



# Educational Equity Services

## PARTNER WITH THE EDUCATION TRUST—WEST TO INCREASE **EQUITY, OPPORTUNITY, AND SUCCESS FOR STUDENTS**

### Educational Equity Audits

A two-phase research and facilitation process to help districts identify the systemic barriers that limit students' success and develop action plans for change.

#### Phase I. District-wide Analysis & Equity Audit Report (6-9 months):

Through multilingual focus groups and public forums, site visits, transcript analysis, stakeholder surveys, and community meetings, ETW looks to answer key questions, such as:

- **Achievement and opportunity gap analysis** – What are the academic outcomes for students? What access do students have to rigorous courses? Do outcomes and access vary disproportionately by race, income, and/or other characteristics?
- **Quality of teaching and instruction** – To what degree is instruction aligned to the state standards and provided by qualified teachers distributed equitably across schools?
- **Professional Development** – How does the professional development provided by the district address equity, examine biases, and support teachers to offer culturally responsive and sustaining curricula?
- **Supports and Interventions** – How do schools provide supports and interventions for students who need it most?
- **Resource Equity** – How equitably distributed are the district's resources (funding, time, and people), and how well do they align with the district's goals and LCAP?
- **Family and Community Engagement** – How are community stakeholders engaged and families welcomed as partners to participate in school activities and decision making?

Findings from this qualitative and quantitative research, analysis, and stakeholder input process are compiled into a district Equity Audit Report.

**Before transitioning to Phase II**, ETW facilitates a set of meetings and presentations utilizing the Equity Audit Report.

- **Data Team Meeting:** a district-wide meeting geared toward understanding the findings in the report.
- **School Board Presentation:** a presentation providing an overview of the Equity Audit Report and identifying key areas of focus for Phase II of the process.

#### Phase II. Blueprint for Equity Action Planning (6-9 months):

This phase uses root cause analysis, constructive problem-solving, and facilitation to develop a roadmap for transformation — the Blueprint for Equity Action Plan. The Blueprint is developed by a working committee of teachers, counselors, administrators, and other key stakeholders and includes tangible, specific plans of action that are aligned with LCAP goals, timelines, roles, responsibilities and outcome measures. The actionable Blueprint plan provides recommendations to the superintendent and the school board.



**SCHOOL DISTRICTS HAVE A CRITICAL ROLE IN ENSURING EDUCATIONAL EQUITY. ETW'S TOOLS AND SERVICES HELP SCHOOLS AND DISTRICTS TRANSFORM THEIR POLICIES, PRACTICES, AND SYSTEMS TO CREATE EQUITABLE ACCESS TO RIGOROUS AND RELEVANT COURSE WORK WHILE PROVIDING THE LEARNING ENVIRONMENT AND SUPPORTS STUDENTS NEED TO THRIVE.**

## Assignment Analysis

A process of identifying trends across assignments, subject areas, and grade levels to analyze the extent to which all students have access to high quality assignments.

ETW helps district leaders examine the quality of the instruction and curriculum that students receive through one of two models:

- **Research model:** our team reviews a number of assignments from core subject areas and analyzes them in six dimensions: alignment to the state standards, cognitive challenge, aspects of rigor, opportunities for communication, scaffolding, and the potential for motivation and engagement. ETW then shares research findings with instructional teams.
- **Professional learning model:** ETW facilitates professional development where participants assess if classroom tasks are aligned with grade-appropriate college- and career-ready standards and require high levels of cognitive challenge.



## Equity Toolkit

Workshops to examine critical issues of race, identity, and bias in order to disrupt deficit thinking and systemic inequities.

ETW provides workshops tailored to the needs and goals of school, district, and county offices of education teams, with the goal of moving from theory to action. ETW facilitators lead a series of activities that are designed to:

- build a safe and productive group culture,
- develop an equity lens to examine current belief structures and systems,
- hone a set of practical skills to transform classroom, school, and district practices to ensure meaningful access to a rigorous curriculum in a culturally responsive and sustaining environment.

## Consultancy Model

Thought partnership and strategic planning support to districts about their specific equity needs. Consultancies are tailored to district and schools' individual needs.

## INTERESTED IN PARTNERING WITH ED TRUST–WEST?

Contact: [PracticeTeam@edtrustwest.org](mailto:PracticeTeam@edtrustwest.org)

## Feedback from participants:

**“I REALLY ENJOYED WORKING WITH ED TRUST–WEST FOLKS. I LOVE THE KIND STEADY GUIDANCE YOU OFFER.”**

–School Counselor

**“THE OPEN NATURE OF OUR DISCUSSIONS IN ADDRESSING THE STRENGTHS, ESPECIALLY THE STRUGGLES OF OUR SCHOOL AND DISTRICT, WAS GREAT.”**

–Teacher

**“I LOVED ALL THE CONVERSATIONS. IT WAS SUCH MEATY STUFF. LOVED [THE] EQUITY TOOLKIT.”**

–District Administrator



The Education Trust–West