# Texas Equity Plan Success Criteria

**This tool is designed to be used by LEAs as they revise the 17-18 Equity Plans for 18-19 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.

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| **Step 1: Engaging and Communicating with Stakeholders** |
| * Provides evidence throughout equity plan that multiple stakeholders were involved in development of process |
| **Step 2: Reviewing and Analyzing Data** |
| * Calculates equity gaps for percentages of out-of-field and inexperienced teachers for both low-income and students of color in a clear and correct manner utilizing previous year’s data * Defines effective teaching using appropriate, measurable data including teaching performance, student learning and student engagement * Provides qualitative conclusion(s) on the effective teaching equity gap calculation that is directly aligned to the district definition of effective teaching |
| **Step 3: Conducting a Root Cause Analysis** |
| * Provides a problem statement that is aligned to the findings in the equity gap analysis of out-of-field, inexperienced, or effective teaching * Provides a problem statement with a focus on the challenge of attracting, supporting, or retaining effective, experienced, and in-field teachers in the highest need campuses serving low-income and students of color * Provides at least one root cause that is aligned to the problem statement as it relates to attracting, supporting and retaining excellent teachers * Completes Step 3 column on the progress monitoring template with root cause(s) |
| **Steps 4: Selecting Strategies** |
| * Selects strategies that are directly aligned to the root cause analysis * Selects strategies that are measurable and evidence-based * Selects strategies that are viable within district’s specific context * Completes Step 4 column on the progress monitoring template with selected strategies |
| **Step 5: Planning for Implementation** |
| * Selects benchmarks that are directly aligned to the selected strategies * Selects benchmarks that are viable within district’s specific context * Selects benchmarks that are measurable * Completes all Step 5 columns on the progress monitoring template with benchmarks |