

Equity Journey Continuum: Sharing EJC data with your Administrative team

Session 5 of 5

2:30 pm, May 10, 2022

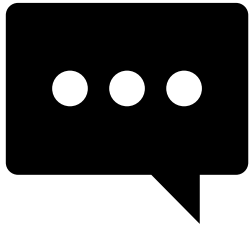


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Housekeeping



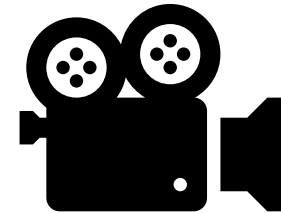
Questions welcome!

Either **raise your hand** or insert questions into the **chat**



District interaction

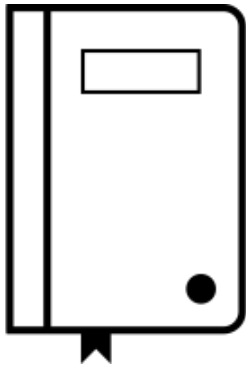
Ability for districts to respond to various prompts via **mentimeter**



Recording the meeting

For **posting to ISBE's Equity webpage** for future viewing

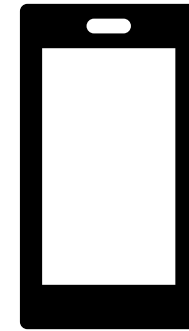
Readying



Take out your notes from the previous tutorial webinar.



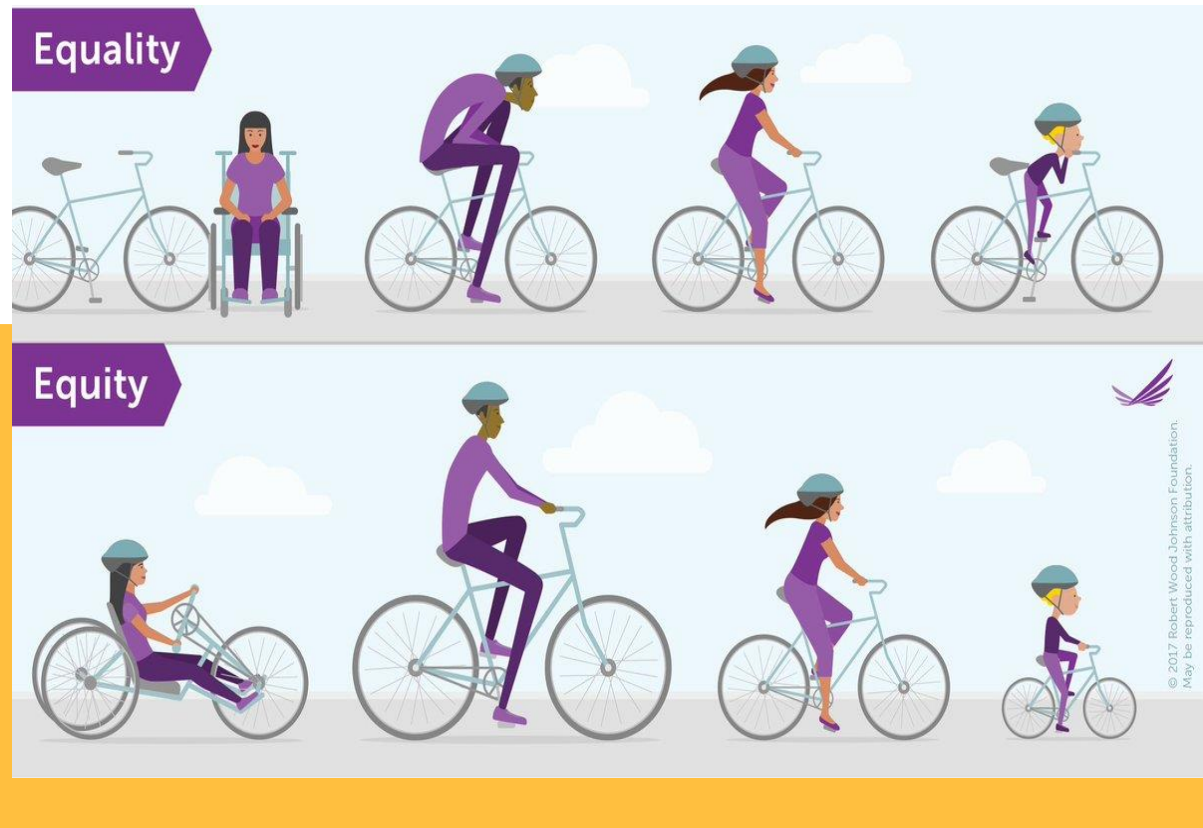
Quiet yourself from distractions.



