Equity Inquiry
Why All Districts Should Examine Data Through an Equity Lens

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Welcome & Introductions

Raise your hand if you are a/an.....

- Board Member?
- Superintendent?
- District Staff?
- Teacher?
- Community Organization?
- Other?
Region IX
Equity Assistance Center at WestEd

One of ten Equity Assistance Centers funded by the U.S. Department of Education

Provides technical assistance and training in civil rights, equity, and school reform

Assists schools, districts, school boards, state agencies, community-based organizations

Serves Arizona, Nevada, and California
Kyrene Background

- Founded 1888
- Agricultural until the 1970s and 1980s
- Explosive growth 1980s and 1990s
- 19 elementary (K-5) and 6 middle (6-8) schools
- Current enrollment over 17,000
- District letter grade = A
Session Goals

1. Describe Six Goals of Equity
2. Discuss One District’s Equity Journey
3. Provide Overview of the Equity Inquiry process
4. Discuss Implications of the Equity Inquiry process
SIX GOALS OF EQUITY
Goals of Education Equity

- High achievement and positive outcomes for all students
- Equitable access and inclusion
- Equitable treatment
- Equitable resource distribution
- Equitable opportunity to learn
- Shared accountability

Scott, 2002
Goal 1: Positive Outcomes for All

Eliminate achievement gaps

Ensure comparable high performance for all student populations
Goal 2: Equitable Access and Inclusion

- Address disproportionality
- Examine policies and practices for identification and selection
- Systematically support student needs and provide supports
Goal 3: Equitable Treatment

- Ensure interactions are characterized by acceptance, respect, support, and safety
- Inequitable treatment can compound negative consequences
- Examine policies and practices that serve as barriers to equity
Goal 4: Equitable Resource Distribution

Resources include rigorous curriculum, high quality instructional materials, expert teachers.

Examine resource distribution across high and low poverty and high and low minority schools.

Allocation of funds and resources should reduce, not contribute to, inequities.
Goal 5: Equitable Opportunities to Learn

OTL is the sum total of what is needed to guarantee student learning.

Districts should examine policies and practices for OTL equity.

High quality, effective professional development is key.
Goal 6: Equitable Shared Accountability

Stakeholders share responsibility for appropriate resources and supports.

Provide support to ensure the capacity of all stakeholders to meet their responsibilities.

Educators at every level take responsibility for equitable, positive academic outcomes for all students.
KYRENE’S EQUITY JOURNEY
Kyrene and Equity Work

- Courageous Conversations About Race
- Public Acknowledgement of Achievement Gap
- Kyrene’s Strategic Blueprint
Our Vision

Kyrene’s vision is to prepare all students to meet educational and life challenges in order to make positive contributions to society.

Our Mission

To realize our vision, Kyrene seeks to inspire and engage our diverse community of students, staff, families and citizens to ensure continuous academic achievement and personal growth for every student.
Learning Goals

*Kyrene’s Strategic Blueprint calls for a 3 percentage point gain each year. The baseline year was 2013.*

<table>
<thead>
<tr>
<th>Percentage of students meeting standard or above in Math (M) and Reading (R)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
<tr>
<td>Math (M)</td>
</tr>
<tr>
<td>Grades 3-5</td>
</tr>
<tr>
<td>Grades 6-8</td>
</tr>
</tbody>
</table>

*Targets will be adjusted based on performance with new 2014-15 assessment.*
## Learning Goals for Targeted Subgroups

*Targets will be adjusted based on performance with new 2014-15 assessment.*

For targeted subgroups, Kyrene’s Strategic Blueprint calls for a range of 3 to 5 percentage points of gain so that the gap itself narrows. The baseline year was 2013.

