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# Let Data Inform Your Equity Initiatives

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# About Me

Title: Data Evangelist

Work Experience

- Computational Fluid Dynamics
- Magazine Publishing
- Student Data Aficionado

Current BOE Member

- Just started my 4<sup>th</sup>, three-year term

# Agenda

- ✓ Review of “Equity”
- ✓ The role of data in equity initiatives
- ✓ Analysis and Examples
- ✓ Closing thoughts

# Bad Joke Break #1

What did 0 say to 8 when they saw each other at the party?

Hey, nice belt!

Everyone knows that 6 was afraid of 7 because 7 8 9, but why did 7 do it?

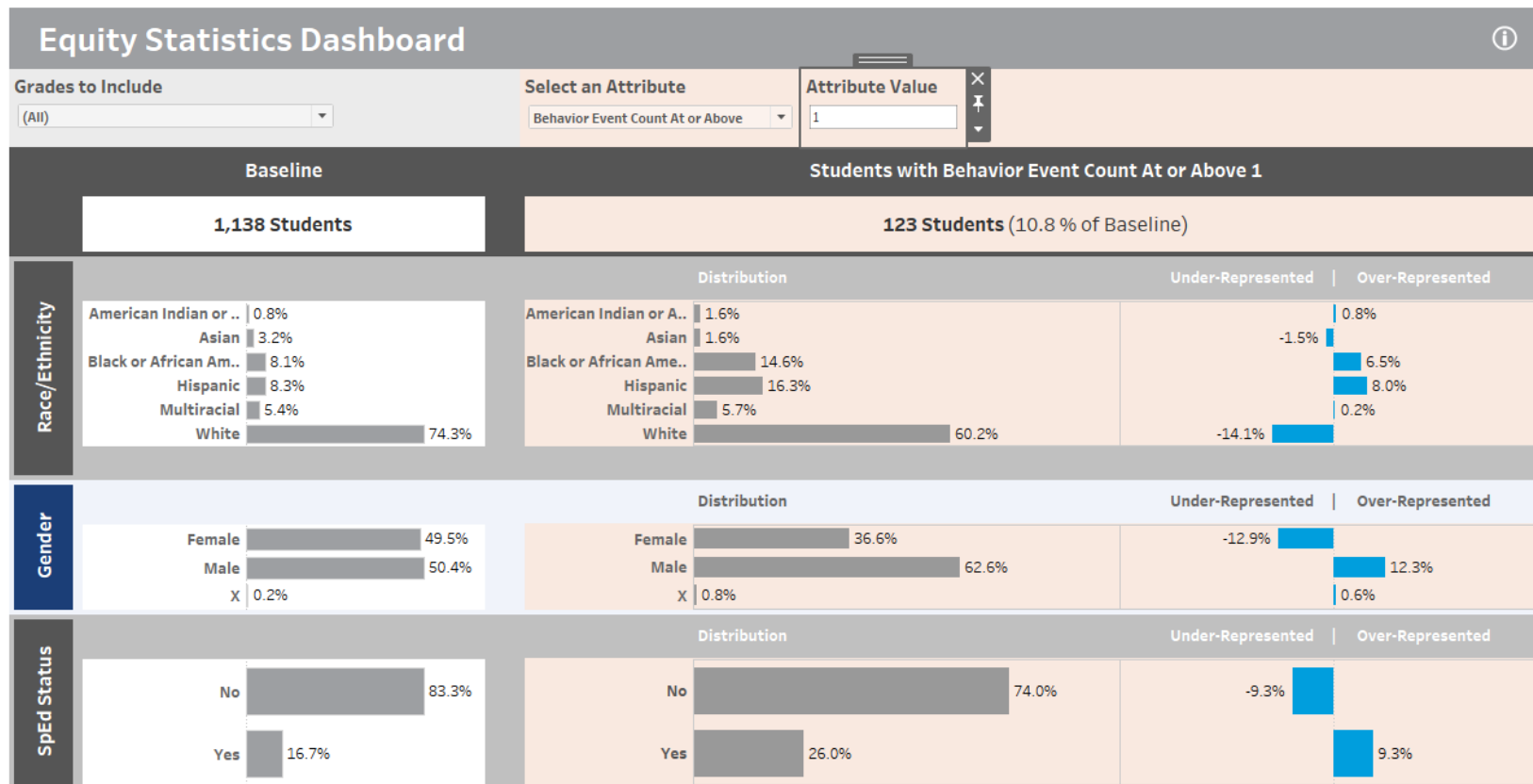
It's doctor said it needed 3 squared meals a day.

# A Review of Equity

- ✓ **Equity** – the quality of being fair or impartial
- ✓ In education we strive for equity by pursuing the ideal that all students have access to the same opportunities in educational offerings and outcomes
- ✓ Equity in offerings precedes equity in outcomes
- ✓ Equity Statistics are just one tool to help a district assess and address this important concept

# Proportional Representation

- Does the cohort of students with a given common attribute reflect that of the general population?



