

EQUITY OF EFFORT FRAMEWORK - LIMITED PILOT OPPORTUNITY

The combination of professional development and training, consultative coaching, data interpretation and analysis is a powerful and motivating system for building teacher confidence in tandem with student achievement.

The Elam Leadership Institute, led by Dr. Donna Elam, developed the Equity of Effort Framework. The framework is the first of its kind, research-based, professional development, and technical assistance framework that finally correlates equity with data analysis and equitable practices. Many frameworks only identify problems and provide recommendations. The Equity of Effort Framework includes a comprehensive review of how to address and infuse:

- Equitable practices across all content areas
- Equitable leadership, and professional development into everyday practice
- Accountable student achievement gains paired with decreased behavior incidents
- Data analysis to understand root causes and areas of opportunity



EQUITY OF EFFORT

A New Habit of Mind

Why participate in the Equity of Effort Journey?

Participants will learn and understand how to intentionally integrate equitable practices (equity, culturally responsive teaching, social emotional learning, data analysis) into their daily instruction addressing the needs of all groups of students. The knowledge and practices gained will show overall academic achievement and overall school success. The Elam institute has partnered with Silverback Learning Solutions to power the framework by providing all the data collection, analytics, analysis, and interpretations needed for accountable and actionable success. **

How will you know if your district/school has been successful with Equity of Effort Implementation?

The current measure of evidence for participating schools who are successful show overall increases in academic achievement and decreases in discipline infractions. Students are engaged and educators are more effective with policies, processes, structures, and sustainable instructional practices.

How will data and the analysis of the data be used to gauge instructional and professional development needs?

Silverback Learning Solutions helps bring the Equity of Effort framework to life by providing data analytic consultations so that each pilot participant can clearly understand how to construct the roadmap needed for overall success. Each school will provide the data correlations needed and will work with their Silverback consultant to transfer the raw data. Once the data has been received, Silverback will crunch the numbers and schedule a data review to go over what the data shows.

Data sets that have been requested thus far include correlations such as:

- District level- MAP Scores & CTE Class grades aligned to gender, attendance, race, discipline, and extracurricular activities
- Elementary- Behavior breakdowns between IEP/504 and race, grade, and referral rates into special education
- Middle School- Extracurricular activities and GPA. Tracked interventions that show positive impact
- High School- Correlations between suspensions, expulsions, and GPA changes. Student race correlated to PSAT, AP, IB classes before and after 10th grade

Funding Available for the Pilot:

- ESSER I, II and III (including ARP funds)
- Title I Funds (Evidence based curricula and interventions)

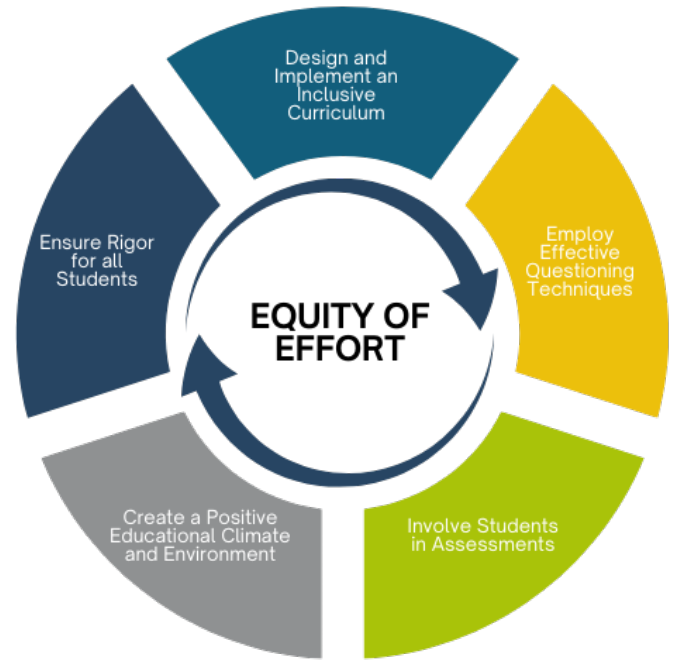
**Pilot participants do not need to have Silverback as a current vendor to utilize the data analysis and analytics consultations. These services are built into the pilot for your longitudinal success!



Dr. Donna Elam, founder of the Elam Leadership Institute, developed the Equity of Effort Framework based on her extensive federal and national work with districts and schools. The framework guides educators in understanding and implementing equitable practices across all sectors of educational systems; informing an explicit process using school data with a different approach - one that emphasizes academic achievement!

Dr. Donna Elam is a nationally recognized authority in equity, diversity, cultural competence research and training for educational, business, governmental, and community agencies. Dr. Elam has led two federally

funded desegregation assistance centers, NYU's Metro Center-Equity Assistance Center for the northeast and the Southeastern Equity Assistance Center for the eight southeastern states. Dr. Elam's advocacy for educational equity extends to serving as an expert witness for the U.S. Department of Justice on Diversity in Education, Arkansas' Legislative Summit on Closing the Achievement Gap, serving on the Florida's Commission on Human Relations, and advising superintendents and state education departments on the implementation of systemic equity initiatives through the Equity of Effort framework. The Framework's five dimensions for equitable practices (*figure 1) dive deep into the challenges and barriers faced by students. With this in mind, the entry point into the process is to begin with data.



*Figure 1

The best part? The data is analyzed, disaggregated, and crunched on your behalf! The "Compelling Whys" will be answered for you with tailor-made data sorts such as State test scores by race and teacher. Or longitudinal growth between all races, grades, and behavior incidents. Currently, the process works best with 3-5-year commitments. Each year holds different priorities and accountabilities based on the goals derived during the planning process. No matter the time commitment decided on, the framework is delivered in three phases.



**Materials and Professional Development (With ancillary materials) will be matched to the needs of phase One and tweaked throughout the phases.