

LEVERAGE DATA TO PROMOTE EQUITY IN SCHOOLS

10 Tips for Using Data to Promote Equity

1 Let data be the guide

Focusing conversations on data helps ensure actions are aligned to needs (and therefore more targeted for evidence-based strategies) and protects teams from making decisions based on assumptions or biases.



6 Examine for root causes

If a gap is found, work as a team to better understand potential causes to ensure the need is addressed—not the symptom.



2 Ensure you understand your data

By developing assessment and data literacy through professional learning, teams are better equipped to understand what the data are saying and drive informed, impactful decisions.



7 Use multiple measures and years

Validate hypotheses against other data sets and across years to help substantiate conclusions.



3 Start by asking who your students are

Knowing who the learners are within a student population can support root cause analysis, inform meaningful supports, and reveal patterns in disproportionate outcomes.



8 Use a data protocol

Follow a consistent set of questions and practices to prevent key questions from being skipped or overlooked.



4 Analyze both achievement and growth as well as strengths and needs

Monitor patterns in risk levels, proficiency, and growth over time for different groups of students to celebrate successes, inform resource allocation, and reveal areas of inequity.



9 Regularly analyze data through an equity lens

Make equity-based data analysis part of the district's data culture to continue meaningful discussions and drive ongoing, targeted action.



5 Focus on the whole child—not just academics

Use data to understand non-academic needs that underpin academic struggles in order to align the right whole child supports and clear the barriers to success.



10 Assign action items and decide on a next review date

End each data team meeting or personal reflection with specific next steps and establish your next meeting date to keep conversations and action going.



Key Equity-Based Questions to Ask About Your Data

Universal Screening & Diagnostic Assessment

- ▶ Do we see different levels of risk for different groups of students?
- ▶ Are risk levels disproportionate to our student population?
- ▶ Are students equitably decreasing in risk levels?

Progress Monitoring Assessment

- ▶ Do we see different levels of intervention effectiveness for different groups of students?
- ▶ Are interventions helping all students catch up to grade level benchmarks?

Interim Assessment

- ▶ Do we see different levels of standards proficiency for different groups of students?
- ▶ Are the proficiency levels in our school proportionate to the student population?
- ▶ Are students equitably increasing in proficiency?

Just-in-Time Assessment

- ▶ Are we conducting frequent checks on learning with all students?
- ▶ Are we providing effective feedback and opportunities for metacognition equitably?

Summative Assessment

- ▶ Do we see different achievement and growth outcomes for different groups of students?
- ▶ Are our results proportionate to the population?

Attendance

- ▶ Do we see different attendance rates for different groups of students?
- ▶ Are our attendance rates proportionate to the student population?
- ▶ Are there groups of students with increasing or decreasing attendance rates?

Behavior Incidents

- ▶ Do we see different rates of behavior incidents and positive behaviors for different groups of students?
- ▶ Is there disproportionality in reported behavior incidents?
- ▶ Is there disproportionality in our responses to incidents?

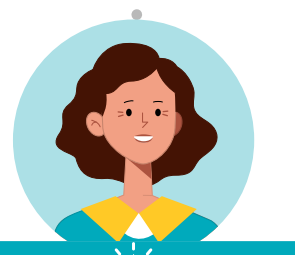
School Climate

- ▶ Do all students feel safe and supported in our schools?
- ▶ Are there climate issues preventing different groups of students from attending to learning?

SUPPORT YOUR TEAM



Keep a growth mindset



Always celebrate areas of success



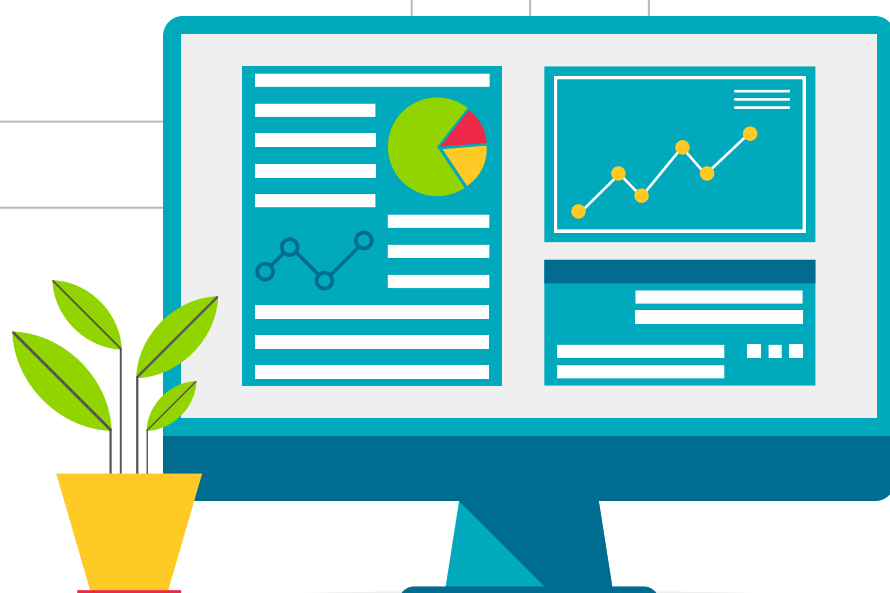
Prevent shaming and blaming



Always use data to guide conversations



Follow norms and create a safe space



SUPPORT ALL LEARNERS WITH DATA

Is your team looking for support in your equity-based data conversations?

REACH OUT TO LEARN MORE