

## WHAT DO YOU SEE?

This tool helps identify root causes of the disparities at your school. Start by looking at student performance and disciplinary outcomes by race.

### **GAPS IN STUDENT PERFORMANCE**

Access: Who enrolls in special programs and how?

Resources: What resources are dedicated to supporting students who we have historically failed?

Representation: How do the stories in our curriculum reflect the experiences and interests of our students?

Self-Determination: How are students engaged in classroom decisions?

### **GAPS IN DISCIPLINARY OUTCOMES**

Access: Who has access to social-emotional supports?

Resources: How are resources allocated to students who we discipline the most?

Representation: How do students see people of color portrayed in curriculum?

Self-Determination: How are students engaged in resolving their own conflicts?

### **STUDENT BODY DOESN'T LOOK LIKE COMMUNITY**

Access: Who enrolls in the school and how?

Resources: How are resources allocated to the school?

Representation: How does the community see itself reflected in school leadership?

Self-Determination: Who is represented in community decision-making?