

Texas Equity Plan Success Criteria

This tool is designed to be used by local education agencies (LEAs) as they create Equity Plans for the upcoming equity submission. Ideally, LEAs will demonstrate effectiveness with each of the success criteria. Additionally, ESC Equity Leads can use this tool to support and guide LEAs in their Equity Plan improvement efforts.

Step 1: Review Current Data and Conduct a Root Cause Analysis (RCA)

- Review and reflect on the current equity plan by using the guiding questions to see which strategies have been successful and have significantly eliminated the identified gaps.
- Provide a problem statement that is aligned to the findings in the equity gap analysis of current district data and focuses on the challenge of attracting, supporting, or retaining effective teachers in the highest need campuses serving low-income and students of color.
- Provide root causes that are aligned to the problem statements as they relate to attracting, supporting, and retaining excellent teachers.
- Engage with stakeholders in your district, including teachers, parents/guardians, and students, to gather their perceptions on the successes and challenges of the prior year's equity plan to inform the development of this year's equity plan. This feedback could be gathered during PTA meetings, staff meetings, or via surveys sent to stakeholder.
- Completes tab 1 of the Equity planning template.

Step 2: Select Strategies and Plan for Implementation

- Select strategies that are directly aligned to the root cause analysis.
- Continue implementing strategies that were on track from previous Equity Plan.
- Select strategies that are measurable, evidence-based, and aligned to the district commitments in Lever 1, 2, or 5 of the Effective Schools Framework.
- Select benchmarks that are directly aligned to the selected strategies, viable within district's specific context, and are measurable.
- Share with stakeholders in your district, including teachers, parents/guardians, and students, the selected strategies to improve equitable outcomes to ensure stakeholder buy-in. These could take place during PTA meetings and staff meetings. You could also consider sending a letter to stakeholders to share the strategies and their intended outcomes to improve equitable outcomes.
- Completes tab 2 of the Equity planning template.

Step 3: Monitor Progress and Fidelity of Implementation

- ❑ Conduct a detailed formative equity progress check multiple times throughout the year (at least three) with the progress monitoring team.
- ❑ Use or develop a progress tracking sheet that indicates the equity gap and the benchmarks that are directly aligned to each strategy (see sample in Step 3 guidance document, Progress Monitoring Planning Template).
- ❑ Communicate progress of the equity plan implementation to stakeholders to continue to keep them informed of the district's commitment to achieving equity. This could include sharing updates in district and school newsletters, at school meetings and functions, and as an agenda item at PTA meetings.
- ❑ Completes tab 3 of the Equity planning template.