Have your DRVT open and your phone/computer ready to do some activities.

Recalling Session 1: What is Equity?

Equity means having high expectations for every learner and ***providing supports and resources*** so each learner can meet those expectations.



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Recalling Sessions 2-4: Equity Areas

- Importance of Student Learning, Learning Conditions, and Elevating Educators
 - Equity and Data Elements
- Data behind the Equity Journey Continuum numbers
 - Defining Gaps, Inclusion, and Educator Access
 - Determining Step Values



Agenda

- Working Together for Equity
- Reflecting on Three Steps
 - Equity and Data Elements
- Strategies to Share EJC Data
- Forming Your Team
- Open Forum
- Next Steps



Working Together For Equity

- Where is your district located?



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Working Together For Equity

- How many schools are in your district?



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Working Together For Equity

- How many tutorials did you attend (or view recordings of) this spring?



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Working Together For Equity

- Discuss the three overall areas of the Equity Journey Continuum and how it relates to equity work in your district specifically
- Guest speaker:
 - Dr. Victor Simon, Superintendent from Gower School District 62



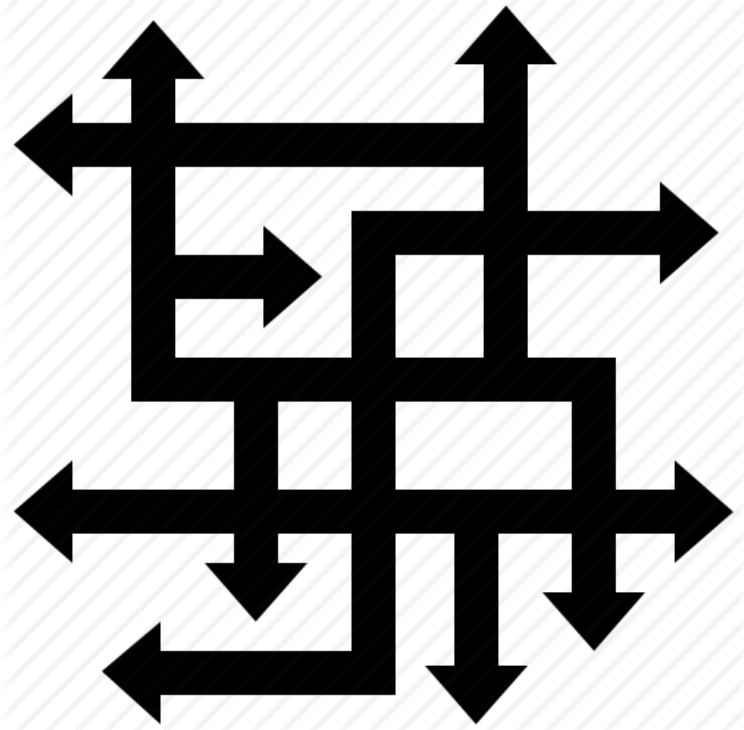
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Working Together For Equity



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Reflecting on Equity Journey Continuum Area Steps



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Logging In to the DRVT

- The link to the DRVT is in MyIRC, a password-protected web resource for Illinois teachers and school administrators
 - This is NOT open to the public
- Teachers and Administrators who have an account can simply log in
- Those who do not have an account must create an account and request access

<https://www.illinoisreportcard.com/>

Reflecting on Your District's Step Values

Journal reflection

What step values are highest that show high equity in your district?
Which are the lowest, signaling places where equity could be improved?

			STEP 1: Large gaps	STEP 2: Moderate gaps	STEP 3: Small gaps	STEP 4: Minimal gaps	N/A Reason noted below
STUDENT LEARNING	➔ Equity Elements	Data Elements			3.16		
LEARNING CONDITIONS	➔ Equity Elements	Data Elements		2.97			
ELEVATING EDUCATORS	➔ Equity Elements	Data Elements				3.84	

District Discussion

Where does student learning, learning conditions, and or elevating educators in your district show the most disparities and where do they show the least?



District Discussion

- Which area in your district shows the most inequities?



