Education Equity Alliance

Reading Guide

This document sets out the key readings, research and resources that underpin the Education Equity Alliance's work of **system change to address education equity**. Articles can be downloaded by clicking on their title.

Part 1: Understanding education equity

Leadership for equity and adequacy in education
Pasi Sahlberg and Trevor Cobbold, 2021

Provides the definition of equity adopted by the Education Equity Alliance. This definition utilises dual objectives from an individual perspective and social group perspective.

Provides an overview of the performance of the Australian education system currently and the leadership required to achieve change.

Equity in Education: Breaking down barriers in social mobility
OECD, 2018

Provides an overview of the importance of education equity. Compares the performance of Australia's education system when it comes to equity with other OECD countries.

Pays particular attention to the impacts of the segregation of socio-economically disadvantaged students within disadvantaged schools.

Equality or Equity: Towards a model of community-responsive education
Jeff Duncan-Andrade, 2022

Explores the critical need to draw a distinction between equality and equity in education, especially given the impacts this can have on our most marginalised and vulnerable students.

Focuses on a community-responsive model of education - one that focuses on relationships, relevance and responsibility - as the path to equity. Listen to a podcast with the author here.
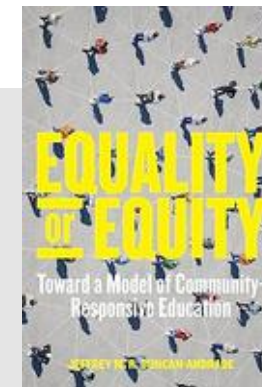
Amplify Insights: Education Inequity
Centre for Social Impact, 2021

Provides a systematic overview of education inequity in the Australian context. Part 1 identifies drivers of the inequity while Part 2 focuses on levers and recommendations for change.
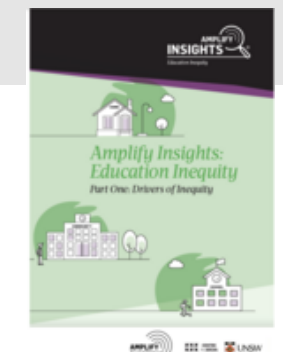
Part 2: Understanding system change (incl. application to education inequity)

The Waters of Systems Change
John Kania, Mark Kramer and Peter Senge, 2018

Provides an overview of the six conditions of systems change: policies, practices, resource flows, relationships & connections, power dynamics and mental models.

Outlines steps that can be taken to see/understand these conditions in the context of a particular system and to then influence them.

Building Better Systems: A Green Paper on System Innovation
Charles Leadbeater and Jennie Winhall, 2020

Explores the systemic challenges and systemic opportunities that preface system change and innovation being required.

Outlines the different roles that stakeholders can play and the four keys that can unlock the existing system and allow for innovation: purpose, power, relationships and resource flows.

### Choosing the wrong drivers for whole system reform
Michael Fullan, 2011

The right drivers for whole system success
MIchael Fullan, 2021

In these two papers, MIchael Fullan sets out the wrong and then the right drivers of reforming the education system - including specifically in the Australian context.

The wrong drivers include accountability; a focus on individual teacher and leadership quality; a focus on technology; and fragmented strategies. The right drivers include wellbeing and learning; social intelligence; equality investments; and systemness.
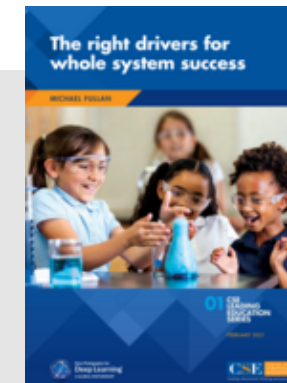
A New Education Story: Three Drivers to Transform Education Systems
Big Change, 2021

Explores the need for transformation of education systems in order to achieve both equity and excellence. Identifies three drivers - purpose, power, practice - and actions that will support.