



SEATTLE
PUBLIC
SCHOOLS

School Equity Tiers

Department of
Research & Evaluation

March 21, 2019

School Equity Tiers | Outline

- Overview of Equity Tiering Method
- Defining Underserved Students of Color
- Applications
- Discussion



Discussion Qs to keep in mind...

- What questions do you have about the methodology?
- Does the Tiering Method consider the right factors?
- What feedback do you have for Seattle Public Schools about the method or its application?
- How can the community be more involved?

School Equity Tiers | Intro

Board Policy No. 0030

ENSURE EDUCATIONAL AND RACIAL EQUITY

Guiding Principle

There will be an overarching framework of Ensuring Educational and Racial Equity where “This means differentiating resource allocation, within budgetary limitations, to meet the needs of students who need more supports and opportunities to succeed academically.”

School Equity Tiers | Intro

Originally developed for School Budgeting

- Seattle Public Schools is committed to equity and eliminating opportunity gaps for underserved students. To help protect and support highly impacted schools during school budgeting, SPS has developed a method to identify schools that serve large numbers and/or high proportions of *underserved students*, and for which the achievement of these student groups is below district averages.

Goal of methodology to meet key objectives:

- Accounts holistically for the effects of **race**, **poverty**, **language** and **culture** on historical opportunity gaps
- Accounts for factors not addressed through other funding
- Distributes tiers proportionally across school levels
- Tiering results sufficiently stable across years
- Does not overly penalize successful gap-closing schools

School Equity Tiers | Methodology

Method uses data for **6 student groups**:

1. **Underserved Students of Color** = Non-white students with lower achievement historically in SPS
2. **Low Income Students of Color** = Non-white students who qualify for free/reduced meals
3. **Low Income Students** = All students who qualify for free/reduced meals
4. **English Language Learners** = Students currently served by the ELL program and recently exited ELLs
5. **Immigrant Students** = students not born in USA
6. **Homeless Students**

3 measures for each student group:

1. Count of students enrolled (Oct 1)
2. Percent of students enrolled (Oct 1)
3. Percent meeting standard on state test (ELA SBA)

Three measures for each of six groups yields up to 18 measures for each school

Three-step method to identify Equity Tiers

- Step 1: Each measure converted to a **Decile (1-10)** based on the districtwide distribution
- Step 2: Deciles are averaged to create an **Equity Index (1.0 – 10.0)** for each school
- Step 3: Each school's Equity Index converted to **Equity Tiers (1-4)** using cutpoints (std. devs.)

School Equity Tiers | Methodology

Equity Index to Equity Tier (1-4) Conversion Table:

Equity Tier	Equity Index	Basis of Cutpoints
1	8.5 or higher	Approx. 1.5 standard deviations above average
2	7.5 to 8.4	Approx. 1.0 standard deviations above average
3	6.5 to 7.4	Approx. 0.5 standard deviations above average
4	6.4 or lower	n/a

School Equity Tiers | Methodology

Example Measure: *Count of students enrolled*

SchoolName	Count of Students Enrolled (Oct 1 2017)					
	FRL	SoC_FRL	SoC_HU	ELL*	Immigrant	Homeless
Seattle World School	278	268	198	279	273	98
Rainier Beach High School	606	589	494	210	204	106
Aki Kurose Middle School	541	527	386	207	114	88
Bailey Gatzert Elementary	233	226	209	132	33	69
Martin Luther King Jr. Elementary	219	217	168	152	42	37
Van Asselt Elementary	356	348	223	243	43	52
Dunlap Elementary	211	208	175	133	53	51

