

Illinois State Board of Education

Equity Journey Continuum

Helping you discover, understand,
and improve your district's story



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Equity Statement

Illinois has an urgent and collective responsibility to achieve educational equity by ensuring that all policies, programs, and practices affirm the strengths that each and every child brings within their diverse backgrounds and life experiences, and by delivering the comprehensive supports, programs, and educational opportunities they need to succeed.



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Why focus on equity?

Because the **data** shows us that in our Illinois education system...

Low-income students are **underrepresented** in Advanced Placement and gifted/talented.

English Learners **score below** their peers in math and reading proficiency.

Students of color are **more often** suspended.

Students with IEPs are **more often** chronically absent.



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Equity Goal — External

An Equity Journey Continuum will be used to publicly indicate where each Illinois school district is on its equity journey.

An Equity Journey Continuum tool will be researched, developed, and incorporated into each district's public Report Card by the 2022 reporting year.



Equity Journey Continuum Goal

Develop a tool to help school districts improve outcomes for students by increasing access to the educational opportunities, quality programs, supports, and resources needed for success.

Identify data that reflect access to opportunities and supports.

Inform a process of system- and culture-level change.

Connect districts to resources to increase equity for low-performing student groups.



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Research and References

To create a tool for Illinois, we reviewed similar projects and initiatives developed by other states and agencies, including:

Literature

The Education Commission of the States (ECS)

- Building Educational Equity Indicator Systems: A Guidebook for States and School Districts
 - ✓ Identified Equity Indicators ([Guidebook](#))
- Equity and Excellence: ESSA State Report Cards — A State by State Analysis
 - ✓ Provided Equity Indicators ([ESSA Analysis](#))
- ISBE EAWG Survey of Work Group Members

Other states

North Carolina — Racial Equity Report Card

- Snapshot of Racial Disproportionalities
- Academic Achievement
- School Discipline and Court Involvement

Pennsylvania School Boards Association — Pennsylvania Equity Inclusion Toolkit

- Equity System Continuum
- Equity Toolkit
- Equity Lens Approach

Other entities

Pratt Fine Arts Center — Seattle, Washington

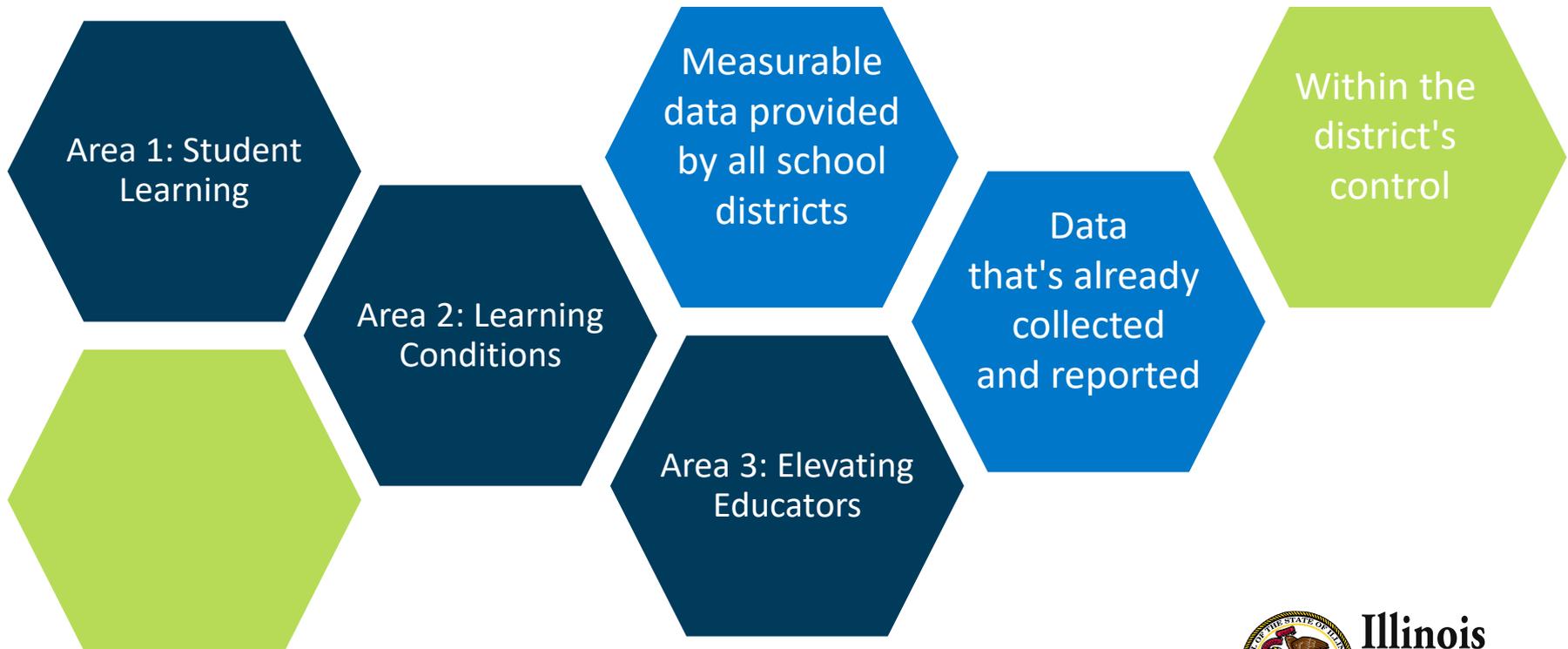
- Pratt Race Equity Continuum For Turning Commitment Into Measurable Results ([Continuum Rubric](#))

