Achievement Gap Discussion
What is your New Year’s Resolution?
What is your New Year’s Revolution?
**WS/FCS Goals**

• By 2020, 90 percent of third-grade students will read on or above grade level.
• By 2018, our graduation rate will be 90 percent.
• By 2018, we will close the achievement gap between subgroups by 10 percentage points while increasing the performance of all subgroups.
Essential Question = How can educators shift their mindset and their actions to close the achievement gap?
1.) **Activator**
a.) What was the racial makeup of the high school you attended?

b.) Was the racial makeup of your school reflective of the state of NC as a whole at the time? (Note – if your high school represented NC as a whole in 1990 it would have been about 65% white, 30% black and, 5% “other”)}
WSFCS Student Demographics (% of total student population)

- White
- African American
- Hispanic
- Multi-Racial
- Asian
- American Indian
c.) How has the demographic shift that has occurred in our schools changed the culture of our schools?

d.) How have our schools responded to the demographic changes that have occurred over the past 10-20 years? Specifically, what changes (if any) have you seen in instructional practices?
e.) What changes have you seen in the demographics of the teaching force during your career as an educator?
EQ - How can we shift our mindset and our actions to close the achievement gap?
Sixteen Research-based Factors that Contribute to the Achievement Gap
1. parent participation
2. student mobility
3. birth weight
4. lead poisoning
5. hunger and nutrition
6. reading to young children
7. television watching
8. parent availability
9. summer gain or loss
10. the rigor of the school curriculum
11. teacher preparation
12. teacher experience
13. teacher turnover
14. class size
15. technology assisted instruction
16. school safety
(from The Black-White Achievement Gap: When Progress Stopped by Paul E. Barton and Richard J. Coley, ETS (Educational Testing Service), 2010, p. 28)
Consider a case study in approaching the achievement gap: Northwest Middle School.

**Step 1** - Northwest had the following gaps in 2016

**Reading**
White - Black = 21% gap (101/312 Black students were proficient)
White - Hispanic = 17% gap (118/318 Hispanic students were proficient)

**Math**
White - Black = 24% gap (59/311 Black students were proficient)
White - Hispanic = 12% gap (100/323 Hispanic students were proficient)
**Step 2** - Northwest used the strategic calculator to set the following goals

**Reading**
Black reading achievement will improve from 32% to 47% (from 101 proficient students to 146 proficient students)

Hispanic reading achievement will improve from 36% to 51% (from 118 proficient students to 162 proficient students)

**Math**
Black math achievement will improve from 19% to 34% (from 59 proficient students to 105 proficient students)

Hispanic math achievement will improve from 31% to 46% (from 100 proficient students to 148 proficient students)
Step 3 - Identify students for targeted services

45 more Black students needed to reach proficiency in reading
- that equals 15 students per grade level
- that equals 5 students per team of four teachers

48 more Hispanic students needed to reach proficiency in math
- that equals 16 students per grade level
- that equals about 5 students per team of four teachers
Step 4 - Northwest analyzed their rising rosters

- Northwest selected 30 students per grade level (twice the number required to reach their goal - 10 students per 4 teacher team) to provide targeted services to help the students reach proficiency.
- See example of how NW filtered their students.
- Note - if the goal focused on growth, the process for selecting students may have been different.
  - For example the goal could be written around increasing scale scores which may or may not result in proficiency changes.
Step 5 - Begin providing targeted services to students
- Each core teacher knows who the targeted students are and the services provided are planned in PLTs
- Successes are measured and celebrated through common formative assessments
Guided Practice

1. Share with the people at your table:
   a. the gap goals you set for your school
   b. the strategies you are using to accomplish your gap goals
   c. the progress you have made thus far this year on accomplishing your gap goals
Independent Practice

1. Go to the following link in the JPMT Power School Learning Page to answer the following questions
   a. do you think you are on track to accomplish your 2016-17 gap goal?
   b. what steps have you taken to accomplish your gap goal that are working?
   c. what support do you need as you work to close the gap in your school?

LINK = https://goo.gl/forms/dhrW6jv1M1r6VXZf1
What is your New Year’s Revolution?