

Equity Team, Data Review Protocol Include the DDSD Equity Lens

Are those being affected by the decision included in the process?

- 1) Do you see what I see?
Orient ourselves to the data before your team, ask and answer clarifying questions.

- 2) What is our purpose in looking at this data?
Is this about research, accountability, evaluation, or improvement? Will our discussion drive any decisions today?

- 3) What does this data tell us and what are we missing?
Clarify what you know from the data, and set aside things we'd have to infer.

- 4) Where do you see yourself in the data?
Intentionally connect yourself to the data.

- 5) Practice low-inference observations and mindfully unpacking your interpretations.

Observation	Interpretation	Corresponding Action
<i>For example, I see that more than half the students in the building with four or more absences per month are emerging bilingual.</i>	<i>Hmm... maybe there's something going on with how we communicate absences to families that makes it harder for non-native English speakers.</i>	<i>Let's work with the district interpreters to rewrite and re-record the automated emails and calls in languages other than English.</i>

- 6) Select several actions within your sphere of influence that are most closely aligned with your school and district values and needs.
Where is there consensus? What actions need to be taken?

- 7) What do you predict will happen?

When you look at this data set again next time, what do you believe the impact of your actions will be?

8) Schedule your next meeting with your team!

And as you wrap up, clarify who is doing what between now and your next meeting.

The following steps will connect with our Equity Walks, in February.

<i>Identify CRT's for 2022-2023</i> 1. 2.	<i>What will this look like in your building?</i> 1.
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<i>Identify your Academic or Behavior Goal.</i> 1.	<i>What will this look like in your building?</i> 1.
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