Peralta Community College

- Online Equity Rubric (2019)



Building Blocks of the Equity Journey Continuum



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Progress along the continuum

Progress along the continuum will be designated by four steps:



Large gaps
in equity



Moderate gaps
in equity



Small gaps
in equity



Minimal gaps
in equity



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Data Review and Verification Tool (DRVT)



The Equity Journey Continuum Reviewed

Equity is a journey. That journey will look different for each and every district. The Equity Journey Continuum is an informational tool for districts to track their progress toward closing gaps in student achievement, opportunities, and supports. Through the lens of equity, the tool analyzes a continuum of district-level data points already collected and reported to ISBE to make that data more useful for improving outcomes for all students.

ISBE developed the tool using national research and examples from other states and refined the tool through a pilot with districts across Illinois. The equity elements included in the continuum are consistent statewide, measurable, and within each district's control. These data points illustrate a district's current progress in its equity journey — from Step 1 (large gaps) to Step 4 (minimal gaps) — in the three areas of ISBE's strategic plan: student learning, learning conditions, and elevating educators. [The Equity Journey Continuum Rubric](#) provides additional detail about the data elements.

The 2022 Illinois Report Card will publicly display a very high-level view of the Equity Journey Continuum: only the district's location along the continuum for each of the three areas of the strategic plan. School districts themselves will have access to the full spectrum of data and analysis, which you can preview below.

The 2022 Equity Journey Continuum uses data from the 2018-19 school year (2020-21 school year data for site-based expenditures) as there were disruptions in data due to the COVID-19 pandemic during the 2019-20 and 2020-21 school years. This data is used to place districts along the steps of the continuum.

The Equity Journey Continuum assists districts and their communities to make informed decisions about their district's equity strengths, opportunities for growth, access and supports, and to speak effectively about where to invest their equity efforts and resources to ensure students from all backgrounds can achieve high standards as districts move forward in their unique equity journey.

Learn more at www.isbe.net/equity. Ask questions by emailing equity@isbe.net.

For additional supporting information regarding the Equity Journey Continuum, please see:

- [Glossary of Terms](#)
- [Business Rules in Determination of District Step Scores](#)
- [Business Rules in Determination of Composite Step Scores](#)

