

DRAFT of Executive Summary

The Nevada Equity Literacy Overview

The Nevada Department of Education (NDE), in partnership with its districts and community partners, realize that a required shift in mindset - from a static to equity mindset - is essential to providing and perpetuating equitable outcomes for all students in Nevada. In particular, NDE is committed to the equitable distribution of teachers and resources.

Based on the Every Student Succeeds Act (ESSA), which reauthorizes the Elementary and Secondary Education Act of 1965 (ESEA), the NDE must describe the steps that it will take “to ensure that poor and minority children are not taught at higher rates than other children by inexperienced, unqualified, or out-of-field teachers, and the measures that the [SEA] will use to evaluate and publicly report the progress of the [SEA] with respect to such steps” (ESEA section 1111(b)(8)(C)).

The Nevada Equity Literacy team aims to place a spotlight on equitable outcomes *for all students* which stems from our belief that every student - despite race, ethnicity, family arrangement, or income - is able to learn and thrive if they are well taught. Both our Nevada State Improvement Consolidated State ESSA Plan along with our 2019 State Improvement Plan (STIP) emphasize a focus on equitable outcomes for all students.

Equity Literacy relies on NDE’s ability to *cultivate* in all a critical understanding about how students are treated by one another and by institutions in addition to a deep appreciation of the diversity that places equity, rather than culture, at the center of equity commitments, embracing a framework for creating equitable conditions and outcomes for all students.

About the NDE Equity Literacy and Theory of Action

Our Department consists of the State Board, the Superintendent of Public Instruction, approximately 180 employees, and more than a dozen statutorily-created committees, councils, and commissions. As of April 2019, there were 492,642 students enrolled in Nevada’s K-12 public schools (district and charter combined). Three entities -- Clark County School District, Washoe County School District, and the State Public Charter School Authority -- represent 89% of the total statewide enrollment, with the balance distributed among the 15 other districts.

Through our on-going work we anticipate that *if* we ensure equitable access to excellent educators AND resources, *then* we improve student outcomes across the state for all students, with a focus on Nevada’s most disadvantaged youth students who have been historically underserved.

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Through our on-going research, two specific frameworks support the development and implementation of the Nevada Equity Literacy Plan. Those include the work by the Collaborative for Academic, Social, and Emotional Learning (CASEL) as well as the work by the Education Development Center (EDC). Both the CASEL framework which highlights the Social, Emotional, Academic Development or SEAD competencies and the EDC framework which highlights Equity Indicators provides us the lens for creating a vision of equity across NDE.

Our Equity Vision

The vision of equity across NDE is to increase systematic efficiencies of the SEA, LEAs, and schools in the distribution of resources, practices, conditions, or results which are based on characteristics and needs of students. Our short term goal is for the NDE to facilitate collaborative efforts to strengthen schools' Comprehensive Needs Assessments, District Performance Plans, and School Performance Plans in ensuring equity for all students to rigorous, relevant curriculum, instruction, and assessments through inclusive practices. Our long term goal is to elevate our ability to identify and effectively respond to specific, differentiated needs for underserved/underrepresented populations across all tiers of the Nevada Multi-tiered System of Supports (MTSS) framework.