Equity in Installation:
Assuring Resources to Develop Equitable Supports

The primary outcome of an effective installation stage that centers equity is the acquisition and allocation of resources and supports that ensure the system is well equipped to implement best practices for the benefit of all.

To achieve this outcome, districts and schools should:

- Ensure that diverse implementation teams are functioning well.

- Create an infrastructure that equitably allocates resources and supports culturally responsive professional learning and coaching for the practice or program selected.

- Evaluate, revise and/or create a comprehensive system of data collection, analysis and use by all staff that emphasizes equity, transparency and stakeholder engagement in a way that promotes power sharing among all stakeholders.

- Evaluate policies and processes in place to ensure the equitable implementation of the selected practice of program.

- Establish and/or improve communication links and protocols with key stakeholders to ensure the voices of the intended beneficiaries are reflected on the selected practice or program.

When organizations have made the decision to adopt a program or practice, the installation stage begins. The Installation stage allows us to deconstruct existing inequities within systems and rebuild a system of equitable access, opportunities and outcomes for all. During this stage we want to support the work of the organization to continue to be intentionally anti-discriminatory.

Equity in Installation

Diverse implementation teams are functioning well.

Team membership should be continually revisited for diversity of perspectives and expertise. Well-functioning teams start with fluency in the technical skills that allow for efficient and effective meetings. Diverse teams who center equity tackle the adaptive challenges that address power differentials, distribute responsibility and accountability and embrace difficult conversations to ensure that bias is critically examined and cultural knowledge and experience are valued.

Creating equitable infrastructure.

Districts and schools need to challenge themselves to rethink how resources are equitably distributed versus equally distributed so that students have access to the high quality instruction they need.

- Pedro Noguera: The Work Is Not Yet Done
- Six Goals of Educational Equity
  - Six Goals of Educational Equity - Podcast

Culturally responsive professional learning and coaching.

Develop a training and coaching plan that is culturally responsive. Teachers should be supported in the use of the practice or program to ensure that all students including those who have been deprived due to structural inequities have access and equitable opportunities to succeed in school. Consider how professional learning and coaching practices may need to look different to ensure equity in teaching and learning.

- Culturally Responsive Coaching is More Than Just Good Coaching
- Turn and Talk: Zaretta Hammond on Coaching and Culturally Responsive Teaching
- Zaretta Hammond: Coaching for Instructional Equity (video)

Data systems.

To evaluate success of the program or practice, an organization must examine both how it affects the students and also determine the program or practice fidelity. Efforts should be centered in ensuring that the data system allows for:
- disaggregation of student data;
- working with stakeholder groups to identify meaningful data sources that are non-biased;
- plan for ongoing collection of data from stakeholders (families, students, staff) on the acceptability program/practice and implementation supports.

 Examination of student data in the absence of implementation data (fidelity data) has the potential to perpetuate inequities. For instance, if a student or group of students does not appear to be reaching anticipated outcomes or expected progress, we should *avoid* attributing this to the student(s) when implementation data was not use. Perhaps it could be attribute to the lack of match of the program/practice or lack of high-quality fidelity to use of the program/practice. Teams should ensure data systems provide for pairing implementation data (fidelity data) and student data for decision making.

Policies and processes in a place for equitable implementation.

Examine the policies and processes to bring inequity concerns to surface in an effort to restructure and apply an equity lens that will attend to the need of the population we are serving. Conducting a policy analysis will allow to identify and prevent potential barriers to provide access to marginalize populations and to ensure that when policies translate to actions it benefits all students. Creating these structures will promote successful equitable implementation of the practice or program.
- [The Policy Equity Analysis Tool](#) from the Midwest and Plains Equity Assistance Center may be helpful for teams as they are examining policies and practices

Communication with Stakeholders.

 Continue to engage and communicate with the implementation team that was formed during the Exploration stage. This team should be diverse and representative of the population served and the intended beneficiaries of the proposed changes. Throughout all stages of implementation, it is critical to keep all voices actively engaged. Stakeholders can be part of identifying data

sources and providing ongoing feedback to improve implementation supports.

> ❝ **"To be antiracist is to view the inequities between all racialized ethnic groups as a problem of policy."**
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> **- Ibram X. Kendi**

The Installation stage begins once organizations have decided to move forward with the selected program or practice.

During this stage it is critical to build an infrastructure that creates culturally responsive coaching and training, relies on data systems to ensure informed decisions that benefit all students, and continues to engage a diverse implementation team to set the stage for an equitable and successful implementation.

Check out next month's e-Note for resources to center equity within the Initial Implementation Stage.

To Learn More:

- Implementation Stages Planning Tool
  - Lesson 7: Implementation Stages Planning Tool

Other News from SISEP:

- National Implementation Research Network (home of SISEP) released an updated Implementation Support Practitioner Profile and brand-new Practice Guide to Supporting Implementation, a collaboration with the European Implementation Collaborative and the Centre for Effective Services! Read both here: https://nirn.fpg.unc.edu/implementation-practice
- Coming next week! Check out the SISEP series about stages on Facebook and Twitter. Stay tuned to social media for more about the installation stage.

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