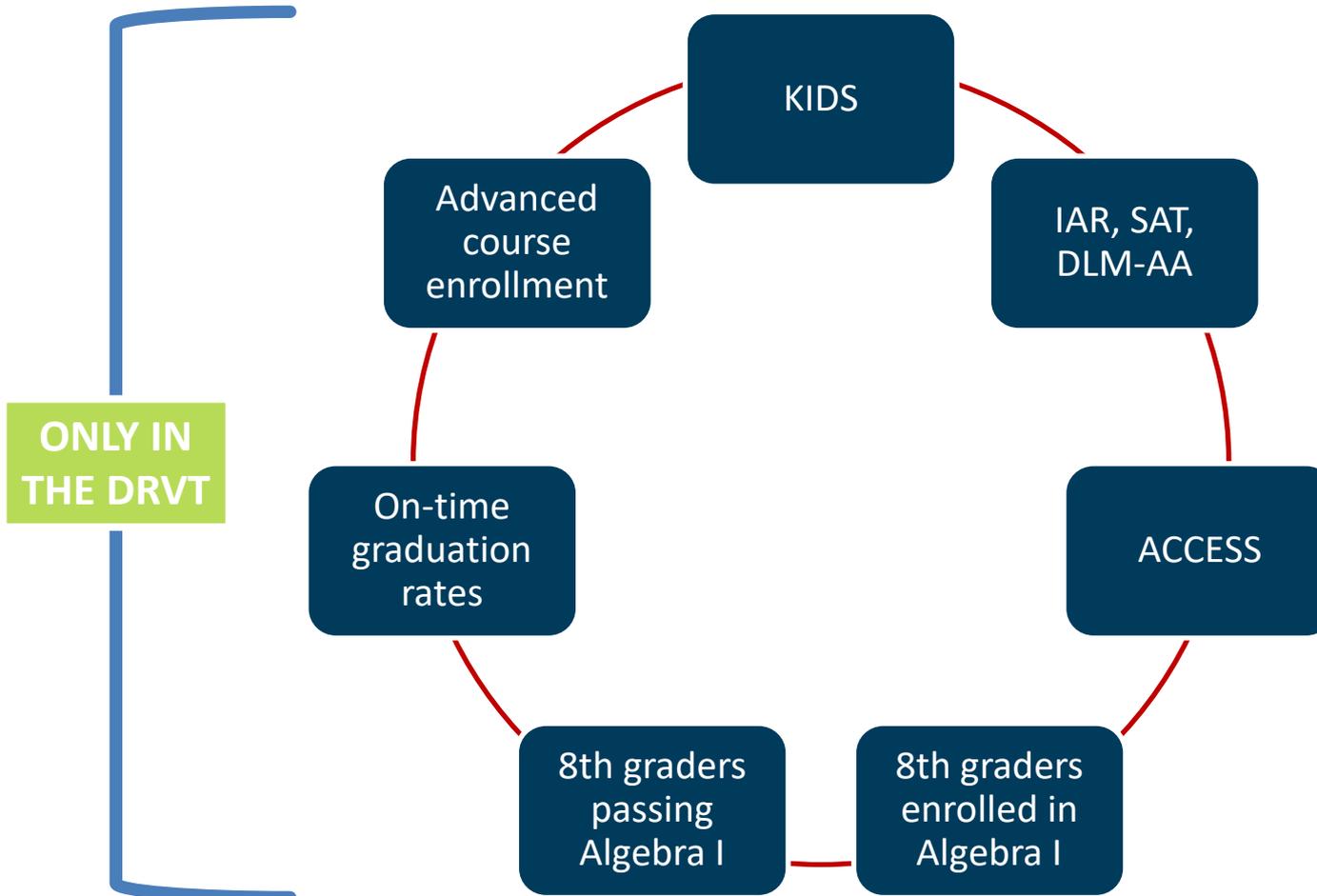
			STEP 1. Large gaps (minimal equity elements). Little opportunity and access for equitable practices, structures, policies.	STEP 2. Moderate gaps (limited equity elements). Occasional opportunity and access for equitable practices, structures, policies and programming.	STEP 3. Small gaps (emerging equity elements). Strategic policies, practices likely include equity as part of culture and systems change.	STEP 4. Advanced gaps (solidifying foundation and equity). Structures, policies, practices can be expected to include equity as part of culture and systems change.	N/A. Assessment not taken.
STUDENT LEARNING	Equity Elements	Data Elements		2.92			
LEARNING CONDITIONS	Equity Elements	Data Elements		2.56			
ELEVATING EDUCATORS	Equity Elements	Data Elements				2.97	
	Educator Demographics	Educator and Student					Restricted state
	Administration and Leadership Demographics	Administrator and Student					Restricted state
	Teacher	Teacher				4.5	
	Access to Effective Teaching, Teacher Effectiveness	Experience/Education and Student					
		Teacher Evaluation and Student				4.0	
		Teacher Out of Field and Student				4.0	



