

INSTITUTE FOR RACIAL JUSTICE

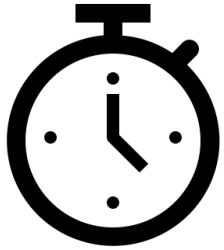
NARRATING THE EQUITY JOURNEY CONTINUUM

September 21, 2022

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HOUSEKEEPING



We will be working together for **two hours** refreshing equity topics and generating narratives that you can use to discuss equity in your district



We will stop for a break



We will have a great time

AGENDA

What does equity mean to you?

The Equity Journey Continuum

Accessing data: The DRVT

Tell the district's story

Remember – it's a process...

SESSION GOALS

- **Explore Equity:**
What is it mean to you? How to talk about it?
- **Connecting to the Equity Journey Continuum :**
Literally & figuratively
- **Telling your story :**
Tools & Next steps for the Report Card Narrative

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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WHAT IS EQUITY?

Write two paragraphs describing equity.

- From what vantage point are we experiencing equity?
- What determines personal privilege and how is different from institutional privilege?
- Everyone grew up with different beliefs about people, but where do these beliefs steam from? Are they automatic or can they be flexible?
- What is the difference between stereotypes, prejudices, and discrimination?

WHY EQUITY?

ISBE'S Strategic Plan states:

“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.”

WHY ILLINOIS?

- Data shows us some examples of inequities such as:
 - Low-income students are underrepresented in Advanced Placement and gifted/talented classes.
 - 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.

WHY ILLINOIS NOW?

The ISBE Strategic Plan was in development before the pandemic.



However...

The pandemic exacerbated existing equity gaps and disproportionately impacted already disadvantaged students.

Equity is more important now than ever as we help students recover from the pandemic.

INTRODUCING THE ISBE STRATEGIC GO RESOURCES TO SHARE

PRESENTATIONS & WEBINARS

- February 28, 2022: Equity Journey Continuum
 - Presentation 
 - Webinar 



<https://youtu.be/6Ye4pGs-YKY>

The Equity Journey Continuum

PUBLIC INFORMATION ON THE REPORT CARD

Three Areas



Student Learning



Learning Conditions



Elevating Educators

Four Steps



WHAT WILL THE COMMUNITY SEE?

This is what it will look like on the report card

Educator Preview 2021-2022

SAMPLE SD 1 / Equity Journey Continuum

SAMPLE SD 1 Custom Report Card Builder

Equity Journey Continuum

DISTRICT EQUITY NARRATIVE

This is an example of the Equity Journey Continuum narrative that was entered in the Principal Entry Form, and where it will be displayed within Educator Preview. This will be the same location this will also be displayed on the Illinois Report Card.

The steps along the continuum represent the measurement of equity in students' access to opportunities, practices, policies, and programming, as represented by the district-level data.

State Goals	Step 1. Large gaps	Step 2. Moderate gaps	Step 3. Small gaps	Step 4. Minimal gaps
STUDENT LEARNING	[Progress bar from Step 1 to Step 2]			
LEARNING CONDITIONS	[Progress bar from Step 3 to Step 4]			
ELEVATING EDUCATORS	[Progress bar from Step 3 to Step 4]			

This is what we are working on today

Accessing data: The DRVT










LOOKING AT YOUR DATA

- Open up the DRVT and find your district or a district in your ROE
- **Work with a neighbor:**
 - What do you observe?
 - For each of the three areas:
 - Strengths
 - Areas for improvement
 - Differences between the three areas
 - Patterns among the three areas
- **Share-out at your table**
 - Similarities? Differences?

RESOURCES TO SHARE






PROFESSIONAL DEVELOPMENT TUTORIALS

Please join ISBE and the Loyola University Chicago Institute for Racial Justice for the five professional development sessions to help school district administrators and educators understand and use the Equity Journey Continuum to improve outcomes for all students. We understand that you may not be able to join each session, and we will post the recordings and presentations here for your reference.

- Session 1: Interpreting Your Continuum
 - Presentation 
 - Webinar 
- Session 2: Focusing on the Student Learning Area
 - Presentation 
 - Webinar 
- Session 3: Focusing on the Learning Conditions Area
 - Presentation 
 - Webinar 
- Session 4: Focusing on the Elevating Educators Area
 - Presentation 
 - Webinar 
- Session 5: Sharing the EJC with your Administrative Team
 - Presentation 

◦ Webinar 
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FACT SHEETS

- Introducing the Equity Journey Continuum 
- Data Elements on the Equity Journey Continuum  *(Updated 02/18/2022)*
- Four Steps Along the Equity Journey Continuum 
- How to Use the Equity Journey Continuum 
- How to Craft Your Equity Journey Narrative 

<https://www.isbe.net/equity>

STRETCH BREAK



Tell the district's story



IMAGINE THE STORY

- A. What's the purpose?
- B. Why is it important?
- C. How does it sound to others?
- D. How does it get translated into practice?
- E. What does this look like in relation to the other information on the report card?
- F. What other documents can I pull information?
- G. How does this complement my district improvement plan?
- H. ...what else?...