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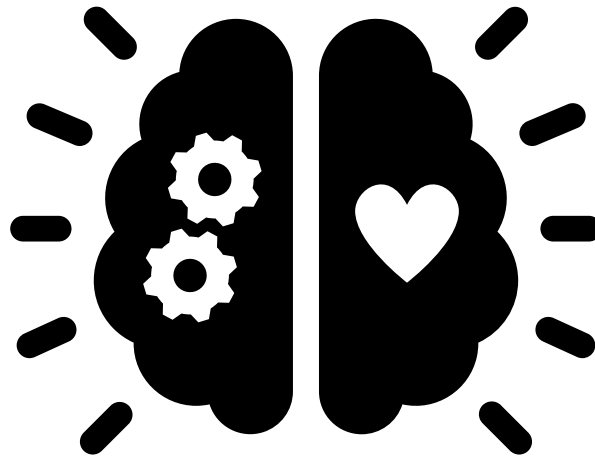
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District Discussion

- Which area in your district shows the most equity?



Equity is hard work!



Strategies to Share EJC Data and Forming Your Team



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Data To Emphasize

Identify successes

What equity elements show your district is making progress?

Identify challenges

What equity elements in your district are a challenge to advance?



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Data To Emphasize

Identify successes

In which equity elements is your district making progress?

Data To Emphasize

Identify challenges

What equity elements in
your district are a
challenge to advance?



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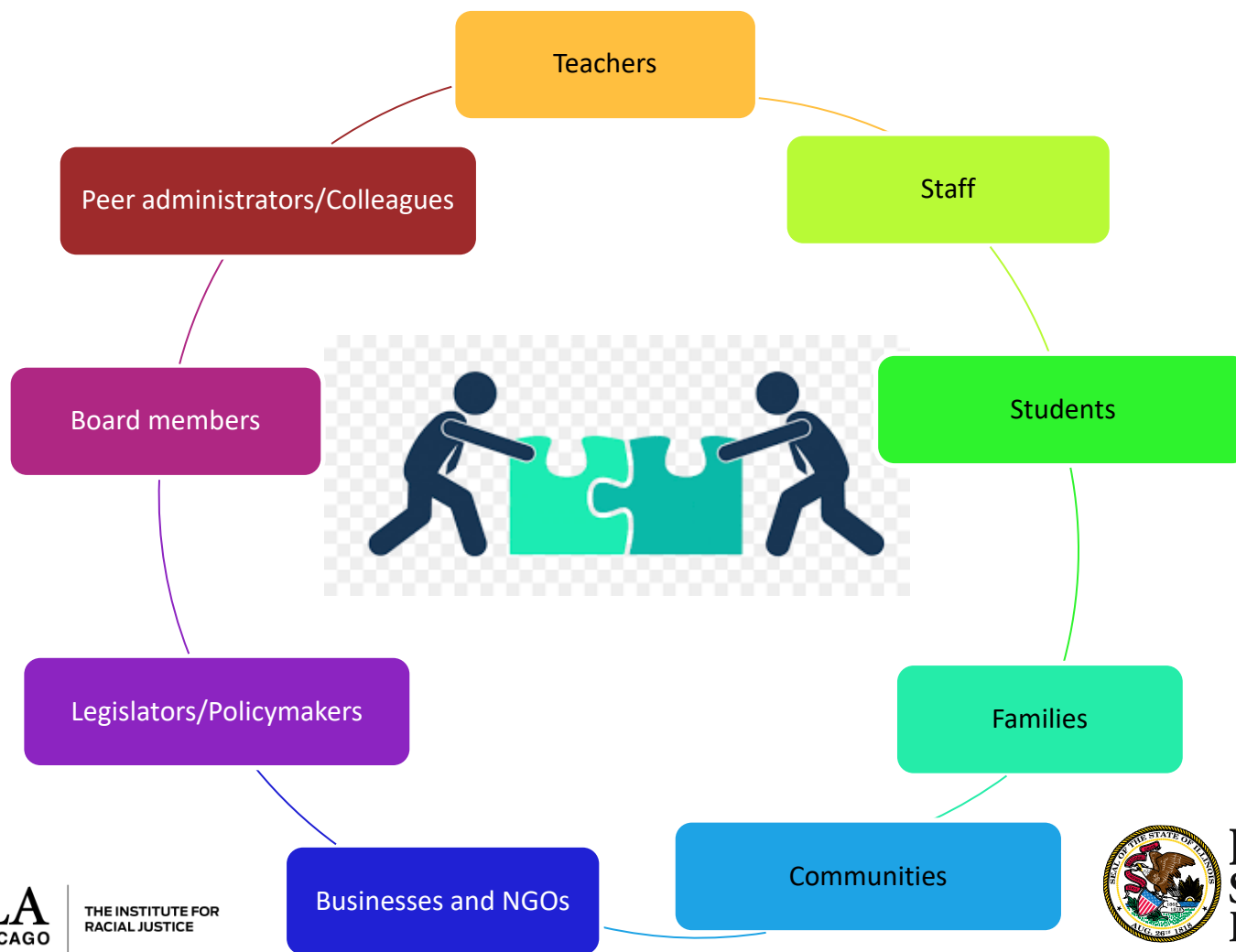
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Forming Your Team