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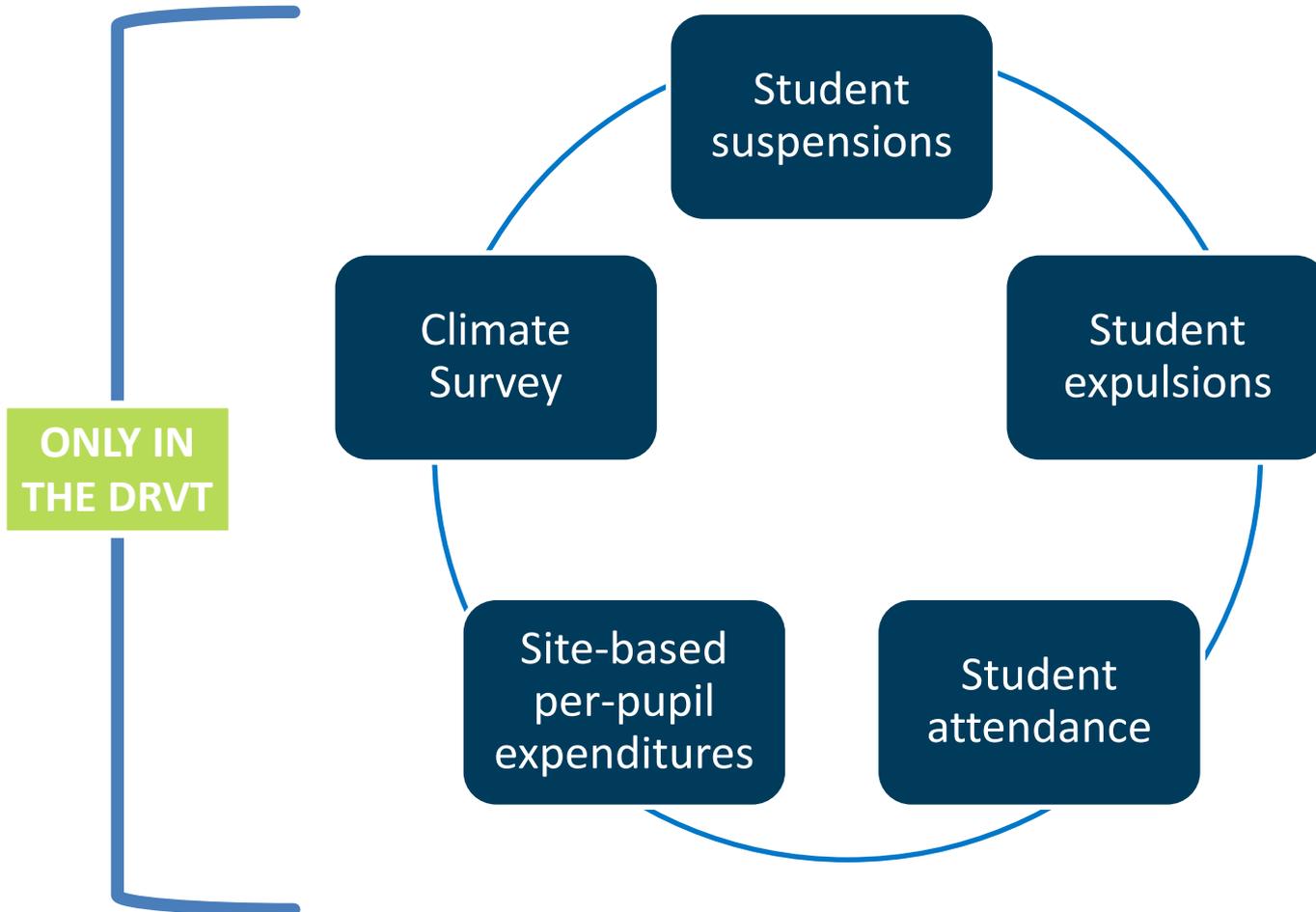