← Raw Measure

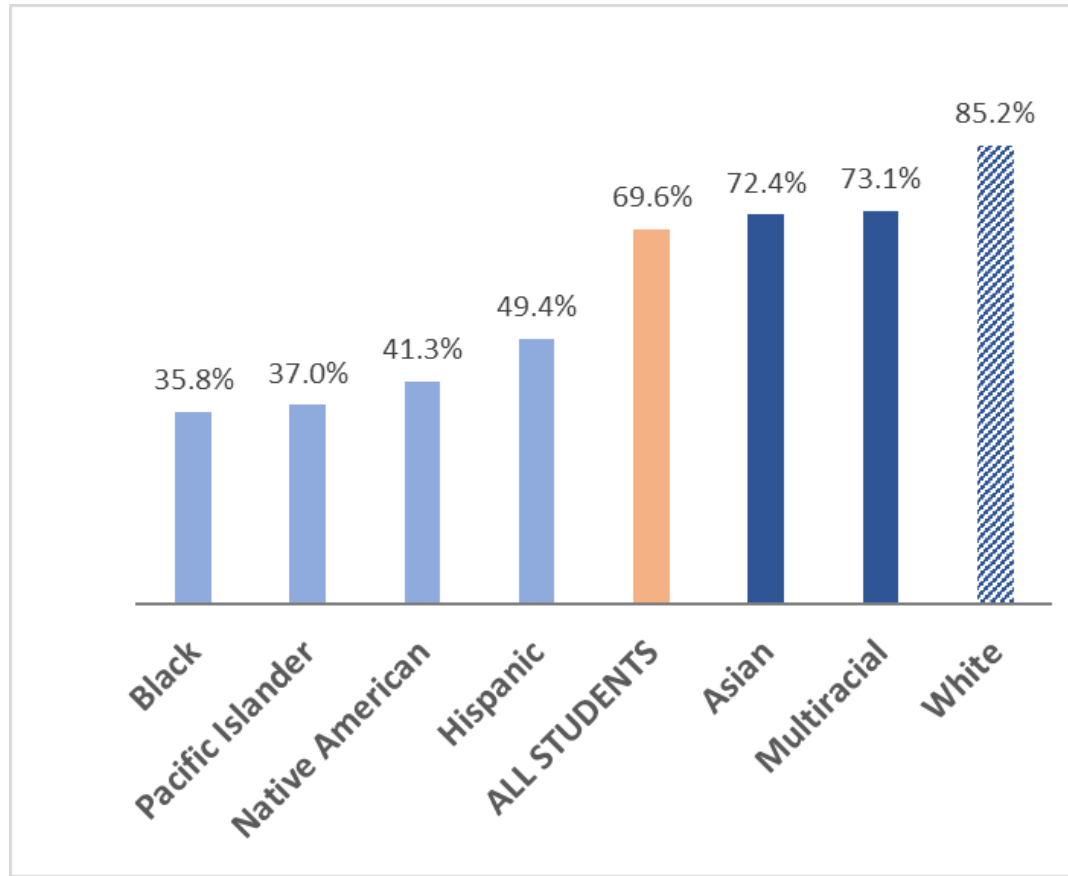
SchoolName	Count of Students Enrolled (Oct 1 2017)					
	FRL	SoC_FRL	SoC_HU	ELL*	Immigrant	Homeless
Seattle World School	9	9	8	10	10	10
Rainier Beach High School	10	10	10	10	10	10
Aki Kurose Middle School	10	10	10	10	9	10
Bailey Gatzert Elementary	8	8	8	8	6	9
Martin Luther King Jr. Elementary	7	8	7	9	7	8
Van Asselt Elementary	9	10	9	10	7	9
Dunlap Elementary	7	7	7	8	8	9