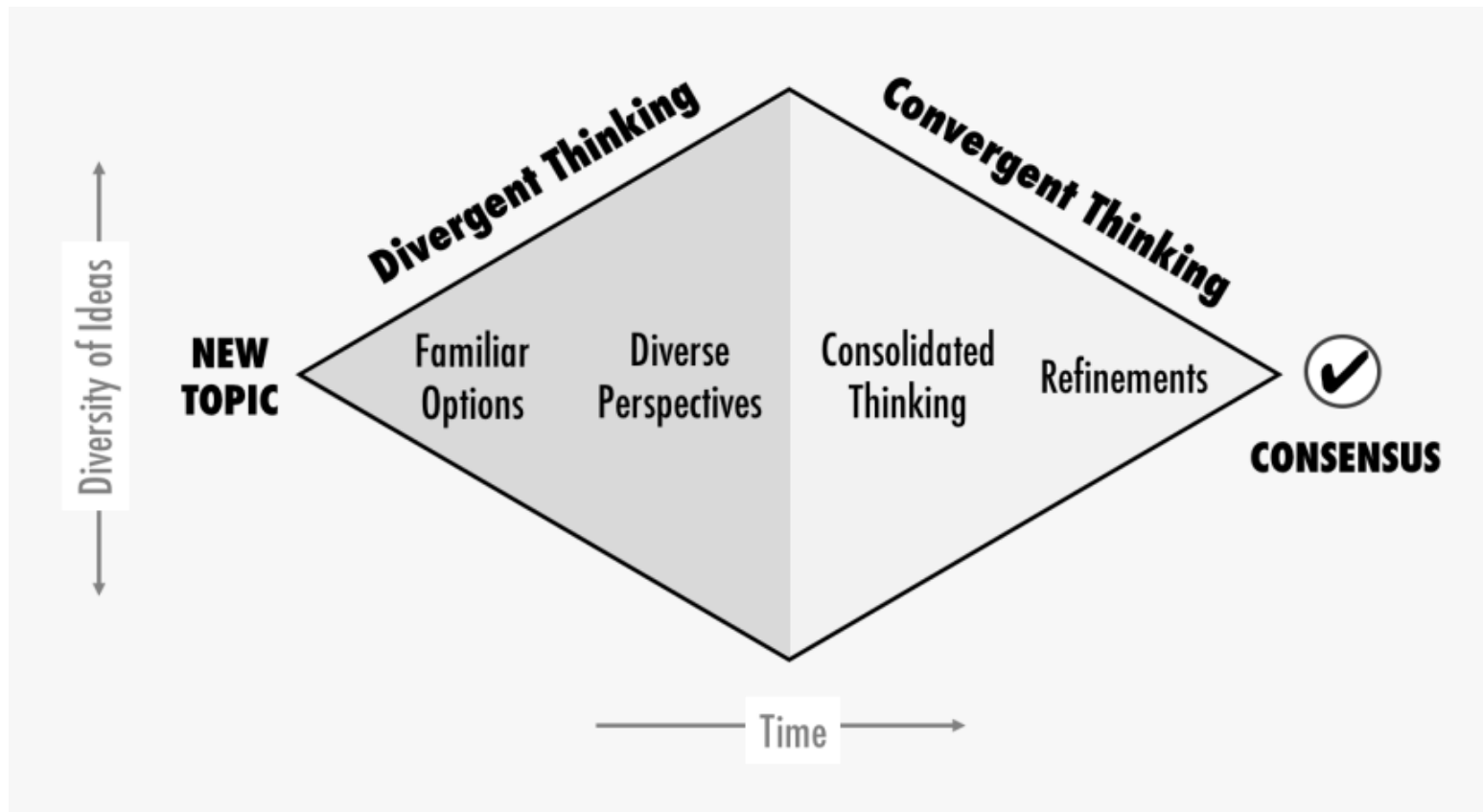
- Everyone serves as a vehicle for equity across the organization
 - Makes you accountable for implementation
 - Provides you with feedback
 - Helps you train others on equity work
- Diverse team
 - Helps identify and revise inequitable policies
 - Helps set up a culture of inclusivity



