



Mountain View
Whisman
School District

Equity Scorecard Rollout: An Update

09/19/2024





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Alignment to SP2027

Alignment to Strategic Plan 2027

Goal Area #1: Effective and consistent instructional practices that meet the needs of all students

1B. Ensure targeted instructional opportunities that maximize learning for students

Goal Area #2: Student Social-Emotional Health

2B. Ensure an integrated, consistent approach to social-emotional learning

Goal Area #3: Inclusive and Welcoming Culture

3B. Expand and enhance culturally-relevant approaches to student, parent and community engagement

Goal Area #4: Effective and Engaged Employees

4A. Attract and retain diverse, quality employees

Goal Area #5: Equitable Distribution of Resources that Support Student Success

5A. Ensure facilities and resources equitably serve all student

Today's Goals and Objectives

Today we will:

- ❑ Revisit the purpose and goals of the scorecard
- ❑ Revisit work-to-date including using the Equity Scorecard in the SPSA process
- ❑ Explore impact of using the scorecard on SPSA process
- ❑ Outline next steps for Scorecard rollout including District-level scorecard presentation

Building Blocks of Equity



ACADEMIC READINESS

How is the district preparing all students to meet the demands of the future?



ACCESS

To what extent do all students have access to the academic and social schooling components that help students thrive?



REPRESENTATION

To what extent do all students have the opportunity to see themselves and their experiences represented as a part of being at school?



WELLNESS

To what extent do students feel safe and supported in their learning environment?

Purpose(s) of Scorecard

Equity Scorecard is a **communication** and **progress monitoring** tool that is used to improve student outcomes for marginalized groups by centering equity in data conversations.

Communication

- Provides concrete data
- Highlights areas of focus
- Tracks progress over time
- Promotes transparency
- Facilitates targeted discussions

Progress Monitoring

- Establishes baselines
- Tracks year-over-year changes
- Identifies areas of improvement or concern
- Aligns with strategic goals
- Facilitates data-driven decisions

What can the scorecard process do?

Scorecard process can:

- **widen the scope** of our data conversations (by including more/different metrics)
 - these data conversations guide our instructional foci and shifts

and also

- **help surface drivers** of equitable outcomes (by marking changes in metrics over time)

Equity Pillar: Academic Readiness



ACADEMIC READINESS

Growth:
iReady Reading
and Math
(% met ATG)

Proficiency:
CAASPP ELA
and Math
(% Proficient)

Literacy:
iReady 3rd
Grade (% on
grade-level)

| Measure | Subgroup Gap Race/Ethnicity | | | Subgroup Gap SES | | | Subgroup Gap EL | | |
|----------------------------|--------------------------------|--------------------------------|--------------------------------|------------------|---------|---------|---------------------------|---------------------------|---------------------------|
| | SY21-22 | SY22-23 | SY23-24 | SY21-22 | SY22-23 | SY23-24 | SY21-22 | SY22-23 | SY23-24 |
| Reading Growth | Asian: % H/L: % White: % | Asian: % H/L: % White: % | Asian: % H/L: % White: % | SED: % | SED: % | SED: % | EL: % EO: % RFEP: % | EL: % EO: % RFEP: % | EL: % EO: % RFEP: % |
| Reading Proficiency | Asian: % H/L: % White: % | Asian: % H/L: % White: % | Asian: % H/L: % White: % | SED: % | SED: % | SED: % | EO: % RFEP: % | EO: % RFEP: % | EO: % RFEP: % |
| Math Growth | Asian: % H/L: % White: % | Asian: % H/L: % White: % | Asian: % H/L: % White: % | SED: % | SED: % | SED: % | EL: % EO: % RFEP: % | EL: % EO: % RFEP: % | EL: % EO: % RFEP: % |
| Math Proficiency | Asian: % H/L: % White: % | Asian: % H/L: % White: % | Asian: % H/L: % White: % | SED: % | SED: % | SED: % | EO: % RFEP: % | EO: % RFEP: % | EO: % RFEP: % |
| Literacy Benchmark | Asian: % H/L: % White: % | Asian: % H/L: % White: % | Asian: % H/L: % White: % | SED: % | SED: % | SED: % | EO: % RFEP: % | EO: % RFEP: % | EO: % RFEP: % |

Equity Pillar: Access



ACCESS

Suspensions:
CalPADS
(% of that group making up total suspensions)

Math Pathway:
PowerSchool
(% of that group enrolled in pathway)

Chronic Absenteeism:
CalPADS
(% of that group which is chronically absent)

