

# Equity Leadership Academy for States

Amplify Equity in Perkins V



The National Alliance for Partnerships in Equity (NAPE) has developed the Equity Leadership Academy for States to support postsecondary agencies in centering equity in their Comprehensive Local Needs Assessment (CLNA) under Perkins V. In the Academy, state teams will adopt an equity lens, build institutional capacity, create community, and share lessons learned with national partners planning and implementing the CLNA.

## What is the Equity Leadership Academy for States?

NAPE developed the Equity Leadership Academy for States to help postsecondary agencies guide school systems so Perkins V is more effective and places equity at the core. From September 2022 through March 2023, NAPE facilitators will provide meaningful, focused, and effective technical assistance for select cohort members through the following engagements:

► **4 Virtual Equity Training Workshops** to build the necessary skills, shared language, and frameworks to center equity in both the CLNA and your institutional roles.

► **Action Research Project** to practice the skills and strategies learned in the equity workshops to local contexts.



### ► 4 Monthly Virtual Technical Assistance Meetings:

- Identify data elements and data sources
- Create data visualization tools
- Identify subgroups that show a gap from their comparison group
- Identify potential root causes
- Conduct root cause action research
- Select an intervention aligned with identified root causes
- Evaluate identified intervention effectiveness

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.

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

## What will I learn?

### The pilot academy seeks to engage state-level administrator 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 conducting the new analysis of special populations, particularly on how to analyze data to identify performance gap root causes.
- 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 pilot process over the next 12 months?

- Design thinking: 2 hours
- Pre-evaluation: 1 hour
- 4 Virtual equity trainings: 8 hours
- Action research project: 8 hours
- 4 Virtual technical assistance calls: 8 hours
- 3 Virtual capacity building engagements: 6 hours
- In-person showcase: 1 day including travel
- Post-evaluation: 1 hour

## Who should apply?

This Academy is targeted to postsecondary state agencies that are NAPE members and are conducting and implementing the CLNA in accordance with Perkins V. Our goal is to work with up to 10 member states. Each state will be required to create a diverse team of three to five leaders who are committed to integrating an equity lens into the CLNA process. These leaders also need to be dedicated to providing local technical assistance to share knowledge and effectively institutionalize resources and approaches. These teams can include postsecondary agency personnel, specialists, consultants, community leaders, and students who represent 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 September 22, 2022**. 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 representative group of dedicated participants is of primary importance given the reciprocal nature of this work.

### Cost

There is no cost for training, training materials, travel, or meals for NAPE member state education agencies accepted into the program. We only need dedicated commitment from team members to engage and share valuable feedback.

[Apply today!](#)

## APPLICATION DATES

Applications due: Sept 22

Awardees notified: Oct 6

AUG - OCT 2022

### EVENT TIMELINE

(dates may change slightly)

#### Application Process and Cohort Selection

- Applications due
- Applicant review and selection

OCT - DEC 2022

#### Pre-evaluation, Curriculum Design, and Equity Training

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

JAN - FEB 2023

#### Technical Assistance and Action Research

- Action Research Project
- Virtual Technical Assistance Calls

FEB - MAR 2023

#### Capacity Building Engagement, Post-evaluation, and Report

- 3 Virtual Capacity Building Sessions
- In-Person Showcase
- Post-engagement evaluation

## 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. She spent two years in the Philippines following Typhoon Haiyan as a Peace Corps volunteer.



**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.

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

### Visit

[napequity.org/special-programs/equity-leader-academy/](https://napequity.org/special-programs/equity-leader-academy/) for more information or to apply.

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