

A decorative graphic featuring various colored circles (teal, blue, green, yellow, orange, pink) and dashed lines of different colors (teal, yellow, green) arranged in a circular pattern around the text.

Equity Audits: Leadership Tools for Learning and Transformation

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Overview

- ⦿ Introduction to equity audits
- ⦿ Data collection
- ⦿ Data analysis
- ⦿ Analyze an example
- ⦿ Implications
- ⦿ Next steps
- ⦿ Conclusion

What are equity audits?

Equity audits are used to identify opportunity gaps that exist within districts and schools.

These audits assess various situations by disaggregating data by subgroups and looking for disproportionate relationships.

Equity audits go beyond ESSA.

Example

An inequity would exist if a district found that only 5% of students enrolled in AP classes are economically disadvantaged, while 40% of the entire student population is economically disadvantaged.



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Why conduct equity audits?

Once these opportunity gaps are identified, districts can work to understand the inequities and develop plans to address them.

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What types of data are collected?

It is common for data related to race/ethnicity, gender, disability status, English language ability, and socioeconomic status to be collected and analyzed for disparities in opportunities, resource distribution, discipline, and/or performance outcomes.

However, this is not the only data we should be looking at!

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What else can we look at?

Take a minute to think about other types of data we could look at to analyze and use to guide decision-making.

What else can we look at?

- ⊙ Internet access
- ⊙ Building structure (K-2? K-4? K-5?)
- ⊙ Scheduling (block? periods? subject times)
- ⊙ Course tracking/enrollment
- ⊙ RTI/AIS processes
- ⊙ Census data
- ⊙ Education of parents
- ⊙ Distribution of teachers
- ⊙ Class size
- ⊙ Student voice

How can we collect this data?

- ◎ State-reporting sites
- ◎ Publicly shared data
- ◎ School/district documents
- ◎ Surveys
- ◎ Interviews
- ◎ Observations

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Example Equity Audit Template

What do these data tell us?

- ◎ Equity audits are used to reveal disparities among groups.

Analyze an Example

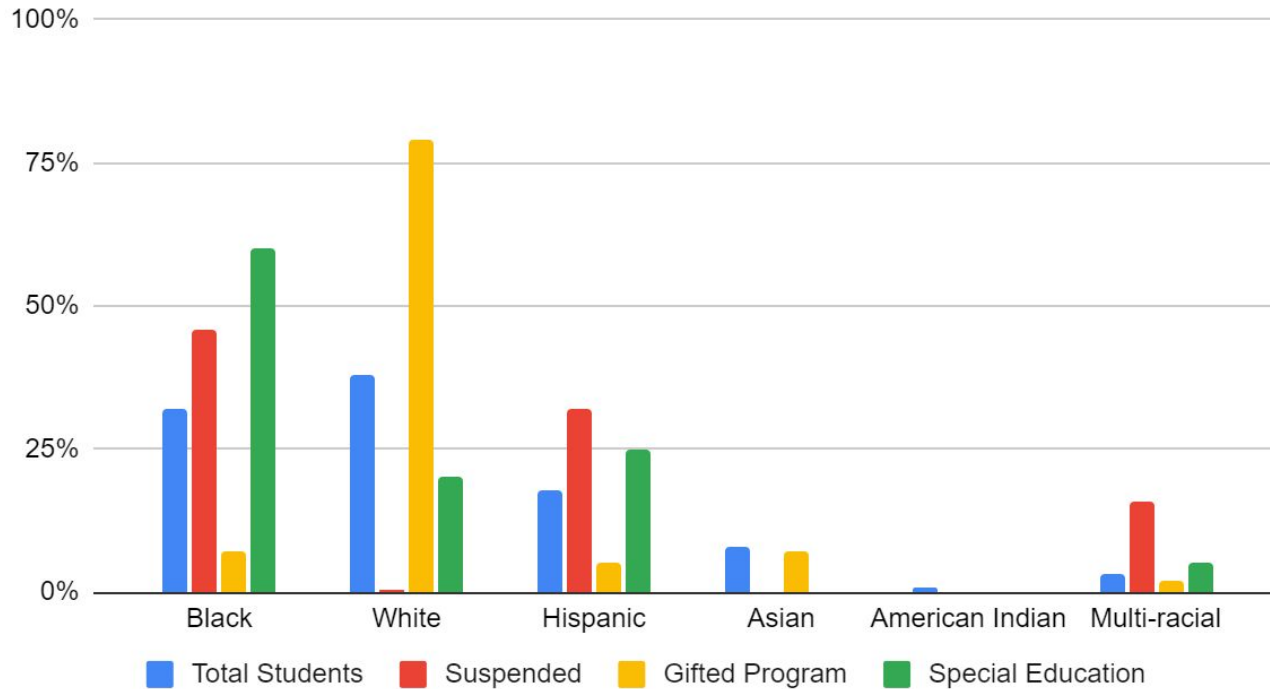
Discipline and Program Enrollment Data							
	Total	Black	White	Hispanic	Asian	American Indian	Multi-racial
Total Students	729	32%	38%	18%	8%	1%	3%
Suspended	102	46%	0.5%	32%	0%	0%	16%
Gifted Program	58	7%	79%	5%	7%	0%	2%
Special Education	131	60%	20%	25%	0%	0%	5%

Analyze an Example

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Analyze an Example

Discipline and Program Enrollment Data




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Implications

It is the moral obligation of educational leaders to address equity issues within their schools and districts.

This is articulated throughout the Professional Standards for Educational Leaders (PSEL).

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Where do we
go from here?

The Process

1. Bring together stakeholders
2. Gather the data and present it to the group
3. Openly discuss the data and the equity gaps revealed
4. Develop solutions
5. Implement solutions and monitor results

Conclusions

- ◎ Equity audits are useful tools in identifying opportunity gaps.
- ◎ A wide range of data can be collected and analyzed.
- ◎ These data are then used to guide decision-making and transform schools into more equitable learning environments.



Thank you!

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