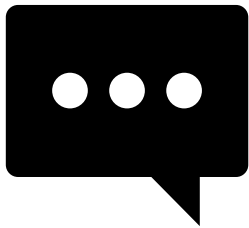


Equity Journey Continuum: Sharing EJC data with your Administrative team

Housekeeping



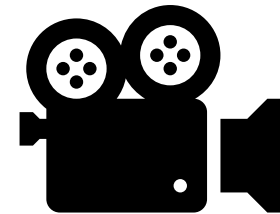
Questions welcome!

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



District interaction

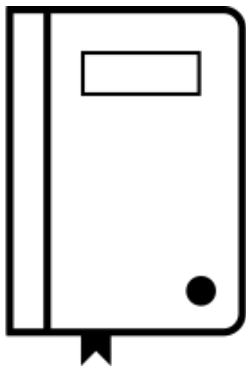
Ability for districts to
respond to various
prompts via
mentimeter



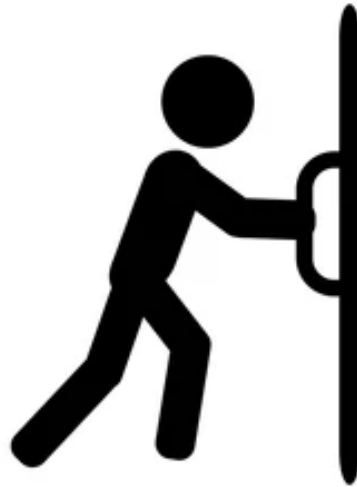
Recording the meeting

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

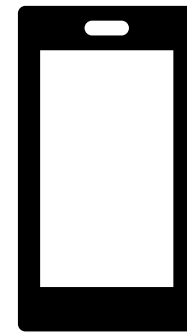
Readying



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.



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?
- [mentimeter slide 1]



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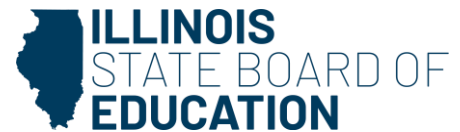
Working Together For Equity

- How many schools are in your district?
- [mentimeter slide 2]



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Working Together For Equity

- How many tutorials did you attend (or view recordings of) this spring?
- [mentimeter slide 3]



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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

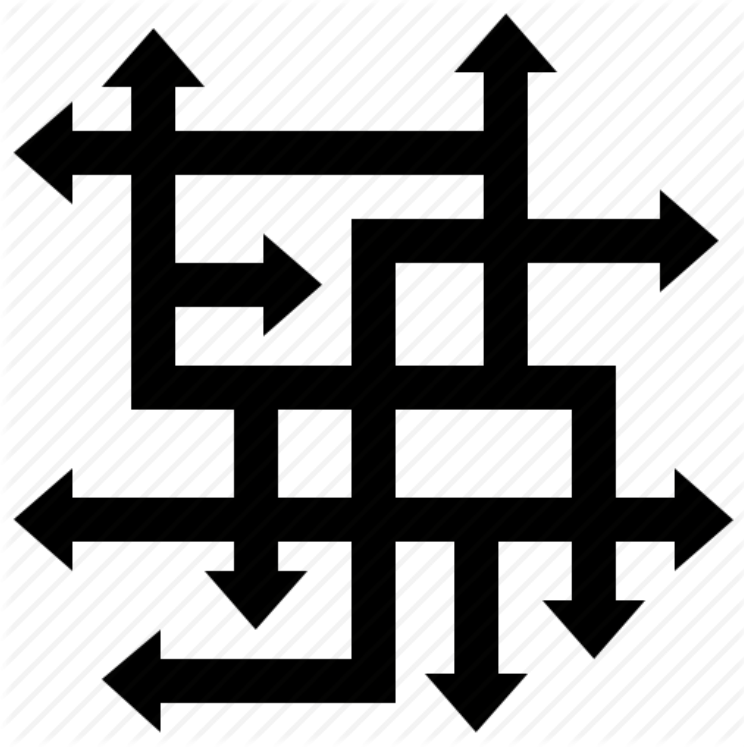


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Working Together For Equity



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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			3.16		
LEARNING CONDITIONS	➔	Equity Elements		2.97			
ELEVATING EDUCATORS	➔	Equity 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?



