



POLICY EQUITY ANALYSIS TOOL

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About Great Lakes Equity Center

Great Lakes Equity Center is one of ten regional Equity Assistance Centers funded by the U.S. Department of Education under Title IV of the 1964 Civil Rights Act. The Center serves the public educational agencies in Illinois, Indiana, Michigan, Minnesota, Ohio, and Wisconsin by providing a wide range of technical assistance supports.

The mission of the Center is, to ensure equity in student access to and participation in high quality, research-based education by expanding states' and school systems' capacity to provide robust, effective opportunities to learn for all students, regardless of and responsive to race, sex, and national origin, and to reduce disparities in educational outcomes among and between groups.



About This Tool

This review guide outlines six analytical domains to support the examination of regulatory documents (e.g., policies and procedures) with a particular focus on educational equity. Its purpose is to provide a process and tool by which stakeholders can engage in critical examination of and reflection on the policies that shape and inform daily practices.

POLICY EQUITY ANALYSIS TOOL

Preparing to engage in Critical Reflection

To prepare for critical reflection on policies, consider the following key framing questions:

1. **What is the intent behind the policy being reviewed?**
2. **What social constructions does this policy embrace?**
3. **Who benefits from the way things are and who does not? (Freire, 1998)**
4. **What actions will redress the inequities we see in our policies? (Kozleski & Waitoller, 2010)**

Policy Review Instructions:

For each item, rate the extent to which the policy being reviewed reflects the policy review domain. Provide a rationale statement to support your rating. Propose a modification, addition or deletion to the policy related to the domain for changing, improving or enhancing the policy. Indicate whether the proposed change is a recommendation (revision needed to adequately address the domain) or a consideration (revision that would reflect best practice).

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LEGAL

Rate the extent to which the policy:	To A Great Extent	Somewhat	Very Little	Not At All
Satisfies/meets relevant legal mandates (e.g. Title IX, IDEA, Title III etc.)				

Rationale/ Explanation:

Recommendation or Consideration

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RESEARCH BASE

Rate the extent to which the policy:	To A Great Extent	Somewhat	Very Little	Not At All
Reflects principles derived from scholarly research that will likely bring about effective outcomes for <u>all</u> students				

Rationale/ Explanation:

Recommendation or Consideration

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RESPONSIVE TO CONTEXT

Rate the extent to which the policy:	To A Great Extent	Somewhat	Very Little	Not At All
Responds to the current district/school context and issues				
Enumerates specific student groups to be responsive to students who have been historically marginalized in school settings				
Addresses disparities in treatment between and among student groups (i.e. disproportionality in participation and outcomes of particular student groups)				

Rationale/ Explanation:

Recommendation or Consideration

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EFFICIENT

Rate the extent to which the policy:	To A Great Extent	Somewhat	Very Little	Not At All
Provides or call for, the development of procedures that delineate use of personnel, time, financial, and other resources				

Rationale/ Explanation:

Recommendation or Consideration

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EDUCATIVE

Rate the extent to which the policy:	To A Great Extent	Somewhat	Very Little	Not At All
Adequately informs stakeholders about the rationale, purpose and scope of its application for appropriate decision-making and practice (i.e., afford and constrain decision making)				
Provides examples of behaviors the demonstrate violation of the policy and examples of behaviors demonstrating compliance				

Rationale/ Explanation:

Recommendation or Consideration

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ACCOUNTABLE

Rate the extent to which the policy:	To A Great Extent	Somewhat	Very Little	Not At All
Specifies responsibilities and provide clear lines of accountability				

Rationale/ Explanation:

Recommendation or Consideration

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OVERALL SUMMATIVE STATEMENT

Drawing across your ratings, to what extent will this policy produce results that meet authentic needs (i.e. will the policy practices result in the desired outcomes), AND to what extent is its implementation clear and feasible?



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IMPACT:

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