



School Equity Tiers 2022-23

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School Equity Tiers | Intro

Board Policy No. 0030

ENSURE EDUCATIONAL AND RACIAL EQUITY

Guiding Principle

(I)t is the right of every student to have an equitable educational experience within the Seattle Public School District... *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

Applications

- The SPS Weighted Staffing Standards (WSS) Committee developed Equity Tiering for the annual school budgeting process to **identify priority schools** for *protection* during adverse fiscal cycles (e.g., avoid loss of staffing) or for *additional support* when surplus funds are available (e.g., extra staffing)
- **BEX V Capital Levy:** Equity Tiers were used as a weighted factor in capital levy scoring to prioritize schools for major capital projects (i.e., replacement, modernization)
- Equity Tiers are often used by central office departments for equity-centered planning and decision-making. (Please see the next slide for a list of examples.)

School Equity Tiers | Intro

Application Examples:

- **Facilities Department** – Equity Tiers used to prioritize building maintenance, focusing on the needs of Tier 1 & 2 schools.
- **Arts Department** – Equity Tiers used in part to prioritize distribution of Creative Advantage grant funds to schools, including allocations of instructional materials and Visual & Performing Arts staffing.
- **ELL Programs** – Equity Tiers used for FTE ratios per the CBA.
- **Transportation** – Equity Tiers was used to prioritize schools for restoring bus routes when SPS we transitioned back to in-person instruction.
- **Health Services** – Equity Tiers used to prioritize extra nursing staff support to schools.
- **Central Office Racial Equity Team** – Equity Tiers used as a tool for racial equity analysis with the goal of improving district policies, practices and procedures that impact equitable outcomes for students in SPS schools.

Tiering methodology aimed to meet key *objectives*:

- Account for *factors other than just poverty* – such as race and ethnicity, language proficiency, cultural heritage – that impact equitable educational opportunities and outcomes.
- Accounts for factors not addressed through other funding
- Tiering results sufficiently stable across years
- Does not penalize successful gap-closing schools

School Equity Tiers | Methodology

Method uses data for 6 student groups:

1. **Black/African American Male Students** (Any Black/African American Males, including those classified as Multiracial and Hispanic/LatinX per Federal 7 rules)
2. **Students of Color Furthest From Educational Justice** (Black/African American, Native American, Pacific Islander, Hispanic/LatinX, Southeast Asian, or Middle Eastern/North African, including Multiracial students from these groups)
3. **Low-Income Students** (Students who qualify for free/reduced meals)
4. **Multilingual Learners** (Students currently served by the ELL program and recently exited ELLs)
5. **Students born outside the US**
6. **Students Experiencing Homelessness**

Two measures calculated for each student group:

1. **Count of students enrolled** (Oct 1)
2. **Percent of students enrolled** (Oct 1)

Two measures for each of six student groups yields up to 12 measures for each school

Measures converted to Equity Tiers

- Each measure (up to 12 for each school) is converted to a **Decile (1-10)** based on the districtwide distribution and averaged to create an **Equity Index (1.0 to 10.0)** for each school. This Index is converted to **Equity Tiers (1-4)** using cutpoints (based on standard deviations)
- Important: Annual Equity Tiers based on **2-Year rolling average** of each school's Equity Index

School Equity Tiers | Methodology

Two Frequently Asked Questions:

- **Why doesn't Special Education factor into Equity Tiering?** Our objective was to develop an Equity Tiering method that accounts holistically for *racial, cultural and socioeconomic factors* linked to student outcomes and opportunity gaps in SPS, which are not directly or adequately addressed by dedicated funding sources. Although Multilingual students receiving ELL services are supported by Title III, this funding is not at the same level as for Special Education. Multilingual students are also less evenly distributed across schools than students with IEPs – i.e., frequently more concentrated in some schools compared to others – and are more likely to represent racial ethnicities and cultures furthest from educational justice in SPS.
- **Why is my school Tier 4 (rather than a higher tier) when we serve many students in the groups factored into Equity Tiers?** It's important to note that the Tiering method classifies *the majority of SPS schools as Tier 4*, the lowest tier. Tier 4 therefore encompasses a wide range of schools in terms of the demographics and socioeconomic characteristics of the students enrolled. The goal of the Equity Tiering method is NOT to group schools into 4 balanced (or equal) tiers of “similar schools.” Rather, the purpose is to *identify the few schools* – primarily in Tiers 1&2 – that can be prioritized for support during budgeting or the provisioning of services.

School Equity Tiers | Changes in 2022-23

Changes/Adjustments to '22-23 Equity Tiers:

- 1. The count and percent of Low-Income Students for each school was “carried over” from 2021-22 – i.e., values from 2021-22 are repeated for 2022-23.**
 - This one-time decision was due to the limited and incomplete collection of FRL data stemming from increasing use of the Community Eligibility Provision (CEP) rather than individual family forms to determine schoolwide eligibility: <https://www.fns.usda.gov/cn/community-eligibility-provision>
 - A decision will be made next year how to address this issue going forward.
- 2. Expanded the definition of students counted as “Students of Color Furthest From Educational Justice”**
 - Expanded to include Middle Eastern/North African students in addition to Black/African American, Native American, Pacific Islander, Hispanic/LatinX, or Southeast Asian, including Multiracial students from these groups.
 - Note: Changes will apply to calculation of index values for both 2021-22 and 2022-23 data. (The new model will apply to both years in the 2-yr. Avg.)

