

# Equity Plan Webinar: Local Equity Data Dialogue and Exploring Root-Cause Analysis

*October 7, 2021  
1:00 p.m. – 2:30 p.m.*

# Welcome Participants



# Housekeeping

- Zoom Etiquette
- How to Ask Questions
- Webinar is being recorded



# Local Equity Planning

# Equity Plan Templates

# Data Template

LEA: \_\_\_\_\_  
 Date(s) information collected: \_\_\_\_\_  
 Date of this report: \_\_\_\_\_

Elementary School = Pre-K thru 5th grade  
 Middle School = 6th thru 8th grade  
 High School = 9th-12th grade

NC recognized  
school types

If a school serves grades in more than one of the spans listed above, use multiple rows.

Row	School Name	Grade Level Span (Select from drop- down)	Number of Teachers	Number of Out-of-Field Teachers	Percentage: Out-of-Field Teachers	Number of Beginning Teachers (0-3 yrs)	Percentage: Beginning Teacher	Number of Teachers That Did Not Meet Growth	Percentage: Teachers That Did Not Meet Growth
1									
2									
3									
4									
5									

# Narrative Template (Certification)

Teacher Certification
<b>Describe any inequities that exist between schools.</b>
[
<b>Describe the strategies the LEA will use to eliminate any inequities, should any exist now or in the future.</b>
[
<b>Describe how the LEA will annually, at minimum, evaluate certification data and strategies listed above.</b>
[

# Narrative Template (Experience)

Teacher Experience
<b>Describe any inequities that exist between schools.</b>
[
<b>Describe the strategies the LEA will use to eliminate any inequities, should any exist now or in the future.</b>
[
<b>Describe how the LEA will annually, at minimum, evaluate experience data and strategies listed above.</b>
[



# Narrative Template (Effectiveness)

Teacher Effectiveness
<b>Describe any inequities that exist between schools.</b>
<div></div>
<b>Describe the strategies the LEA will use to eliminate any inequities, should any exist now or in the future.</b>
<div></div>
<b>Describe how the LEA will annually, at minimum, evaluate effectiveness data and strategies listed above.</b>
<div></div>

# Purpose of Webinar Series

Provide guidance for public school units (PSUs) as they develop plans for assessing and addressing equitable access to excellent educators.

**Webinar 1:** Setting the stage for local equity planning

**Webinar 2:** Local equity data dialogue and exploring root-cause analysis

**Webinar 3:** Identifying strategies to close equity gaps

**Webinar 4:** Guidance for completing Local Equity Plans and technical assistance for submitting in CCIP

# Purpose of Webinar Series

## Creating Local Equitable Access Plans

### Five Stages

Plan for  
Stakeholder  
Engagement

Identify Equity  
Gaps

Explore Root  
Causes of  
Equity Gaps

Prioritize  
Strategies to  
Address Equity  
Gaps

Monitor  
Implementation  
and Evaluate  
Progress

Webinar #1

Webinar #2

Webinar #3

### Equity Plan Template

General Information	
ORGANIZATION NAME:	
ORGANIZATION CODE:	
SCHOOL YEAR:	
<p>Federal ESSA regulations under Title I, part A section 1123(b)(2) require that all local educational agencies (LEAs) that receive Title I funds develop a plan for how the LEA will identify and address any disparities that result in low-income students and minority students being taught at higher rates than other students by ineffective, inexperienced, or out-of-field teachers. This section of ESSA requires that all LEAs that receive Title I funds create and submit plans describing how the LEA will improve gaps that exist from data required in this section. To this end, LEAs are expected to have a plan to ensure the equitable distribution of teachers.</p> <p>A. For each area, based on the information in the data component of the Equity Plan, answer the following questions to demonstrate how the LEA will review, evaluate, and provide strategies to eliminate any inequities that exist.</p>	
Teacher Certification	
Describe any inequities that exist between schools.	
Describe the strategies the LEA will use to eliminate any inequities, should any exist now or in the future.	
Describe how the LEA will annually, at minimum, evaluate certification data and strategies listed above.	
Teacher Experience	
Describe any inequities that exist between schools.	
Describe the strategies the LEA will use to eliminate any inequities, should any exist now or in the future.	
Describe how the LEA will annually, at minimum, evaluate experience data and strategies listed above.	
Teacher Effectiveness	
Describe any inequities that exist between schools.	
Describe the strategies the LEA will use to eliminate any inequities, should any exist now or in the future.	
Describe how the LEA will annually, at minimum, evaluate effectiveness data and strategies listed above.	

Webinar #4

# Agenda

- Webinar #1 Follow-Up
- Data Analysis Protocol and Identifying Root Causes
- Debrief and Next Steps

# Participant Poll

- In which SBE region is your district located?
- How would you categorize the geography of your district?
- Which best describes your role in your district?

# Webinar #1 Follow-Up

# Webinar # 1 Charge:

- What does equity planning look like in your district?
- What stakeholders are part of the local equity planning process?
- What sources of data/metrics are most meaningful for your district in assessing equitable access to educators?