← Conversion to deciles

** The schools in this example are all Equity Tier 1 **

School Equity Tiers | Underserved Students of Color

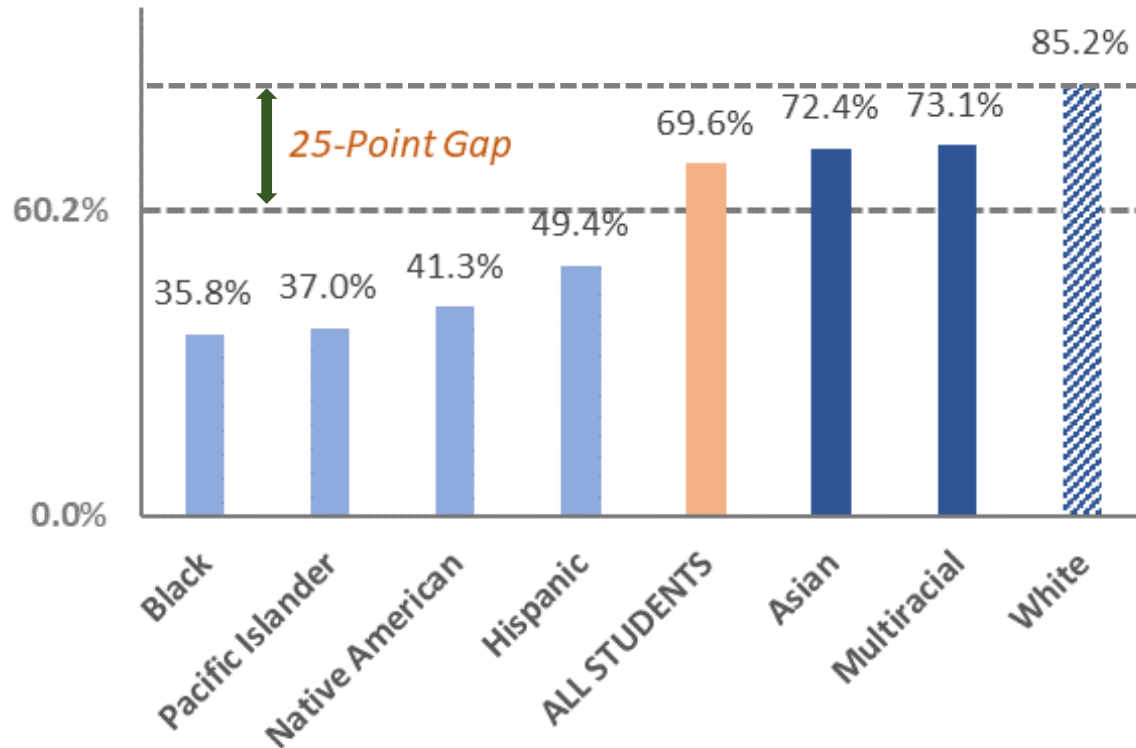
Historical Achievement by Race/Ethnicity (ELA proficiency, SBA 2016 to 2018)



Federal 7 groups

School Equity Tiers | Underserved Students of Color

Historical Achievement by Race/Ethnicity (ELA proficiency, SBA 2016 to 2018)

