroom.
Presenters: Paulette Donnellon, director of partnerships, Gooru; and Sarah Smith, staff development specialist, Riverside Unified School District

Journey to Cultural Proficiency: A Parallel Approach / Royal Room 5
Chula Vista Elementary School District leaders will share how they examined the state of awareness about cultural proficiency among their district's leadership team. Their journey parallels personal and organizational beliefs and how those beliefs impact equity, access, and academic excellence. Presenters will also share related strategies and practices connected to current research.
Presenters: Dr. Olivia Amador-Valerio, principal, Finney Elementary, Dr. Carmen Emery, principal, Valley Vista Elementary, and Ernesto Villanueva, executive director, Research, Accountability, and Instruction, all of Chula Vista Elementary School District

Learning Session 2
Leading the Way to College and Career Readiness / Executive Suite 711
Riverside County Education Collaborative is a grassroots movement committed to increasing postsecondary access and attainment in its community through 2019. The effort has worked to increase FAFSA submissions and has seen a hike of more than 5,000 applications since 2014. Learn about best practices and receive resources to take back to your districts and sites.
Presenters: Catalina Cifuentes, college and career coordinator, and Penny Kubly, principal-in-residence, both of Riverside County Office of Education; and Julie Zierold, director of curriculum and instruction, Perris Union High School District
Learning Session 2

Leadership for Excellent and Equitable Learning Results / Garden Room
For 11 years, the National Center for Urban School Transformation has been identifying and studying elementary, middle, and high schools that achieve excellent and equitable learning results. Learn how these schools achieved outstanding results for every racial/ethnic and income group they serve and the leaders who influenced these improvements.
Presenter: Dr. Joseph Johnson, dean, College of Education, SDSU, and executive director of the National Center for Urban School Transformation
Learning Sessions 2

BCII: Building Systems for Equity and Coherence / Executive Suite 709
The Building Coherence for Instructional Improvement (BCII) Project is a collaborative effort by the Welty Center at Fresno State in partnership with Richard Elmore and the Harvard Graduate School of Education. Learn how to support school leadership teams in understanding and building their school’s capacity to engage in deliberate improvements in instructional practice and student learning across all classrooms over time.
Presenters: Corrine Folmer, assistant superintendent, and Becky Douglas, lead teacher, both of Clovis Unified School District; and Dr. Virginia Boris, co-director of the Welty Center, Dr. Linda Hauser, professor, and Dr. Mabel Franks, lecturer, all of Fresno State
Learning Sessions 2 3

Get the latest in high-quality professional learning opportunities delivered to your inbox. It’s easy to sign up. Just text SDCOE to 22828 to stop searching and start learning.
Culturally Relevant Teaching: Transforming Educators to Create Equitable Classrooms and Campuses  
Executive Suite 707
Explore effective ways to address issues of race, class, gender, sexual orientation, and accountability through a growth mindset. You will learn about the framework of effective methodologies that validate the culture of all students in the classroom and on campus. Understand the steps you can take to create multidimensional lessons and differentiated evaluations, while incorporating rigor through various learning styles.

Presenter: Dr. Eduardo Ochoa, AVID coordinator and teacher, Lincoln High School Center for Social Justice, San Diego Unified School District

Learning Sessions 2 3

Detracking Mathematics in San Francisco  /  Executive Suite 705
San Francisco Unified School District leadership and teachers will share how they detracked mathematics in their district to ensure equity for all of their students. Hear about the journey from both a district and school site perspective and gain insight into their challenges and successes.

Presenters: Brent Stephens, chief of academics, Mark Heringer, assistant principal, Doug Page, teacher, and Elizabeth Hull Barnes, program administrator, all of San Francisco Unified School District

Learning Sessions 2 3

Establishing a School Climate That Produces Equitable Classrooms  /  Executive Suite 715
In this session you will follow a leader and her team on their journey of developing systems and structures to foster a culture of improvement through relationships, trust and collaboration. Learn how they carefully established systems and structures to improve instruction in every classroom for every student.

Presenters: Lali Barhoumi, Garfield Elementary School principal; and Dee Dee Love, San Diego Unified School District

Learning Sessions 2 3

Grades Undermining our Work and Culture  /  Executive Suite 703
Learn how one secondary school is beginning to challenge traditional grading practices in order to increase student achievement, improve student agency, and cultivate the joy of learning.

Presenter: Michelle Irwin, principal, Kaitlin Moffatt, teacher, and Stephen Olds, teacher, all of Thurgood Marshall Middle School, San Diego Unified School District

Learning Sessions 2 3

Leadership and Systems Thinking with an Equity Lens  /  Royal Room 3 and 4
What does it mean to examine your system through a lens of equity? In education, an equity lens is often used to describe a process to diagnose and assess equity within the culture, policies, programs, practices, and processes within a school or district that lead to student results. In this session, you will examine the interconnectedness of what you lead, how you lead, and who you are as a leader.

Presenter: Jaguanana Lathan, principal-in-residence, SDCOE

Learning Sessions 2 3
The Role of Continuous Improvement to Support Students’ Socio-Emotional and Academic Needs
Paradise Ballroom
Fresno Unified School District established an initiative focused on advancing equity and access for students and meeting their academic and socio-emotional needs. The effort uses data to expose areas that have a negative effect on a student’s opportunity to graduate with the greatest number of post-secondary choices from the widest array of options. Learn how the district operationalized this work and its results.

