Action Planning through Root Cause Analysis Using the 4-Step Problem Solving Process

(1) Define the Problem (Examples):

- Disparity in academic gains between racial and ethnic groups?
- Underrepresentation of minority groups accessing gifted programming and advance placement classes?
- Disproportionality in discipline practices between racial and ethnic groups?
- Increase in ODR's/CIR's despite implementation of SEL curriculum?
- Decrease in attendance rates (disparity between ethnic and racial groups)?

(2) Analyze your Data (Examples of data):

- ELA and Math proficiency scores-disaggregated by ethnicity
- Fidelity of Implementation in Tier 1 behavioral framework and SEL curriculum
- Gifted referrals disaggregated by ethnicity with review of Plan A and B Eligibility criteria
- Cross-referencing of CIR's and ODR's with classroom behavior intervention implementation
- Implementation fidelity of classroom behavior system and plans
- Disproportionality in disciplinary and exclusionary practices (Equity Profile Risk Ratios)

(3) Implement (PD must be included):

- Universal evidence based SEL curriculum for all students
- Universal implementation of "Ready for Rigor" framework of culturally responsive practices
- Tier 2 supplemental supports directly matched with student deficits
- Utilization of evidence-based interventions and strategies for Tier 3 individual problem solving, and increasing intensity by incorporating culturally responsive strategies

(4) Evaluate (Examples):

- Ongoing data monitoring through FOCUS and UNIFY (Early Warning System)
- Ongoing fidelity checks/classroom walkthroughs
- Regularly scheduled teacher, parent, and student surveys and interviews
- Ongoing review and dissection of outcome summaries and reoccurring action planning