# Data Analysis Protocol and Identifying Root Causes



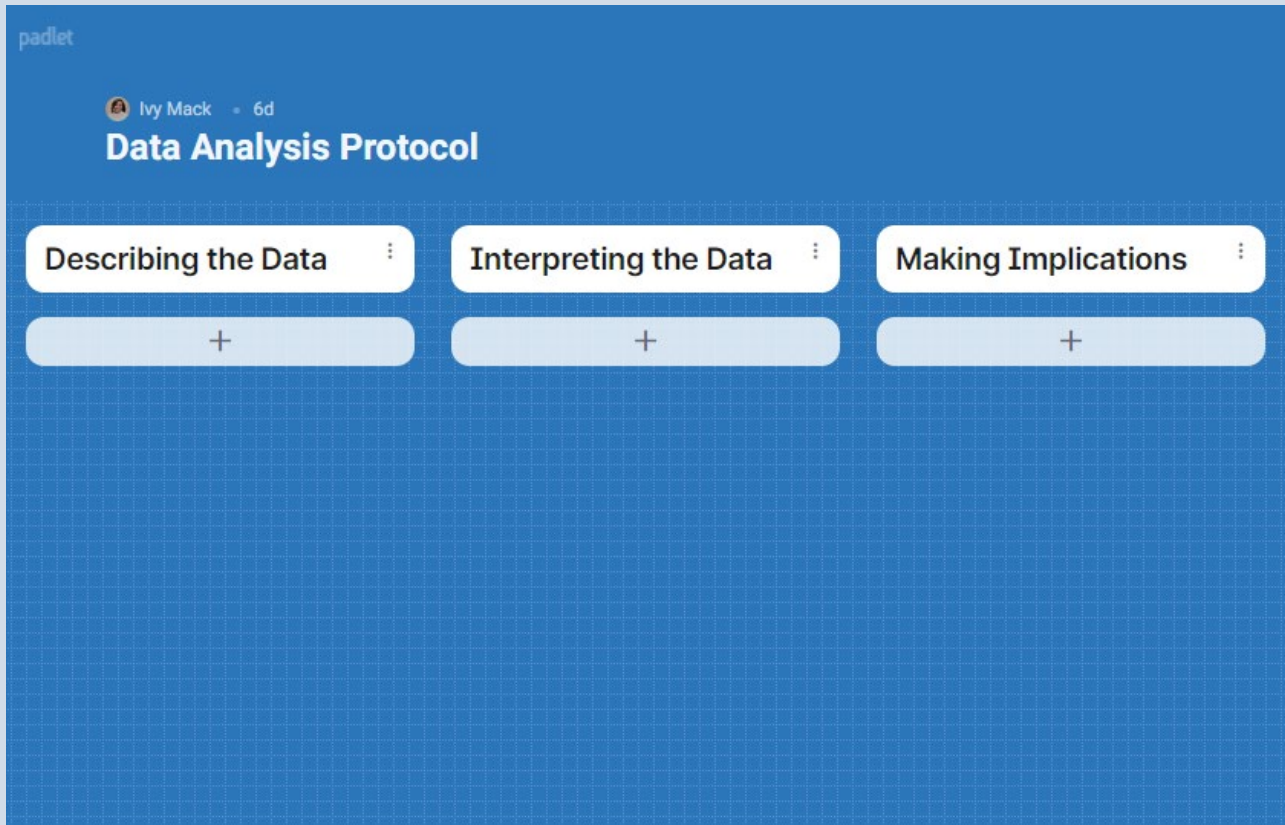
# Data Analysis Protocol

- This protocol provides a structure for maintaining focus and managing discussions about the data
- You will act as “data detectives” searching for any relevant clues as to what the data represents

# Protocol Set-up

- Present the data
- Examine the data
- Preview the data

# Padlet



# Data Analysis Protocol

In each of the three rounds, share your observations and responses to the Padlet.

Refer to the Protocol Guide for tips and guiding questions.

# Round 1 – Describing

Describe what you see in the data, avoiding all judgements or interpretations.



# Round 2 – Interpreting

Make sense of what the data reveal and why.  
Identify potential root causes.



# Round 3 – Implying

Consider the implications of your observations and interpretations.



# Reflect

- Based on what you read, what did you find interesting or surprising?
- What new perspectives did the participants provide?
- How might you make use of these perspectives?



# Debrief

- How might you use the protocol when crafting equity plans?
- What would be the benefits of using the protocol?

# Next Steps

- Review your district data to identify and explore various educator equity gaps.
- Have data dialogues with multiple stakeholders to better understand root causes of identified equity gaps.
- Plan to attend the next equity planning webinar that will address identifying strategies to close equity gaps
  - October 14<sup>th</sup> from 1:00 p.m. – 2:30 p.m.

This presentation is in the public domain. While permission to reprint is not necessary, publication should be cited. The presentation was prepared in collaboration with the North Carolina Department of Public Instruction's Federal Program Monitoring and Support Division by the Region 6 Comprehensive Center under Award #S283B190055 for the Office of Program and Grantee Support Services (PGSS) within the Office of Elementary and Secondary Education (OESE) of the U.S. Department of Education and is administered by the SERVE Center at UNC Greensboro. The content of the presentation does not necessarily reflect the views or policies of the PGSS or OESE or the U.S. Department of Education nor does mention of trade names, commercial products, or organizations imply endorsement by the U.S. Government. © 2021 SERVE Center at UNC Greensboro



REGION 6  
Georgia  
North Carolina  
South Carolina