Presenters: Jorge Aguilar, associate superintendent for equity and access, Caine Christensen, director of Student Support Services, Christina Espinosa, director of college and career readiness, Sally Fowler, executive officer of college and career readiness, Ma Molly Yang, career education administrator, and Felicia Garza, prevention and intervention manager, all of Fresno Unified School District

Learning Sessions

Equity-Centered Instructional Leadership / Executive Suite 701
This session will introduce the 4 Dimensions of Instructional Leadership™ framework developed by the Center for Educational Leadership at the University of Washington. You will have an opportunity to examine the framework through an equity lens, looking for how each dimension supports equity-centered instructional leadership. You will discuss the specific evidence of equity-driven work you would expect to see in your school.

Presenters: Dr. Steve Fink, executive director, Center for Educational Leadership, University of Washington; and Dr. Dan Wolfson, senior director, District and School Improvement, SDCOE

Learning Session

Engaging in an Inquiry-Based Data Analysis to Fuel an Equity-Driven Leadership Agenda
Garden Room
During this session, you will learn about a school’s approach toward schoolwide transformation to ensure equitable outcomes for all students. You will explore the context to engage in an equity leadership agenda, understand the need for a strong data system, and learn about the significant academic increases for African American and Latino males as a result of data inquiry.

Presenter: Dr. Martin Gomez, principal, Santee Education Complex, Los Angeles Unified School District

Learning Session

Exploring Strengths, Interests, and Values for Teachers and Students / Royal Rooms 1 and 2
In the world of work and in the world of education, we need more engaged workers and students. The strengths-based approach to personal development seeks to focus on each person’s strengths and manage weaknesses. During this session you will consider your own strengths, the tools you can use to explore strengths with others, and how to focus on strengths at your district or school.

Presenter: Ed Hidalgo, director, World of Work Initiative, Mobile Technology Learning Center, USD

Learning Session
Practices that Support Students with Disabilities: An Inclusion Story / Executive Suite 713
Learn about one elementary school's journey to inclusion. This session tells the story of how a school transitioned from segregated settings and programs to an inclusive setting and changed all stakeholders of the school, especially the students.
Presenters: Gail Paradeza, coordinator SDCOE; and Maria Gomez, principal, Penn Elementary School, San Diego Unified School District

The Initial Steps of a New and Collaborative Equity Walk / Executive Suite 711
If you want to go fast, go alone. If you want to go far, go together. Learn about the Sweetwater Union High School District's re-imagined, initial, and collective quest for equity. The team will explain the importance of building organizational capacity that is responsive to community demographics and embraces equity as a foundation and how it underwent a comprehensive evolution of support services.
Presenters: Dr. Karen Janney, superintendent, Dr. Joe Fulcher, assistant superintendent, Equity, Culture, and Support Services, and Dr. Mariana Gomez, program manager, all of Sweetwater Union High School District

What do We Really Mean by ALL? / Royal Room 5
Is “all” just the latest buzzword we throw around in education? It sounds good: “All students college- and career-ready.” But do we really mean all? In this session, you will learn about the School Success Model by the Educational Policy Improvement Center (EPIC) with a lens on equity and examples of how schools are achieving equitable outcomes. You will walk away with the knowledge to begin to develop an equity game plan.
Presenters: Dr. Matt Coleman, executive director, and Carmen Gelman, director, both of EPIC
## Notes

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# Exploration, Evaluation, and Elimination of the Achievement Gap

## Notes

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Team Action Planning

Sept. 8: Exploring equity and its importance in education

1a. What does equity and access look and sound like in our organization when equity is achieved for every student?

1b. After analyzing our district data what do you regard as the primary obstacles to student achievement?

2a. What has our district done in the past to address these obstacles? How well has it worked?

2b. How have the steps or actions taken impacted underrepresented subgroups?

3. Of the obstacles, which one has the greatest impact on student learning and is the most urgent?

4. Depending on our grade span, what questions do we have? What additional information do we need to explore?

5. Given what we have learned from Dr. Noguera’s presentation about creating an equity agenda aligned to the five essential ingredients of school improvement, what should be the priorities for commencing the equity work in our district?

6. What specific group(s) of student do we need to target?
Sept. 9: Structuring school systems to close opportunity gaps

In reflecting on the two days of learning, what best practices are most effective in creating a system of equity for all students?

What strategies will our team use in developing systems to support and build capacity of all stakeholders in increasing equity for all students?

PLEDGE to ACTION
Our team is committed to taking steps to address the obstacles that have the greatest effect on student learning over the next few weeks through the following actions:

The people with whom we will share this work are:
Equity Symposium 2016
Explore, Evaluate, and Eliminate the Achievement Gap

San Diego County Board of Education
Mark C. Anderson, M.P.H. • Guadalupe González • J. Gregg Robinson, Ph.D.
Alicia Muñoz • Rick Shea

San Diego County Superintendent of Schools
Randolph E. Ward, Ed.D.