

Equity in Academic & Career Planning










Equity means every learner has access to the resources and rigor they need at the right moment in their education, despite race, gender, ethnicity, language, disability, family background, or family income (CCSSO, 2017). To become equitable, schools and educators engage in a journey of deep and honest examination of who they are, their beliefs and assumptions about the learners and families they serve, as well as what they value and affirm. [WIDPI](#)

Addressing equity in the Academic and Career Planning (ACP) process goes beyond offering a scope and sequence of ACP activities that are available to all students. It's important that you meet the needs of each learner. Every child will approach the ACP process differently and will require an individualized level of support to be successful.

Therefore, it's essential that school leaders responsible for implementing ACP explore equity issues. The following are short activities that can help ACP or career readiness teams and leaders encourage their own stakeholders to learn more about what equity means, how to explore who they are, what beliefs and assumptions they hold, identify their values, and consider how all of this can impact the learners and families they serve. The goal of each activity is to help educators learn a little more about their students and themselves and to leave with one simple action step to improve equity within their district.

Professional Development

Understand what equity means. This is the first step in providing an equitable Academic & Career Plan for all students. Below are some examples to get your teams started in the learning process!

Activities		
Single story influences in career readiness practices and resources 	Culturally responsive model and practices in career readiness 	Supporting career exploration to improve economic and social equality 
Self-reflection: Critical consciousness 	Equality vs. Equity 	What is inclusion? 
Leading for Equity: Career readiness for all learners 	Defining equity 	Celebrating diversity 

Student Participation






Understand your data. Providing equitable access to opportunities starts with understanding the current state of your program. Through a strategic use of data, you can identify where gaps exist and begin the conversation about how to fix those gaps!

Activities		
<p>Strategic use of data: Using data to identify who is (and is not) participating!</p>	<p>Root-cause analysis</p>	<p>Lead, model, and advocate for equity</p>
	<p>What impact do educators/leaders have on student participation?</p>	

Student Access & Inclusion


Use equitable practices to promote access and inclusion. When students feel a sense of belonging and relevance they are more likely to engage in learning. It is essential for educators to create an environment that promotes access and inclusion through equitable practices. The following activities are ways to get your team thinking about how to create that environment!

Activities		
<p>How do students learn about activities?</p>	<p>Special populations barriers: Presuming competence</p>	<p>Special populations barriers: School systems</p>
<p>Pathways in your community: How do we get there?</p>	<p>Measure of success: Meeting students where they are</p>	<p>Careers- Who is in my community?</p>

Activities		
How do students learn about activities? 	Special populations barriers: Presuming competence 	Special populations barriers: School systems 
Creating entry points 		What does success look like? 

Program Funding

Leverage resources. Financing is important in providing equitable access for students. The following activities are ways to get your team thinking about how to leverage resources for the greatest impact!

Activities
Review of school funding programs: Leveraging resources 

Additional Resources

- [Educating All Our Children: A Resource and Planning Guide](#) - A joint project of the Wisconsin Department of Public Instruction, CESA 2, and Keyes Consulting, Inc.
- [Equity in CTE & STEM Root Causes and Strategies: A Call to Action](#)
- [6 Ways to Make Dual Enrollment Programs Equitable](#)
- [Engaging Families and Communities to Support Special and Underserved Populations in CTE](#) from ACTE
- [Wisconsin's Framework for Equitable Multi-Level Systems of Supports](#)
Utilizing an Equitable Multi-Level Systems of Support as a lens to review academic and career planning activities, including career-based learning experiences and work-based learning programs, opens access to quality coursework and activities for all students in the school district. The 11 key components of the Equitable MLSS provides a framework to review a school's equitable access, continuous improvement, strong universal levels, and continuum of support for every student, parent/family, and community partner.