INVOLVE OTHER

- You're not in this alone
- Involving others is a way to:
 - Practice equity
 - Improve uptake
- Who to involve?
 - How:
 - When:
 - Why it's important:
- What are other ways you can involve others?



WRITE THE STORY



Give your personal narrative
a clear purpose
(who are you centering)



Set your context and
audience



Make your plan for
writing



Show, Don't Tell
(highlight an example)



Organize your
thoughts
(brainstorming)

1. Facts about your district

Use facts that will appear on the report card

2. Your personal story

3. District's story

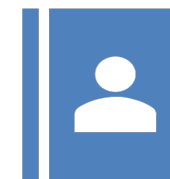
Use the DRVT indicators to explain the story
Include community's views (parents, teachers,
students, etc.)

4. Strengths

5. Areas of improvement

6. Goals

Related to the improvement plan
Related to the report card information



Make Your Conclusion
(strengths and areas
of Improvement)

REVISE FOR REPORT CARD VIEW

What comes first?

Educator Preview 2021-2022

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SAMPLE SD 1 Custom Report Card Builder

Equity Journey Continuum

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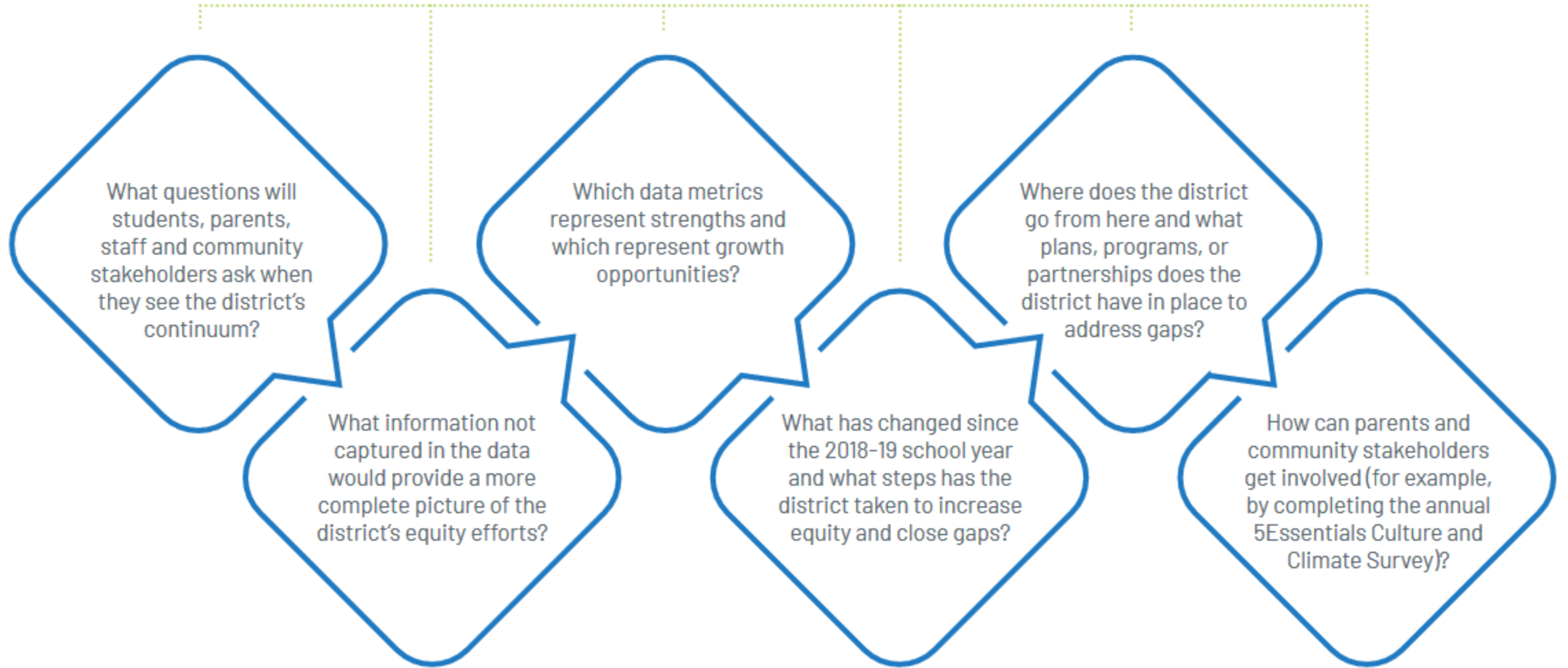
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STUDENT LEARNING	[Progress indicator: A horizontal line with a dot positioned in the Step 1/Step 2 boundary]			
LEARNING CONDITIONS	[Progress indicator: A horizontal line with a dot positioned in the Step 3/Step 4 boundary]			
ELEVATING EDUCATORS	[Progress indicator: A horizontal line with a dot positioned in the Step 4/Step 5 boundary]			



SHARE

**Take the time to share out
with the group your ideas**

QUESTIONS TO CONSIDER AS YOU REVIEW YOUR DISTRICT'S CONTINUUM





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Remember – it's a process...

THANK YOU

Download these slides



Please share your thoughts about this workshop by completing this quick [survey](#)...thank you!

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Preparing people to lead extraordinary lives