

 Equitable Data Use in SEB

DIRECTIONS

The purpose of this tool is to help you identify and address systematic SEB equity gaps, reflect on conditions contributing to disproportionate outcomes, prioritize a high-level improvement area, and commit to one immediate action to ensure students from historically underserved and under-resourced groups and communities have access to and engage in enriching and grade-appropriate learning opportunities each day.

Additional note: Creating and protecting space for conversations about data and equity issues can make people feel vulnerable. This is not a bad thing. Establishing conversation agreements/guidelines helps maintain focus and constructive dialogue.

Example Conversation Agreements/Guidelines

(Adapted from “Courageous conversations about race: A field guide for achieving equity in schools. Corwin Press” Singleton, G. E. [2014]).

- *Maintain Engagement - Be present, maintain emotionally, intellectually, and morally and socially engaged*
- *Move Through Discomfort - Lean into vulnerability, note feelings and emotions, identify moments of cognitive dissonance, seek to understand and move through challenges*
- *Speak Your Truth - Share only your first-hand experiences*
- *Anticipate and Expect a Lack of Closure - “Focus on the journey and remember that disrupting and eliminating inequities requires ongoing dialogue and direct action” (DESE, 2023, p. 8)*

(Content adapted from the following resources: [MA DESE Data Equity Pause Protocol, 2023](#) and [DESE Data Use/Tools, 2024](#))

Step 1 - Select one of the following MA equity data tools and locate your school or district.

- [Student Outcome Comparison Tool \(heat map tool\)](#)
- [DESE School & District Profiles\(public school and district data\)](#)
- [Appleseed: School Discipline Data Dashboard](#)

Notes:

Step 2 - Respond to 2-3 of the following questions and share with your partner/group...

- *What district-wide gaps do you notice and who is most impacted?*
- *What are the root causes of these gaps? How can you investigate them further?*
- *What steps can you take to address these gaps? How can your work with the academy help you with these steps?*
- *What wonderings do you have about these gaps?*
- *What is missing or do you need to know more about?*

Notes:

**** Equity Check: Take a moment to reflect on the following question...**

In what ways could we be engaging in deficit thinking, making assumptions, and/or placing blame on others as opposed to critically examining systemic processes and our own practices?

Notes:

Step 3 - Whole-Group Discussion

- *What are some of your takeaways from this activity?*
- *How can you utilize these tools to identify and challenge education inequities in your learning community?*
- *What is one high-level area you can prioritize? Why?*

Notes:

Step 4 - Closing and Next Steps

What is one immediate action step you can take to disrupt inequities in your learning community?

Notes:

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