| Measure | Subgroup Gap Race/Ethnicity | | | Subgroup Gap SES | | | Subgroup Gap SWD | | |
|-----------------------------------|---|---|---|-----------------------------------|-----------------------------------|-----------------------------------|--|--|--|
| | SY21-22 | SY22-23 | SY23-24 | SY21-22 | SY22-23 | SY23-24 | SY21-22 | SY22-23 | SY23-24 |
| Suspension Rate | Asian: % H/L: % White: % | Asian: % H/L: % White: % | Asian: % H/L: % White: % | SED: % | SED: % | SED: % | SWD: % | SWD: % | SWD: % |
| Chronic Absenteeism Rate | Asian: % H/L: % White: % | Asian: % H/L: % White: % | Asian: % H/L: % White: % | SED: % | SED: % | SED: % | SWD: % | SWD: % | SWD: % |
| Measure | Subgroup Gap Race/Ethnicity | | | Subgroup Gap SES | | | Subgroup Gap EL | | |
| | SY21-22 | SY22-23 | SY23-24 | SY21-22 | SY22-23 | SY23-24 | SY21-22 | SY22-23 | SY23-24 |
| Math Pathway Participation | Asian (.0) % (.1) % (.2) % H/L (.0) % (.1) % (.2) % White (.0) % (.1) % (.2) % | Asian (.0) % (.1) % (.2) % H/L (.0) % (.1) % (.2) % White (.0) % (.1) % (.2) % | Asian (.0) % (.1) % (.2) % H/L (.0) % (.1) % (.2) % White (.0) % (.1) % (.2) % | SED (.0) % (.1) % (.2) % | SED (.0) % (.1) % (.2) % | SED (.0) % (.1) % (.2) % | EL (.0) % (.1) % (.2) % EO (.0) % (.1) % (.2) % RFEP (.0) % (.1) % (.2) % | EL (.0) % (.1) % (.2) % EO (.0) % (.1) % (.2) % RFEP (.0) % (.1) % (.2) % | EL (.0) % (.1) % (.2) % EO (.0) % (.1) % (.2) % RFEP (.0) % (.1) % (.2) % |

Equity Pillar: Representation

Teacher Diversity:

Frontline
(% of students enrolled in subgroup: % teachers in same subgroup)

Community Voice:

LCAP Survey
(% of parent survey participants in subgroup)



REPRESENTATION

| Measure | Subgroup Gap Race/Ethnicity | | | Subgroup Gap SES | | | Subgroup Gap SWD | | |
|--------------------------|--------------------------------|--------------------------------|--------------------------------|------------------|---------|---------|------------------|---------|---------|
| | SY21-22 | SY22-23 | SY23-24 | SY21-22 | SY22-23 | SY23-24 | SY21-22 | SY22-23 | SY23-24 |
| Teacher Diversity | Asian: % H/L: % White: % | Asian: % H/L: % White: % | Asian: % H/L: % White: % | | | | | | |
| Community Voice | Asian: % H/L: % White: % | Asian: % H/L: % White: % | Asian: % H/L: % White: % | SED: % | SED: % | SED: % | SWD: % | SWD: % | SWD: % |

Equity Pillar: Wellness



WELLNESS

| Measure | Subgroup Gap Race/Ethnicity | | | Subgroup Gap SES | | | Subgroup Gap EL | | |
|------------------------------|-----------------------------|--------------------------------|--------------------------------|------------------|---------|--------|-----------------|----------------|----------------|
| | SY21-22 | SY22-23 | | SY21-22 | SY22-23 | | SY21-22 | SY22-23 | |
| Feelings of Safety | | Asian: % H/L: % White: % | Asian: % H/L: % White: % | | SED: % | SED: % | | EL: % EO: % | EL: % EO: % |
| Feelings of Belonging | | Asian: % H/L: % White: % | Asian: % H/L: % White: % | | SED: % | SED: % | | EL: % EO: % | EL: % EO: % |

Feelings of Safety:
LCAP Survey
(% ag. or st. agree)

Feelings of Belonging:
LCAP Survey
(% ag. or st. agree)



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Equity Scorecard Recent Work-to-Date

Recent Work-to-Date

- Received Board Feedback on Equity Scorecard in December 2023
 - Shared district-level scorecard results along with comprehensive analysis using Universal Data Protocol
- Received Feedback from Principals in Spring 2024
 - Shared scorecard template with site leaders and received feedback on usability and feasibility of using scorecard to inform data discussions
- Collected/organized data for Scorecard during Summer 2024
- **Equity Scorecard released and used data tool for writing the SPSA (September 2024)**
- **District-level scorecard results presentation (Winter 2025)**

SPSA and Equity Scorecard Update

Each site has received an Equity Scorecard with site-level data

- Data has been made available to site leaders but not publicly presented at BOT meeting because of embargoed status
- Data is available to site councils for consideration as they evaluate site plans along with FAQ explaining scorecard

Equity Scorecard data includes metrics already being used by sites

- Organizing metrics on equity scorecard makes data easier to access and compare year-over-year increasing insights

District-level data will be publicly presented in Winter 2025 at Board Meeting

Need for SPSA Alignment

Site administrator needs and workload considerations:

- It was important to make Equity Scorecard data usable for multiple purposes to avoid duplication of efforts or additional workload for site teams
- Writing site plans offered a place for Equity Scorecard to be used by sites as a consolidated data tool, lessening the workload of acquiring data
- In many instances, Equity Scorecard helped reduce workload of sites who previously often had to look for this data in multiple locations



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Next Steps

District-Level Scorecard

District-level scorecard will be publicly presented at BOT meeting in Winter 2025

- Presentation will include results along with insights and analysis considering the year-over-year feature of the scorecard

Board Feedback Requested

Considering the shift in the Board and the onboarding of new trustees, what may be needed to help new trustees contextualize the scorecard and the results?

Would it be helpful to wait for the new board members and conduct an equity study session before the district-wide report is presented?