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District Discussion

- Which area in your district shows the most inequities?
- [mentimeter slide 4]



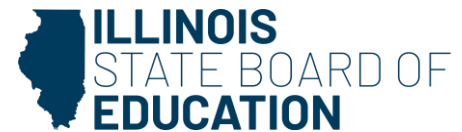
District Discussion

- Which area in your district shows the most equity?
- [mentimeter slide 5]

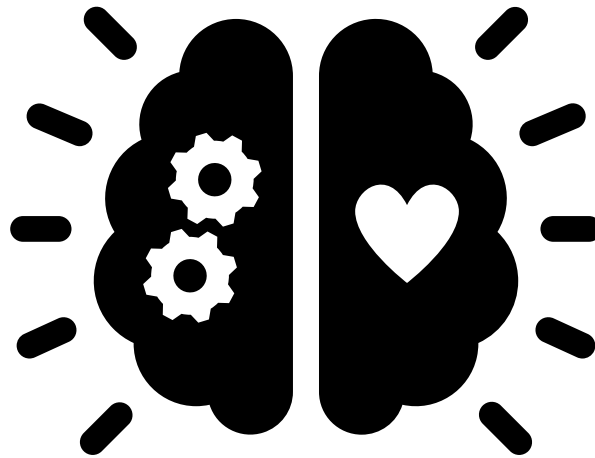


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Equity is hard work!

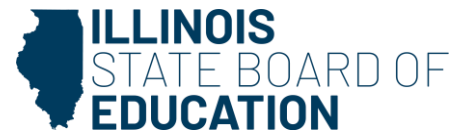


Strategies to Share EJC Data and Forming Your Team



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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?

Data To Emphasize

Identify successes

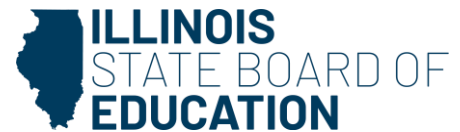
In which equity
elements is your
district making
progress?

[mentimeter slide 6]



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Data To Emphasize

Identify challenges

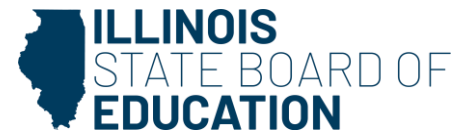
What equity elements in
your district are a
challenge to advance?

[mentimeter slide 7]



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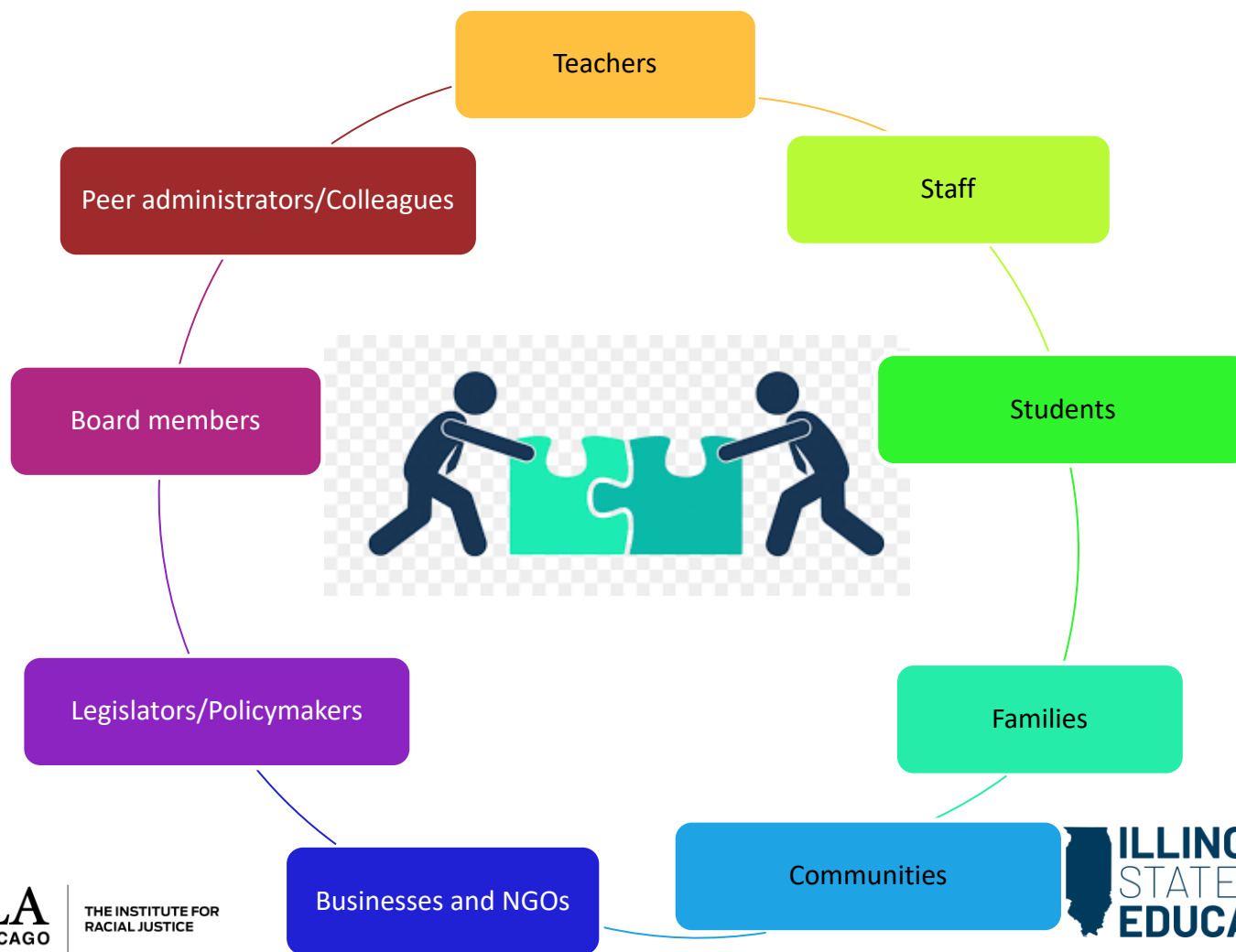


