

Use data to drive conversations with your stakeholders, then incorporate your stakeholders' ideas to provide culturally responsive supports.

Equity Roadmap

#1 Pre-Requisites

- 1. Leadership support**
Engaged, passionate, & present
- 2. Commitment to forming relationships with impacted families, building local capacity, & creating diverse teams**
- 3. Person-centered, strengths-based approach**
Awareness of structural racism, implicit bias helps
- 4. Data system that supports problem-solving**
- 5. Tier 1 PBIS in place with fidelity**



#2 Problem Identification

1. Are outcomes equitable for all students?
2. If not, how big are the disparities?
3. How much of the group is impacted?

Problem Definition

4. What are the most common discipline patterns for your target group?
- 4b. How representative are those patterns?
5. How do these patterns compare to the most common patterns for all other students?

#3 Obtain Perspective

- Staff Reactions
- Family Reactions
- Student Reactions



#6 Link Evidence-Based Ideas to Interventions

It's easy to lose the link between your data, evidence-based strategies, & stakeholder perspectives.

#5 Evaluate Ideas

Make sure your ideas have evidence to support them and can account for disparities in your data.

#4 Use stakeholder voice to develop ideas

Collaboration leads to innovation, buy-in, & a chance to move past implicit biases.



#7 Support Your Plans

Don't assume that "telling" will result in "doing." Make your strategies easy for staff, and make plans upfront to help you evaluate progress.

#8

Make Sure it Works

Plan for Maintenance



Address Barriers