# The Role of Data

- ✔ Data is good at describing situations
- ✔ It may not directly tell you how things got to look the way they do
- ✔ The issue of “equity” that we are all pursuing is bigger than just looking at the data
- ✔ Equity statistics are just one tool to help a district assess and address this important concept



# The Role of Data in Equity Analytics

- ✓ Too many people say
  - ✓ “Just give me a dashboard”
  - ✓ “Just give me an Excel file”
- ✓ The data analyzed should match problem being studied
  - ✓ As much as possible, it should be organized to answer essential questions efficiently
  - ✓ This mean “Just give me the Excel file” is not always the best approach
  - ✓ View data analytics as a part of the solution, not just a tool
- ✓ Data analytics need to be tailored to each issue
  - ✓ It needs to be flexible

# Bad Joke Break #2

Why did 0 and 2 break up?

Some 1 got between them

Why can't Pinocchio's nose be twelve inches long?

Then it would be a foot.

# An Example to Illustrate

- ✓ A specific demographic subgroup is over-represented when looking at number of behavior referrals
- ✓ The “solution” is not to simply write them up less...one has to dig deeper...ask more pointed questions
  - ✓ Are the referrals coming from specific staff members?
  - ✓ If they are teachers, what is the demographic composition of their students?
  - ✓ Are the referrals coming from a specific school or grade level?
  - ✓ Does the subgroup have an over-representation of other social/emotional indicators?

# Indicators to Consider

- ✓ Attendance
- ✓ Behavior
- ✓ Academic Performance
- ✓ Academic Opportunity
- ✓ Engagement

# Attendance Indicators to Consider

- ✓ Attendance percentage (positive/negative)
- ✓ Percent of absences that are unexcused
- ✓ First period tardies
- ✓ Last period absences

# Behavior Indicators to Consider

- ✓ Event count (generally negative)
- ✓ Events resulting in detention/suspension
- ✓ Do the same events have same consequences for all students?
- ✓ Referrals by staff member/staff role
- ✓ Referrals by time/location

# Bad Joke Break #3

Why did the Star Wars movies come out in the sequence 4, 5, 6, 1, 2, 3?

Because, in charge of sequence, Yoda was.

A man walks into a Roman deli and asks for coffees to go, holding up two fingers. How many does he get?

5.

# Academic Performance Indicators to Consider

- ✓ Posted grade levels (positive/negative)
- ✓ Aggregate GPA
- ✓ Count of Course Failures (Unrealized Credits)
- ✓ Performance on state/national assessments
- ✓ NY State Diploma track



# Academic Opportunity Indicators to Consider

- ✓ Enrollment in Advanced/AP courses
- ✓ Number of students sitting for SAT/ACT exams
- ✓ Number of meetings with Guidance Counselors
- ✓ Number of meetings with school psychologist/socialologist

# Engagement Indicators to Consider

- ✓ Extra-curricular participation
  - ✓ Sports teams
  - ✓ Band/Orchestra/Chorus
  - ✓ After school clubs
  - ✓ Community activities
  - ✓ Parent/Student portal logins

# Bad Joke Break #4

When it comes to numbers what are the three kinds of people in the world?

Those who know how to count and those who cannot.

What's the easiest way to make 7 even?

Remove the "s"

In algebra, what's the easiest way to solve all equations?

Multiply both sides by 0

# A Couple Real World Equity Stories

- ✔ 8th Grade Earth Science enrollment
  - ✔ Multiple “criteria” for students to qualify for enrollment
  - ✔ Magically, the same number of students “qualified” each year
  - ✔ Allow borderline students to challenge themselves
    - ✔ Opened an extra section to accommodate more students
    - ✔ Some didn’t make it, but many more did
- ✔ 8th Grade Algebra Regents for all
  - ✔ 3 year plan to get ALL 8th grade students to take 9th grade algebra
  - ✔ Reworked curriculum in grades 5-7
  - ✔ Actually takes 4 years to measure results

# An Example by Extension

- AP course enrollment
  - Need to consider factors that prepare a student for AP coursework
  - Work backwards to find out where specific groups of students are starting to lag
  - Implement changes at that level
    - You may find you need to start modifying instruction in grades 4 or 5 in order to ultimately impact AP course enrollment

# Closing Thoughts

- ✓ Data is nice, but its only part of the solution
- ✓ The “solution” needs to address situations shown by the data
- ✓ This is a very BROAD issue...don't try to tackle it all at once
  - ✓ List known issues
  - ✓ Prioritize them
  - ✓ Address them starting at the top of the priority order
- ✓ Measurable results my be years away

# Final Bad Joke

What do you get when you divide the circumference of a jack-o-lantern by its diameter?

A pumpkin  $\pi$ !

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