



Equity Diagnostic Frequently Asked Questions

Q. How does the district and/or schools upload the completed equity data into the Adaptive System of School Improvement Support Tools (ASSIST) program?

A. Districts and schools should “download attachment” (Equity Data Chart) from ASSIST, complete and save the chart. On the same page as “download attachment” select “add attachment” and then select “choose a file”. This will allow you to upload the completed data chart into ASSIST.

Q. Are districts and schools required to complete the equity data chart and submit it to KDE?

A. Each district and school is asked to complete the data chart as part of the needs assessment related to equitable access to effective educators. While the data in the chart is not all encompassing, it is a good place to start. However, if a district or school has completed a similar data analysis related to equitable access in another format, which may be submitted rather than completing the form provided by KDE in ASSIST. The instructions for uploading a district or school developed equity data analysis document is the same as described above.

Q. Where should my district or school get the data to complete the Equity Data chart?

A. Districts and schools use the most current data available.

- Infinite Campus for student information
- MUNIS for teacher data
- District and School Report Card
- Educator reported number of years experience

Q. What are the “Self-Selected Indicators”?

A. “Self-Selected Indicators” are other data sources that may contribute to illustrating inequitable access to effective educators that are not included in the Equity Data chart. Districts and schools select at least one “Self-Selected Indicator” that is relevant to the needs of the district and/or school.

Examples of indicators may include:

- Principal, teacher or student demographic data
- Percentage and/or number of National Board Certified Teachers
- Advanced Degrees
- Teacher and/or principal effectiveness data
- TELL results
- Teacher attendance

Q. When writing the Equity Goals, what measures do the district and/or school use as the baseline?

A. Equity Goals are based on the five measures in the Equity tab of the School Report Card (SRC). The baseline for setting goals is the data from the 2015-2016 SRC Equity tab. The district and schools are asked to set goals for the next three school years.

Q. The Equity Tab in the SRC at the school level reports N/A for overall student growth and teacher effectiveness. Where do schools find this data in order to set equity goals?

A. To set goals for overall student growth and teacher effectiveness, the school reviews its 2015-16 overall student growth and teacher effectiveness data in EDS/CIITS.

Q. Has the United States Department of Education or KDE set any standards regarding what is considered to be a high rate of teacher turnover?

A. No. There have been no percentages set for any of the equity measures. Districts and schools review their data and set realistic goals that demonstrate their efforts to achieving equitable access to effective educators for all students, particularly those most at-risk.

Q. Who should schools include in the number and percentage of staff? Should it include itinerate or shared teachers?

A. Include all certified teachers that work with students in the school.

Q. Is there a suggested goal/target for growth? Should it be 100%?

A. Goals should be set for three years and be realistic and attainable. For example, if a school anticipates higher turnover at the end of this year, then reflect that in the goals. While we strive to have no turnover, it is uncommon. The goal is to use the data to identify any red flags and root causes to build the goal around and address concerns. Zero turnover is not consistently realistic.

Q. Is the goal to reduce the percentage of KTIP and turnover each year?

A. The goal is to retain effective teachers. Retention of staff would likely result in fewer KTIP teachers. However, if the school anticipates there will be retirements and staff leaving, then reflect it in the goals.