

The Equity Audit and Closing Achievement Gaps



PA Coalition of Public Charter Schools

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INTRODUCTIONS

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WHAT BRINGS US TOGETHER

The Equity Audit



**POTENTIAL IS UNIVERSAL,
OPPORTUNITY IS NOT. OUR JOB IS TO
FILL THE GAP.**

- Wes Moore

Setting the Agenda

Definition of Equity

Educational equity is a required condition of **justice, fairness, and inclusion** and must be embedded into the education system, at all levels, to ensure that students have access to rich educational opportunities and can meet their fullest potential. Moving to a more equitable system demands that we:

- Recognize the **historical conditions and barriers** that have prevented opportunity and access for students who have been traditionally marginalized
- **Examine and deconstruct current practices and policies** through the lens of equity
- **Evaluate a school's or district's capacity** to move forward as a learning community
- Strategize to create a more **diverse, equitable, and inclusive agenda** for all stakeholders

CONTINUUM OF CULTURAL COMPETENCY

Gender
Race
Disability
Orientation
Identity
Socio economics
Gifted and Talented

CULTURAL DESTRUCTIVENESS

CULTURAL INCAPACITY

CULTURAL BLINDNESS

CULTURAL PRE-COMPETENCE

CULTURAL COMPETENCE

CULTURAL PROFICIENCY

Forced assimilation, subjugation, rights and privileges for dominant groups only

Racism, maintain stereotypes, unfair hiring practices

Differences ignored. "Treat everyone the same," only meets needs of dominant groups

Explore cultural issues, are committed to, assess needs of organization and individuals

Recognize individual & cultural differences, seek advice from diverse groups, hire culturally unbiased staff

Implement changes to improve services based upon cultural needs

Equity Traps

Deficit
thinking

Racial erasure

Avoidance and
employment
of the gaze

Paralogical
beliefs and
behaviors

The Components



Personal
investigation



Ascertain
opportunity gaps



Build capacity



Action plan

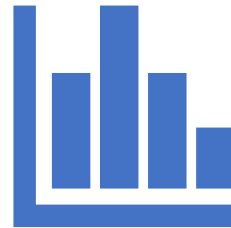
**THE DIFFERENCE
BETWEEN
ACHIEVEMENT GAPS
AND OPPORTUNITY
GAPS**

Guiding Questions

- **To what extent does your system have the will, skill, knowledge, and capacity to understand and address issues of race, gender, socioeconomics, orientation, identity, or disability as they relate to existing achievement disparities?**
- **How have you demonstrated will, skill, knowledge, and capacity to understand and address issues of race, gender, socioeconomics, orientation, identity, or disability as they relate to existing achievement disparities?**

What Leads Our Inquiry?

Examining Opportunity Gaps



Quantitative data



Qualitative data

CURRICULUM AND INSTRUCTION

Domain		Curriculum and Instruction
Definition		<ul style="list-style-type: none">• The processes utilized by teachers for students to meet or exceed academic standards and post-secondary skills• The sources, materials, programs, and courses aligned to meet the academic standards and post-secondary skills deemed necessary for students to earn the diploma
Essential Question		How do methods of instruction and materials match student interest, need, and development?

ACADEMIC ACHIEVEMENT

Domain		Academic Achievement
Definition		Measurements of student, school, and district academic performance
Essential Question		How are the diversity of students reflected in achievement data?

NON-ACADEMIC DATA

Domain		Non-Academic Data
Definition		Measurements of student, school, and district performance in non-academic areas
Essential Question		How are the diversity of students reflected in non-academic data?

SCHOOL EXPERIENCE

Domain		School Experience
Definition		Processes impacting school culture and climate
Essential Question		How do students experience their learning environment?

HUMAN RESOURCES

Domain		Human Resources
Definition		The recruitment, retention, and management of classified and certified personnel organized and deployed strategically for the education of all students
Essential Question		How does the district foster a staff that reflects students?

STUDENT SUPPORT SERVICES

Domain		Student Support Services
Definition		Therapeutic and health services that impact the well-being of students
Essential Question		How are the social, emotional, and developmental needs of students addressed?

STUDENT ASSIGNMENT

Domain		Student Assignment
Definition		Processes determining student composition in schools
Essential Question		How does student assignment ensure a diverse mix of students and equality of opportunity for all?

DISTRICT FINANCE

Domain		District Finance
Definition		Processes by which funds are distributed throughout the district
Essential Question		How does the allocation of funds reflect district priorities set for the development and achievement of all students?

DISTRICT EXPERIENCE

Domain		District Experience
Definition		Processes that operationalize a district's vision and mission
Essential Question		How do policies, procedures, practices, and priorities align with goals of achieving equity for diverse student groups?

SCHOOL AND DISTRICT LEADERSHIP

Domain		School and District Leadership
Definition		The process by which school and district leaders build capacity regarding equity and instructional leadership
Essential Question		How do leaders within the school district gain access to opportunities to build professional capacity regarding equity and leadership?

PUBLIC RELATIONS

Domain		Public Relations
Definition		The means by which district priorities are communicated to stakeholders
Essential Question		How does a district communicate with the stakeholders of a school district?

TECHNOLOGY

Domain		Technology
Definition		The practical application of advancements in scientific knowledge for the purpose of efficiency and effectiveness as it relates to district functionality and student learning
Essential Question		What value and role does technology hold in meeting the goals of a school district?

PROFESSIONAL LEARNING

Domain		Professional Learning
Definition		The priorities and processes related to ongoing capacity-building of district and school staff and educators
Essential Question		How does professional learning reflect district priorities, teacher capacities, and student needs?

SCHOOL AND DISTRICT PLANNING

Domain		District and School Planning
Definition		The process by which leaders plan to align school and district goals
Essential Question		How do school and district leaders strategically plan to implement their vision aligned to equity and how does that plan align to school building equity goals?

The Process



Strategic Planning Cycle



The Role of Transformational Leadership in Equity

- Conviction and convenience don't live on the same street.
- What does “standing in conviction” mean to you?
- What does “standing in conviction” mean to you if it was your child?



QUESTIONS

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