

Equity Framework Protocol



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of School Improvement and Supports



Exploring Your School Landscape from an Equity Lens

Review the [Equity Framework](#) first. Then, Use the chart below on the **left** to answer the questions in the chart on the **right**.

DCPS Equity Lens (bit.ly/OEFramework)

	OUR PEOPLE	OUR SYSTEMS
TEAM/SCHOOL/DISTRICT	Culture of Equity and Excellence <ul style="list-style-type: none"> How would you describe your existing school climate and culture? What are the demographics of your teaching staff and students? ALT? SpEd? 	Equity in Policy <ul style="list-style-type: none"> What are the current policies, expectations, procedures or protocols (dress code, attendance, etc.)? How could we better promote equitable outcomes for marginalized groups?
INDIVIDUAL	Identity and Mindsets <ul style="list-style-type: none"> How are teachers encouraged to counter bias, refute deficit thinking, and combat racial stereotypes? How can we address potential blind spots? 	Equity in Practice <p>How do the lived experiences and identities of teachers and students influence decisions about pedagogical moves and student engagement?</p>

Addressing this Challenge from an Equity Lens

	Our People	Our Systems
Team/School/District	Culture <ul style="list-style-type: none"> 	Policy <ul style="list-style-type: none">
Individual	Identity & Mindsets <ul style="list-style-type: none"> 	Practice <ul style="list-style-type: none">

Resources for Each Quadrant of the Equity Lens:

- **Policy:** [Assessing Your School Checklist \(Part II\)](#); [Continuum on Becoming an Anti-Racist Multicultural Institution](#)
- **Identity and Mindsets:** [Racial Autobiographies](#); [Assessing Yourself Checklist \(Part I\)](#)
- **Practices:** [Culturally Responsive Scorecard](#)
- **Culture:** [Equity Audit worksheet](#); [Mikva Root Cause Tree Worksheet](#)



Commitments/Planning

What are some initial steps you'd like to take as you plan for SY20-21?

Equity Lens	Your Next Steps/Opportunity
Policy	•
Identity & Mindsets	•
Practices	•
Culture	•
Other	•