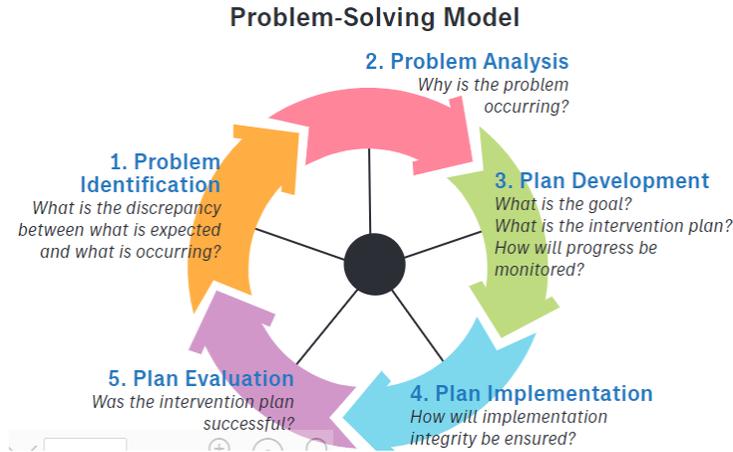


North Mason Equity Analysis Tool 2020-21



The purpose of this tool is to more closely look at our data to determine if there are disparities in achievement and/or well-being between subgroups of students that need to be addressed. An equity analysis acts as a critical check so decisions are made to support equity and are less likely to do harm.

<p>Problem Identification</p>	<p>1. Organize a team and establish team member duties. Common team members include: principals, special education directors, district data person, cabinet members, BILT members</p>	<p>Each building in conjunction with their BILT members looked at academic and social emotional screening data.</p>
	<p>2. Identify Data Reviewed/Disaggregated by subgroups: perceptual data, IEP Progress data, COVID-19 Student surveys, screening data (Fast Bridge Math, Reading, SAEBRs), failure rate, attendance, discipline, ELPA 21, access to advanced courses</p>	<p>K-8 Fast Bridge reading, math, SEL, engagement data, attendance</p> <p>9-12 SEL, attendance, failure rates, credit acquisition</p> <p>Discipline data was insignificant this year.</p>
<p>Problem Analysis</p>	<p>3. Conduct data analysis to note all preliminary findings and identified disparity issues. Examine and discuss the data; look objectively for</p>	<p>Consistently across the district our Hispanic, Bilingual, Free/Reduced Lunch and Homeless students are disproportionately over represented in terms of academic proficiency and low attendance.</p>

	<p>patterns, trends, and variability; and brainstorm. Note preliminary findings, i.e., Hispanic students comprise 21% of our student body, but only represent 11% of students showing proficiency</p>	
	<p>4. Determine if any additional data (qualitative or quantitative) are needed to answer questions raised by the preliminary findings. If so, where are these data located?</p>	
	<p>5. After discussing the preliminary findings and reviewing any additional data, are there any additional findings and disparity issues the district can identify</p>	
	<p>6. For each disparity issue or finding, identify causes and root causes. Consider the systematic causes of disparities in course and program enrollment and why they occur. (See Below)</p>	
<p>Plan Development</p>	<p>7. For each root cause, identify a corrective action to eliminate disparities. Focus corrective action on ways to dissolve the root rather than patching up and/or hiding a cause that yields disparities. In selecting a strategy, consider how the strategy will help, if the strategy is appropriate and feasible, and if it is</p>	

	supported by evidence-based research.	
	8. Develop an implementation plan. Establish measurement and evidence of success after making for corrective actions. Discuss who will be responsible, the resources needed, evidence of implementation, a prompt timeline, how success will be monitored, and the intended result.	
Plan Implementation	Establish fidelity Measures	
Plan Evaluation	Establish success criteria and growth measures	

Root Cause Analysis:

Example:

