

Equity Analysis Tool

Queets-Clearwater School District

The purpose of this tool is to engage everyone involved in the Queets-Clearwater School to learn, think, and address how equity affects choices in instruction, programming, staffing, funding, and policy. All members of the Queets-Clearwater School Community should use to improve equity awareness through all of our activities and choices. We encourage the application of this tool in any decisions that affect students, staff, and families of the Queets-Clearwater School.

The Equity Analysis Tool lays out a clear process and a set of questions to guide the development, implementation and evaluation of significant policies, initiatives, professional development, programs, instructional practices, and budget issues to address the impacts on equity.

STEP 1: Before a Decision: Set Outcomes, Identify and Engage Stakeholders

1. Who is involved in making a decision? Who is at the table right now making this decision? What does our school define as equitable outcomes related to this issue?
2. How will leadership communicate key outcomes to stakeholders for equity to guide analysis? What dimensions of diversity are represented here (race, gender, class, gender identity, special needs, etc.)? Who is not?
3. How will leadership identify and engage stakeholders: potentially affected by this decision? Based on our group membership, what ~~are~~ biases do we bring to the table?

STEP 2: What is the data? What does the data tell us?

1. How will you collect specific information about the school, program, and community conditions to help determine if this decision creates inequities, that will increase the opportunity gap?
2. What measurement tools and measures do we need to determine the impacts of our decision? Are there data gaps? What additional data would be helpful in analyzing the proposal?

3. Are there negative impacts for specific student demographic groups?

STEP 3: How have communities been engaged?

1. Who are the most affected community members who are concerned with or have experience related to this proposal? How have you involved these community members in development of this proposal?
2. What has your engagement process told you about the burdens or benefits for different groups?

STEP 4: Who benefits from or will be burdened by your proposal? What are your strategies for advancing equity OR mitigating unintended consequences?

1. Given what you have learned from the data and stakeholder involvement, how will the proposal increase or decrease equity?
2. What are potential unintended consequences (positive and negative)? What are the ways in which your proposal could be modified to enhance positive impacts or reduce negative impacts?
3. How will you collaborate with stakeholders for long-term positive change?

STEP 5: What is your plan for implementation?

1. Describe plan for implementation
2. Is the plan: realistic, adequately funded, adequately resourced if not, what resources and action are needed?

STEP 6: How will you ensure accountability, communicate, and evaluate results?

1. How will impacts be documented and evaluated?
2. What are your messages and communication strategies that will help advance equity? Did we succeed in advancing equity?
3. How will you continue to partner and deepen relationships with communities to make sure your work to advance equity is working and sustainable.

Next STEPs