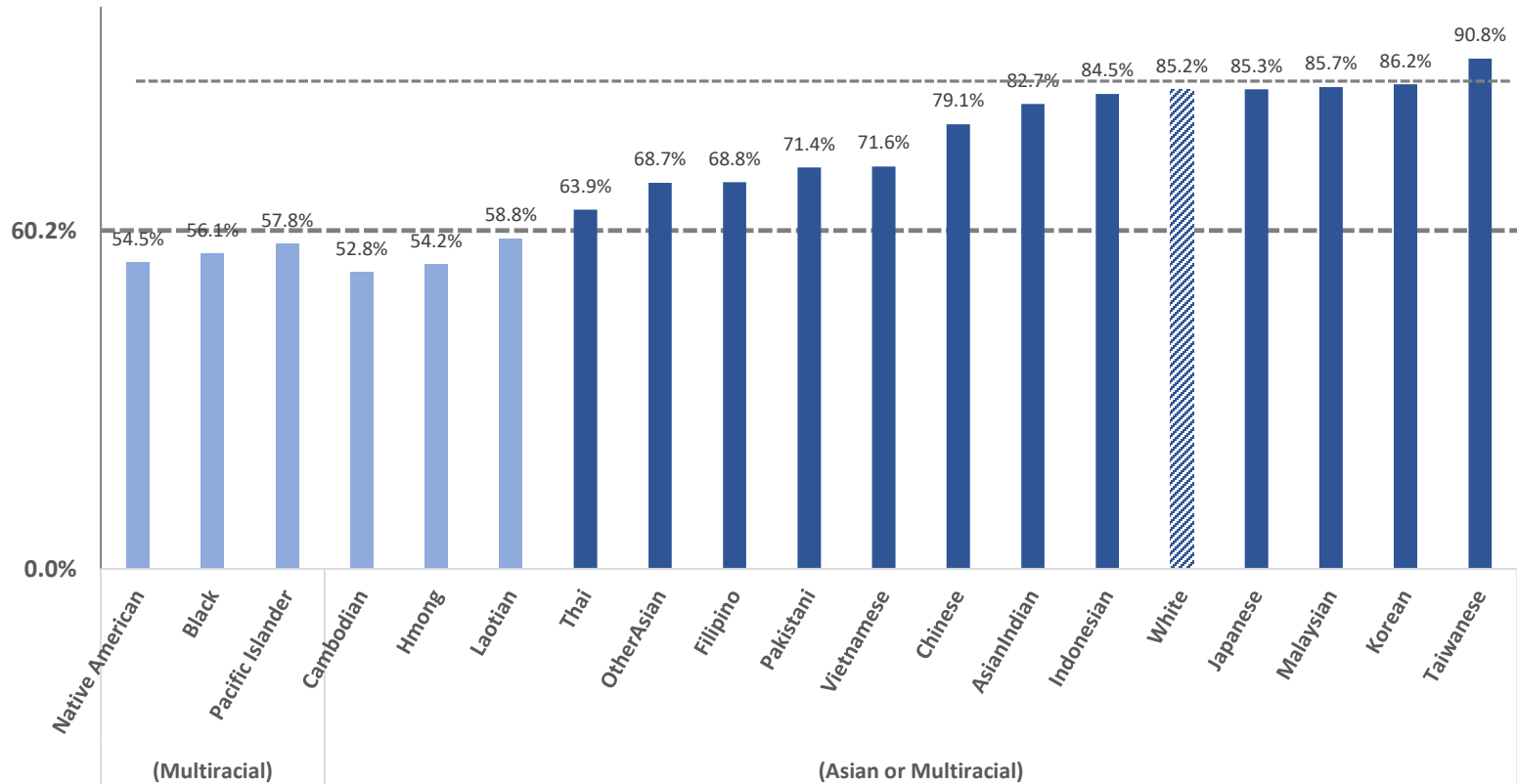


Federal 7 groups

School Equity Tiers | Underserved Students of Color

Historical Achievement by Race/Ethnicity (ELA proficiency, SBA 2016 to 2018)

Multiracial & Asian Students



Updated definition: Underserved Students of Color

Students belonging to any racial group or racial subgroup with 25 point proficiency gap or greater compared to the highest achieving Federal 7 group over the last 3 years

- Change in definition in 2018 added 328 Asian students (Cambodian, Hmong, Laotian) along with ~2,900 Multiracial students.

School Equity Tiers | Underserved Students of Color

	Oct. 1, 2018 Student Count		
Fed 7 Race / Ethnicity	Current HU Definition	Proposed HU Definition	New Students Added
American Indian	275	275	
Black	7,568	7,568	
Hispanic	6,523	6,523	
Asian		328	328
Multiracial		2,859	2,859
Pacific Islander	226	226	0
Total	14,592	17,786	3,194
Percent of District Enrollment	27.4%	33.4%	

Change in definition added 328 Asian students (Cambodian, Hmong, Laotian) along with ~2,900 Multiracial students.



School Equity Tiers | Application

- **School Budgeting:** Equity Tiers used to prioritize schools for protection during adverse fiscal cycles (i.e., avoid loss of staffing) and additional support when surplus funds available (i.e., extra staffing)
- **BEX V Capital Levy:** Weighted factor in capital levy scoring used to prioritize schools for major capital projects (i.e., replacement, modernization)

School Equity Tiers | Application

BEX V Scoring approved by School Board:

Weights					OVERALL SCORE (Weighted)	Rank
66.7%				33.3%		
16.75%	16.75%	16.75%	16.75%	33.0%		
Educational Adequacy (average of 3 factors)	Building Conditions (average of 4 factors)	Health, Safety Security (average of 5 factors)	Right Size Capacity (Projected Enrollment / Est. Right size Capacity in 2021-2022)	School Equity Tier (transformed to 5-point scale)		
3.03	4.05	2.64	5.00	3.75	3.71	1

School Equity Tiers | Application

BEX V Scoring approved by School Board:

