

Equity Leadership Academy for States

Amplify Equity in Perkins V



The Equity Leadership Academy for States brings together state leaders, community college faculty and staff, and, most importantly, students to build capacity to center equity within Perkins V and the Comprehensive Local Needs Assessment (CLNA) and begin the important conversations necessary to transform our education systems.

What is the Equity Leadership Academy for States?

The National Alliance for Partnerships in Equity (NAPE) developed the Equity Leadership Academy for States to support state agencies in implementing the CLNA process in a responsive and transformational manner at the local level. From October 2023 through March 2024, NAPE facilitators will provide meaningful, focused, and effective technical assistance for cohort members through the following engagements:

- ▶ **1 Co-Creation Meeting** to understand each stakeholder groups' experience with equity, particularly within CTE programs at community colleges.
- ▶ **4 Virtual Equity Training Workshops** to build the necessary skills, shared language, and frameworks to center equity and student voice in both the CLNA and in institutional roles.
- ▶ **Action Research for Equity Project (AREP)** to practice the skills and strategies learned in the equity workshops to local contexts.



▶ 2 Virtual Technical Assistance Meetings:

- Prepare state teams for a successful AREP that puts student and community engagement at the center of the work.
- Highlight the importance of developing trust as state teams and as a national coalition to intentionally build supportive learning communities.

NAPE will also offer one-on-one TA upon request to address needs specific to local context.

- ▶ **3 Virtual Capacity-building Training Workshops** to apply the skills and knowledge gained throughout the Academy to increase individual and institutional capacity.

- ▶ **2-day In-Person Showcase** as a final group engagement to create space for state teams to share experiences and provide feedback on the Academy process.



Why should I participate?

The Academy seeks to engage State teams in:

- 1 Adopting an equity lens:** You will learn how to place equity at the core of your work and build the skills necessary to have equity-minded conversations with colleagues in planning and implementing your state CLNA process.
- 2 Building institutional capacity:** Our guidance and technical assistance will prepare you to support LEAs as they work to close equity gaps.
- 3 Creating community:** The Academy will provide a platform to build relationships with other states spearheading CLNA efforts.
- 4 Sharing lessons learned:** Sharing participants' lessons learned with members across the nation will help us create sustained support paths to implement the CLNA in accordance with Perkins V.

How much time should I expect to commit to this process over the next 8 months?

- Co-Creation Phase: 2 hours
- Pre-Evaluation: 1 hour
- 4 Virtual Equity Trainings: 8 hours
- Action Research Project: 8 hours
- 2 Virtual Technical Assistance Calls: 4 hours
- 3 Virtual Capacity Building Trainings: 6 hours
- In-Person Showcase: 2.5 days including travel
- Post-Evaluation: 1 hour

Who should apply?

This Academy is targeted to postsecondary state agencies that are NAPE members and are committed to integrating an equity lens in the CLNA and to working in community with students and local leaders. Our goal is to work with up to 10 member states. Each state will be required to create a diverse team of up to 6 leaders who are committed to integrating an equity lens into the CLNA process.

Who should be included in an Academy team?

- 1 team lead from a state agency who is responsible for recruiting a diverse and dedicated team. The team lead will receive all primary communication throughout the application process and will be responsible for updating team members along the way.
- 3-4 team members (postsecondary agency personnel, specialists, consultants, and/or community leaders) who are dedicated to providing local technical assistance to share knowledge and effectively institutionalize resources and approaches.
- 1 student member who represents one or more special populations outlined in Perkins V, including Students of Color.



Why include a student on our leadership team?

Since students are the experts of their own educational experiences, they should be included in processes that directly impact their success. We advocate for grounded action in [NAPE's Equity Principles for Perkins V CLNA](#).

This means we believe no one is better situated to address problems or opportunities within CTE and education than the very students and families experiencing depressed outcomes.

The Equity Leadership Academy provides us an opportunity to model what it means to integrate grounded action into policies, practices, and procedures that assist educators nationwide. It positions student leaders to learn the CLNA process, build leadership skills, and develop relationships with other student leaders across the nation. The program also allows leaders in education to learn directly from the students they serve.

We will give priority to states that include a student on their leadership team who represents one or more of the Perkins V special populations, including Students of Color.

How do I apply?

To be considered for this cohort, please submit a completed application by **11:59 PM EDT August 31, 2023**. The application is a combination of questions regarding your team's demographic make-up, work experience related to Perkins V and the CLNA process, as well as your team's overall commitment to educational equity. Including a dedicated group of leaders with diverse experiences is of primary importance to ensure equitable representation in the cohort given the reciprocal nature of this work.

Cost

There is no cost for training, training materials, or travel associated with the Showcase for state teams accepted into the program. We only need dedicated commitment from team members to engage and share valuable feedback.

[Apply today!](#)

APPLICATION DATES

Applications due:

Aug 31, 2023

Awardees notified:

Sept. 12, 2023

AUG - SEP 2023

EVENT TIMELINE

(dates may change slightly)

Application Process and Cohort Selection

- Applications due
- Applicant review and selection

OCT - DEC 2023

Pre-Evaluation, Co-Creation Phase, and Equity Trainings

- Pre-Evaluation
- Interviews with state leaders to guide curriculum and program design
- 4 Virtual Equity Training Workshops

JAN - FEB 2024

Technical Assistance and Action Research

- Action Research Project
- Virtual Technical Assistance Calls

FEB - MAR 2024

Capacity Building Trainings, Post-Evaluation, and Report

- 3 Virtual Capacity Building Trainings
- In-Person Showcase
- Post-Evaluation

Visit:

napequity.org/special-programs/equityleader-academy/ for more information or to apply.

Meet Your NAPE Facilitators:



Ashley Conrad, Associate Director of Programs, is a thoughtful community organizer, facilitator, and researcher. She is committed to a lifetime of working alongside our most vulnerable populations to create a more just world through collective action and policy change. Ashley has a strong history of creating supportive learning

communities. She facilitates courageous spaces for groups to self-author the changes they want in their communities by integrating participatory action research with creative engagement strategies. Ashley completed her Master of Science in Sociology at Illinois State University and Bachelor of Science in Sociology and Psychology from the University of Tennessee.



Kayla Santana-Linares, Professional Development Manager, grounds her work as an educator and facilitator in fostering community and challenging existing systems' abilities to meet the needs of all students, families, and educators. A graduate of Texas State University, Kayla holds a Bachelor of Science

in Interdisciplinary Studies and served her central Texas community as a middle school teacher for five years. Kayla centers interconnectedness and radical imagination in her humanizing approach to educational equity work.



Nakeia Alsup, Assistant Director of Programs, is a Licensed Clinical Social Worker and a Social Justice Advocate. She attended the University of Rochester, majoring in Political Science/Women's Studies and a Master of Social Work degree from the University of Maryland, Baltimore-School of Social Work.

She has spent the last 10 years working in public education with a focus on dismantling barriers to student and family success along with the fostering of authentic student and family voice.

Ashley, Kayla, and Nakeia will be joined by peer leaders and educators from the second cohort of the Equity Leadership Academy as well as other educational equity leaders from across the nation.