School Equity Tiers | 2022-23 Final Results

Tier	Count in 2018-19	Count in 2019-20	Count in 2020-21	Count in 2021-22	Count in 2022-23
1	7	9	9	14	14
2	13	11	12	15	14
3	22	24	20	12	12
4	58	58	61	61	62
Total	100	102	102	102	102

Net changes from '21-22 to '22-23:

- 4 schools changed Tier
 - 2 schools move up (towards Tier 1)
 - 2 schools move down (towards Tier 4)
- 1 more school in Tier 1

School Equity Tiers | 2022-23 Final Results

Schools moving in or out of Tiers 1 & 2 in 2022-23

Change	Schools
Moving up to Tier 1	Wing Luke Elementary
Moving up to Tier 2	N/A
Moving down to Tier 2	Broadview-Thomson K-8
Moving down to Tier 3	Rainier View Elementary

Additional Notes

- **1 school moved up to Tier 3 from Tier 4:** Hawthorne Elementary

School Equity Tiers | 2022-23 Final Results

2022-23 School Equity Tiers

Tier 1

School Name	Index 2yr Avg
Rainier Beach High School	9.7
Aki Kurose Middle School	9.5
Franklin High School	9.3
South Shore PK-8	9.3
Seattle World School	9.3
Bailey Gatzert Elementary	9.1
Chief Sealth High School	9.0
Mercer Middle School	9.0
Emerson Elementary	9.0
Rising Star Elementary	8.8
Denny International Middle School	8.7
Washington Middle School	8.6
Dunlap Elementary	8.6
Wing Luke Elementary	8.5

Tier 2

School Name	Index 2yr Avg
Meany Middle School	8.4
Garfield High School	8.3
Martin Luther King Jr. Elementary	8.3
Concord Elementary	8.3
Lowell Elementary	8.3
Broadview-Thomson K-8	8.2
Olympic Hills Elementary	8.2
Cleveland High School	8.1
West Seattle Elementary	8.1
Graham Hill Elementary	7.9
John Muir Elementary	7.9
Nathan Hale High School	7.8
Ingraham High School	7.7
Interagency	7.5

Tier 3

School Name	Index 2yr Avg
Jane Addams Middle School	7.3
Rainier View Elementary	7.3
Beacon Hill Elementary	7.2
Highland Park Elementary	7.2
Kimball Elementary	7.0
Northgate Elementary	6.9
Maple Elementary	6.7
Olympic View Elementary	6.7
John Rogers Elementary	6.7
Roxhill Elementary	6.7
Dearborn Park Elementary	6.6
Leschi Elementary	6.5

Tier 4

School Name	Index 2yr Avg	School Name	Index 2yr Avg
Orca K-8	6.4	Middle College High School	3.9
Robert Eagle Staff Middle School	6.3	Licton Springs K-8	3.8
Viewlands Elementary	6.2	Arbor Heights Elementary	3.7
Thurgood Marshall Elementary	6.1	Sacajawea Elementary	3.6
Madrona Elementary	6.1	Lafayette Elementary	3.5
Hawthorne Elementary	6.0	Magnolia Elementary	3.5
Sanislo Elementary	6.0	Cascadia Elementary	3.4
TOPS K-8	5.9	Coe Elementary	3.3
West Seattle High School	5.7	Cedar Park Elementary	3.1
Louisa Boren K-8	5.7	Nova High School	3.0
John Hay Elementary	5.6	Thornton Creek Elementary	3.0
Eckstein Middle School	5.5	Gatewood Elementary	2.8
Sand Point Elementary	5.5	McGilvra Elementary	2.8
Roosevelt High School	5.4	View Ridge Elementary	2.8
Hazel Wolf K-8	5.3	The Center School	2.4
Alan T. Sugiyama High School	5.3	Greenwood Elementary	2.3
Laurelhurst Elementary	5.2	Loyal Heights Elementary	2.3
Lincoln High School	5.1	Wedgwood Elementary	2.3
Madison Middle School	5.1	Salmon Bay K-8	2.3
Queen Anne Elementary	5.1	North Beach Elementary	2.2
Ballard High School	4.7	Adams Elementary	2.1
McClure Middle School	4.6	Alki Elementary	2.1
Fairmount Park Elementary	4.5	Genesee Hill Elementary	2.1
John Stanford Elementary	4.5	Catharine Blaine K-8	2.1
Daniel Bagley Elementary	4.3	Pathfinder K-8	2.1
Whitman Middle School	4.2	Bryant Elementary	2.0
Stevens Elementary	4.2	Whittier Elementary	2.0
Green Lake Elementary	4.1	Lawton Elementary	1.9
Hamilton Middle School	4.0	Montlake Elementary	1.5
B. F. Day Elementary	4.0	Decatur Elementary	1.5
McDonald Elementary	3.9	West Woodland Elementary	1.3