Focus area 1: Student Learning



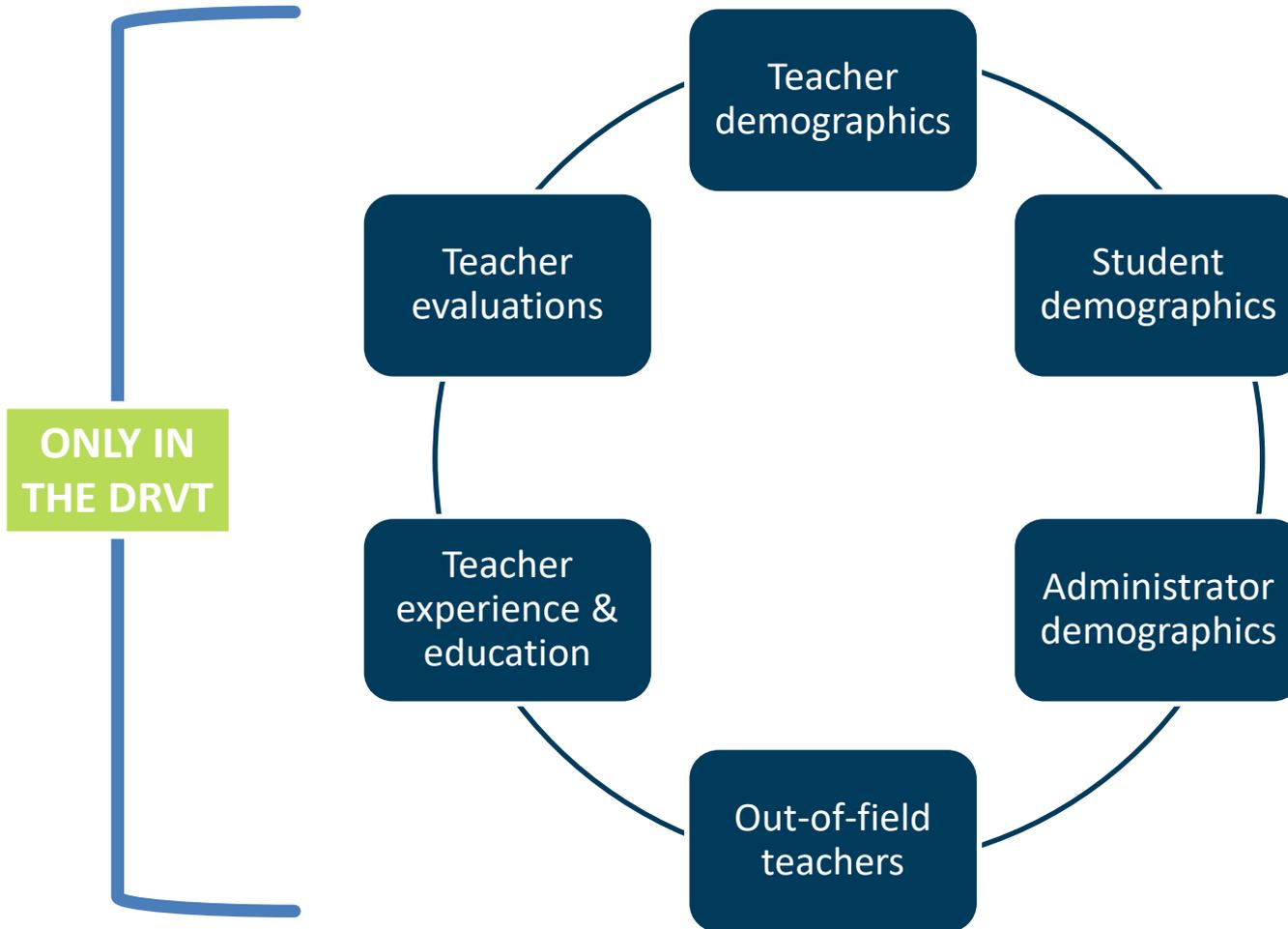


Focus area 2: Learning Conditions





Focus area 3: Elevating Educators



Equity Journey Continuum Next Steps

2020-2021

- Adopted as part of Strategic Plan
- Research and development
- Stakeholder engagement via pilot with diverse districts from across the state

2021-2022

- Finalized business rules
- Full stakeholder engagement
- Incorporate feedback into continuum rubric
- Districts preview data February 2022

October 2022

- Visible on Report Card. District report card will display step level in each of three broad areas on the continuum rubric.



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Equity Journey Continuum Fact Sheets

INTRODUCING THE EQUITY JOURNEY CONTINUUM

The Equity Journey Continuum is an informational tool to help districts review their data through the lens of equity. It is a collaborative effort between the Illinois State Board of Education (ISBE) and the Illinois State Board of Education (ISBE) to ensure that all students have access to high-quality educational opportunities. The Equity Journey Continuum is a collaborative effort between the Illinois State Board of Education (ISBE) and the Illinois State Board of Education (ISBE) to ensure that all students have access to high-quality educational opportunities.

October 2022

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EQUITY JOURNEY CONTINUUM DATA ELEMENTS

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DATA ELEMENTS

- Student Learning**
- Learning Experiences**
- Engaging Educators**

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EQUITY JOURNEY CONTINUUM THE FOUR STEPS

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STEPS TO THE CONTINUUM

1. Intentionality
2. Data-Driven Decision Making
3. Equity in Practice
4. Equity in Results

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EQUITY JOURNEY CONTINUUM HOW TO USE

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EXAMPLE EQUITY NARRATIVE

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EQUITY JOURNEY CONTINUUM How to Craft Your Equity Journey Narrative

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JUST ONE TO CONSIDER: YOU REVIEW YOUR DISTRICT'S CONTINUUM

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Introduction

Data Elements

Four Steps

How to Use

Your Narrative

Additional resources:
isbe.net/equity
equity@isbe.net

Only available to districts through the Data Review and Verification Tool (DRVT):

- Rubric
- Glossary
- Business Rules (coming soon)



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Questions?



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Thank you



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