

EQUITY SUMMIT ON GIFTED EDUCATION



Equity, Equality, and the Margin of Perceived Competitive Advantage:

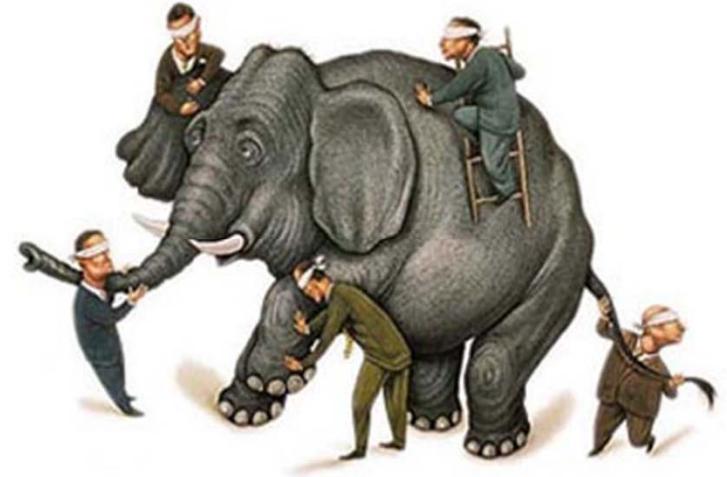
*Or... why creating sustainable **equity** policy in education is nearly impossible.*

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- *How in our society today, can we accept a legal and/or health care system that allows the poorest and most disadvantaged to experience a markedly “different” system than those of wealth and privilege, and then turn around and expect our public schools to provide **equal** access, **equitable** educational opportunities, and **universal** student success ?*

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- ***Equity is difficult to define!***
- Equity can be used as a synonym of “equality”, this is called ***Horizontal Equity***.
- Equity can also be used to represent the “unequal treatment of unequals”, or ***recognizing a difference*** and seeking to ***treat people differently*** (not equally) to compensate for the difference- something like “***parity***”. This is called ***Vertical Equity***.
- ***Why is this important?*** ***Because if you say you want “Equity”, which kind of equity do you want?***

Maybe Both?

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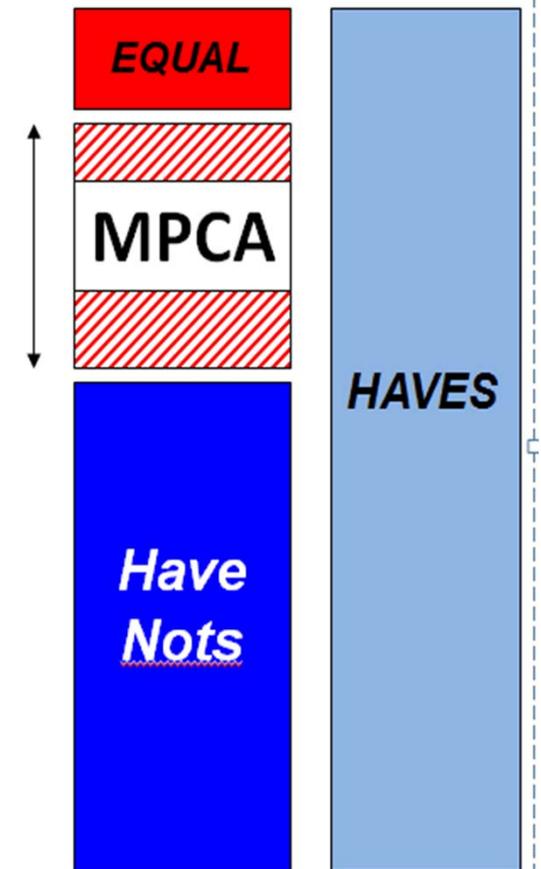


- From a *policy context*, why might this matter?
- **RESOURCE ALLOCATION!** (space, time, people, \$\$\$)
- Perhaps resources aren't being distributed across the district equally, and so *Horizontal Equity* is a place to start.
- But if an *Access, Opportunity and/or Achievement Gap* persists, perhaps equal isn't enough to meet the needs, and a **differential resource allocation strategy** is what's needed to compensate for differences in need. In this case a *Vertical Equity* strategy is what's needed.
- How you determine what is needed is usually based on what you believe the most "fair" thing to do is... *Is it more fair to treat everyone equally, or... recognize differential need, and resource to compensate for those differences?*

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- *How this plays out in the real (policy) world...*
- The ***Margin of Perceived Competitive Advantage***
- Those who have historically had an advantage (*Haves*) are willing to support those who have been disadvantaged (*Have Nots*), up until a point at which they feel like they are losing their “*competitive advantage*” within the system (*Haves* can no longer use their economic, or social/political capital to gain an advantage for their children)



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- ***At your tables, we would like you to discuss the policy scenario presented, and do three things.***
 - 1.) Identify and articulate what the real problem is (*What needs to be fixed?*).
 - 2.) Determine which kind of equity is needed (*vertical, horizontal, or both*).
 - 3.) Predict where the political pushback might come from within this scenario (*The Margin of Perceived Competitive Advantage*)