<table>
<thead>
<tr>
<th>Targeted Subgroups</th>
<th>Current 2013</th>
<th>Target 2014</th>
<th>Target 2015*</th>
<th>Target 2016*</th>
</tr>
</thead>
<tbody>
<tr>
<td>Math (M)</td>
<td>M</td>
<td>R</td>
<td>M</td>
<td>R</td>
</tr>
<tr>
<td>Black</td>
<td>58</td>
<td>79</td>
<td>63</td>
<td>82</td>
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<tr>
<td>English Language Learners</td>
<td>39</td>
<td>44</td>
<td>44</td>
<td>49</td>
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<tr>
<td>Hispanic</td>
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<td>82</td>
<td>70</td>
<td>85</td>
</tr>
<tr>
<td>Low SES (Socio Economic Status)</td>
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<td>78</td>
<td>64</td>
<td>81</td>
</tr>
<tr>
<td>Native American / Alaskan Native</td>
<td>52</td>
<td>73</td>
<td>57</td>
<td>78</td>
</tr>
<tr>
<td>Special Education</td>
<td>30</td>
<td>43</td>
<td>35</td>
<td>48</td>
</tr>
</tbody>
</table>

* Targets will be adjusted based on performance with new 2014-15 assessment.
Table Talk

Where are you in this journey?

What discussions has your district held around achievement gaps?
EQUITY INQUIRY
Equity Inquiry Cycle

Identify Equity Issues
- Analyze quantitative and qualitative data

Select Remedy
- Use evidence-based practices

Implement for Equity
- Employ principles of implementation
Equity Inquiry Purpose

Help Districts

• Improve achievement for all students
• Close the achievement gap
• Reduce programmatic disproportionality
• Increase student safety
• Increase college and career readiness
Equity Inquiry Elements

Resource

Programmatic

Achievement

Climate/Environment
Resource Equity

- High quality teachers
- Funding
- High quality materials and equipment
- Technology
- Facilities
- Community resources or partnerships
Resource Equity Goals

- Access/Inclusion
- Treatment
- Opportunities to learn
- Resource distribution
Programmatic Equity

Policies and procedures related to student:

- Identification
- Selection
- Enrollment
- Support
- Assessment
- Completion rates/persistence

In:

- Coursework
- Programs
- Extracurricular activities
Programmatic Equity Goals

- Access/Inclusion
- Treatment
- Opportunities to learn
Achievement Equity

- Ultimate test of equity
- Examine a range of performance/outcome indicators across all groups of students

Student outcomes
Achievement Equity Goals

Outcomes

Accountability

Opportunities to learn
Climate/Environment Equity

Climate gaps mirror achievement gaps

School climate indicators include:
- Levels of student engagement
- School connectedness
- Students’ perceptions of safety
- Academic and other supports for students
Climate/Environment Equity Goals

- Access
- Treatment
- Opportunities to learn
Table Talk

Where is your district in terms of these four areas of equity?

• Resources?
• Programmatic?
• Achievement?
• Climate/Environment?
DRIVING SYSTEMIC CHANGE
Equity Inquiry to Drive Systemic Change

- Systems
- Policies
- Procedures
- Practices
Equity Lens

How does this affect all learners?

Are there negative impacts for any student group and how can they be avoided?

For a new program, what can help us avoid negative impacts?
Equity Lens

How do we monitor our work for positive outcomes for all students?

What changes need to be made to ensure equitable outcomes?

How can we engage students, families, and communities?
Equity Context

All systems and structures work to ensure that

No learner is denied the fair and equitable benefit afforded to all other students

Regardless of the learner’s race, gender, national origin, linguistic background, economic level, or physical ability
Removing Barriers
Traditional Approach

• Your school is perfectly aligned to get the results you are currently getting.

  – (Larry Lezotte, Effective Schools Conference)
School Design

• Schools were never designed, or even intended, to successfully teach ALL students a high standards curriculum.

  – (Larry Lezotte, Effective Schools Conference)
Limitations

- You and your colleagues are already doing the best you know to do given the context in which you find yourselves.
  - (Larry Lezotte, Effective Schools Conference)
Perfect Storm

- Higher standards and accountability
- Changing demographics
- Scarce resources
Fundamental Change

- Difficulty
- Leadership Capacity
- Innovation
- Personalized Learning
Table Talk

How do you encourage problem solving and innovation in your district?

How do you identify needed changes?
Contact Us

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