Forming Your Team

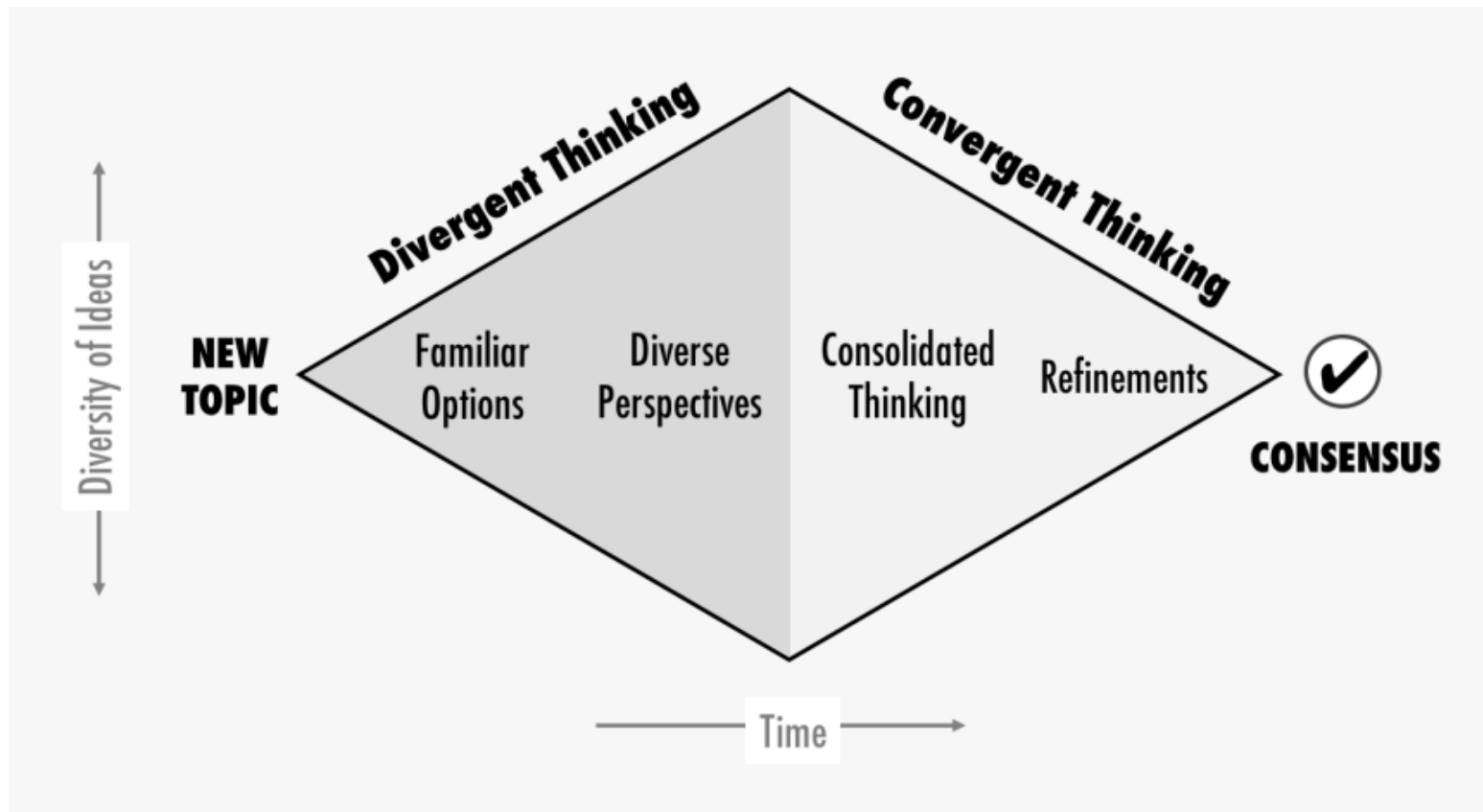
- Everyone serves as a vehicle for equity across the organization
 - Makes you accountable for implementation
 - Provides you with feedback
 - Helps you train others on equity work
- Diverse team
 - Helps identify and revise inequitable policies
 - Helps set up a culture of inclusivity