BEX V Project Scoring

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October 8, 2018

Facility	School Type	Region	Scope of Work	Capital Factors SUMMARY SCORES (67% Combined Weight)								Equity Factor (33% Weight)		OVERALL SCORE	
				16.75%		16.75%		16.75%		16.75%		33%		100%	
				Educational Adequacy (average of 3 factors)		Building Conditions (average of 4 factors)		Health, Safety Security (average of 5 factors)		Right Size Capacity (2021-2022 projected enrollment + right size capacity)		School Equity Index (based on demographic profile of students enrolled in school)		OVERALL WEIGHTED SCORE	
				Raw Score	Min-Max Normalization (1-5 scale) *	Raw Score	Min-Max Normalization (1-5 scale) *	Raw Score	Min-Max Normalization (1-5 scale) *	Raw Score	Min-Max Normalization (1-5 scale) *	Raw Score	Min-Max Normalization (1-5 scale) *	Min-Max Normalization (1-5 scale) *	Rank ***
Northgate ES	ES	NW	Modernization	3.03	3.24	4.05	4.84	2.64	2.16	1.40	3.37	3.91	4.42	3.74	1
Viewlands ES	ES	NW	Replacement	4.43	5.00	2.51	2.39	2.40	1.75	2.25	5.00	3.34	3.83	3.63	2
Mercer International MS	MS	SE	Replacement	3.10	3.32	3.99	4.75	2.60	2.09	1.39	3.32	3.58	4.08	3.60	3
Kimball ES	ES	SE	Replacement	4.10	4.58	3.17	3.44	3.20	3.12	1.08	2.40	3.09	3.57	3.45	4
John Rogers ES	ES	NE	Replacement	3.53	3.87	3.92	4.64	2.90	2.61	1.22	2.80	2.91	3.37	3.44	5
Montlake ES	ES	C	Addition/ Modernization	4.03	4.50	3.80	4.46	4.30	5.00	1.75	4.41	0.63	1.00	3.41	6
Ingraham (Addition underway)	HS	NW	Modernization	2.87	3.03	3.72	4.33	3.05	2.86	0.90	1.85	3.50	3.99	3.34	7
Aki Kurose MS	MS	SE	Modernization	2.57	2.65	3.72	4.33	2.40	1.75	0.79	1.52	4.36	4.88	3.33	8
Sacajawea ES	ES	NE	Replacement	3.43	3.74	3.31	3.66	3.80	4.15	1.05	2.32	2.56	3.01	3.32	9
Rainier Beach	HS	SE	Replacement	2.70	2.82	3.09	3.32	2.93	2.66	0.61	1.00	4.47	5.00	3.29	10
John Muir ES	ES	C	CR Addition	2.73	2.86	2.37	2.17	3.10	2.95	1.34	3.17	3.72	4.22	3.26	11
West Seattle ES	ES	WS	CR Addition	2.57	2.65	2.08	1.70	2.75	2.35	1.43	3.46	4.03	4.54	3.20	12
Washington MS	MS	C	Replacement	2.77	2.91	3.94	4.67	2.46	1.85	0.73	1.35	3.69	4.19	3.19	13
Alki ES	ES	WS	Replacement	3.43	3.74	4.10	4.92	4.05	4.57	1.03	2.25	1.33	1.74	3.17	14
Whitman MS	MS	NW	Replacement	2.77	2.91	3.85	4.53	3.25	3.21	0.98	2.08	2.42	2.86	3.08	15
Lafayette ES	ES	WS	Modernization	3.60	3.95	3.40	3.81	2.75	2.35	1.05	2.29	2.00	2.43	2.88	16
Wedgwood ES	ES	NE	Replacement	3.53	3.87	3.49	3.95	3.35	3.38	1.29	3.02	1.13	1.52	2.88	17
North Beach ES	ES	NW	Replacement	3.50	3.83	3.88	4.58	2.75	2.35	1.61	3.98	0.71	1.09	2.83	18
Salmon Bay K-8 at Monroe	K-8	NW	Modernization	2.83	2.99	4.14	5.00	3.15	3.03	1.12	2.51	1.13	1.52	2.77	19
McGilvra ES	ES	C	Addition/ Modernization	3.83	4.25	3.68	4.25	3.20	3.12	0.94	1.97	0.85	1.23	2.68	20

Discussion

- What questions do you have about the methodology?
- Does the Tiering Method consider the right factors?
- What feedback do you have for Seattle Public Schools about the method or its application?
- How can the community be more involved?

A photograph of four diverse young children smiling in a classroom. The image is overlaid with a semi-transparent blue filter. The children are of various ethnicities and are looking towards the camera.

Thank you!

Dr. Eric M. Anderson

**Director of Research &
Evaluation**

emanderson@seattleschools.org