Forming Your Team



Participatory Decision-Making



Team Guidelines

- **Prepare to make mistakes**
 - Remember you are learning and developing too!
 - Everyone is in their own equity journey
 - Mistakes will happen, how you handle them will let others know your commitment to equity
- **Keep lines of communication open**
 - Use inclusive language
 - Do not use catch-all phrases to describe people
 - Normalize the use of personal pronouns
 - Avoid tokenism
 - Amplify voices and representation



Communicating Equity Data

- **Authenticity**
 - Demonstrate your commitment and communicate genuinely
 - Engage in staff story-telling and allow the team to explore their vision around equity
- **Move away from your comfort zone**
 - Create a culture of sharing and appreciation of new voices
 - Take in, reflect, and develop your perspective on equity
 - Change perspective if that seems like the right thing to do
- **Set the tone**
 - This work is a process.
 - It's never “done”. It's always improving.



Case Study Discussion

Exploring Cultural Proficiency: A Case Study of a Culturally and Linguistically Diverse Middle School in a Predominantly White School District

Context

Northup Middle school is a Title I school with a culturally and linguistically diverse population in Nebraska. The school has one of the highest percentages of minority students within a predominantly white school district. More than 90% of the teachers and staff at the school are white.

Who do you see as stakeholders?

How would you as a district leader start to engage the school community in conversations around equity?



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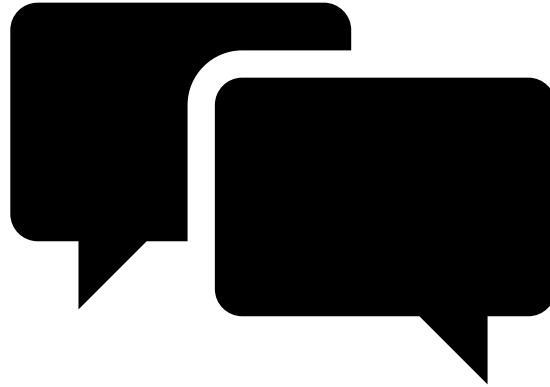
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Equitable Practices

- Identify definitions of equity, inclusivity, and cultural proficiency.
 - Bring all the voices to the table to create the definitions
 - Concentrate on using accessible ideas
 - Keep definitions explicit to avoid confusion.
- Take a community (not a top-down) approach to critique, revise, and create practices from these definitions
 - Teachers will need time and tools to critically reflect on their lessons, values, and beliefs.



Equity Discussion



What are the challenges to equity in your district?
What equitable practices can you use to address those challenges?



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Equity Discussion

What are the challenges to equity in your district?



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Equity Discussion

What equitable practices can you use to address those challenges?



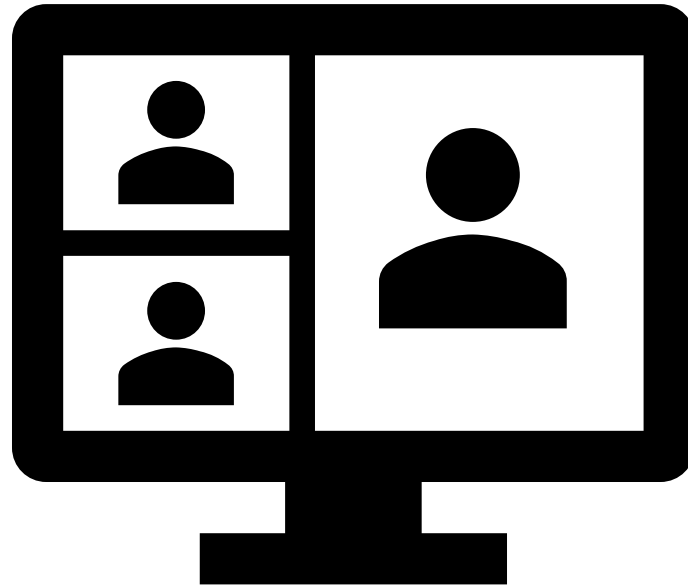
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Open Forum



Next Steps

- Summer workshops – TBD
- Form your team
- Review your data
- Reach out with questions: equity@isbe.net



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THANK YOU

We appreciate you allowing us
to be a part of your equity
journey!



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