Forming Your Team

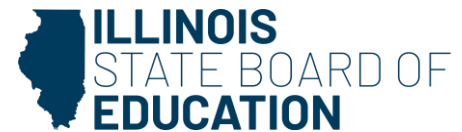


Participatory Decision-Making



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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.

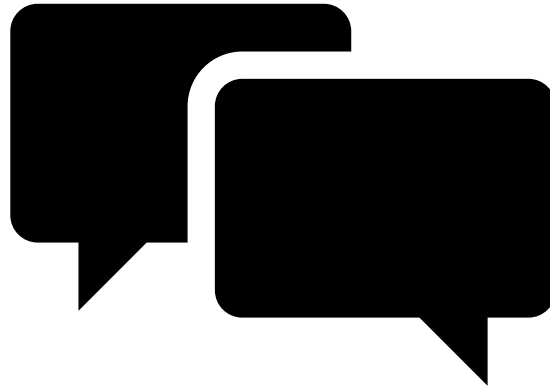
Who do you see as stakeholders?

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

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?

Equity Discussion

What are the challenges to equity in your district?
[mentimeter slide 8]



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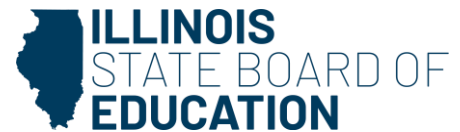
Equity Discussion

What equitable practices can you use to address those challenges? [mentimeter slide 9]

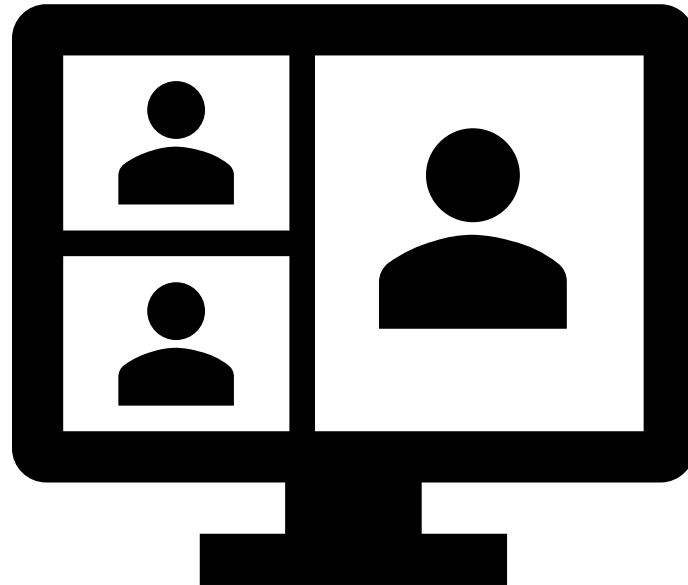


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Open Forum



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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