CI Webinar Eight – Resource Inequities

Office of System and School Improvement

May 2025
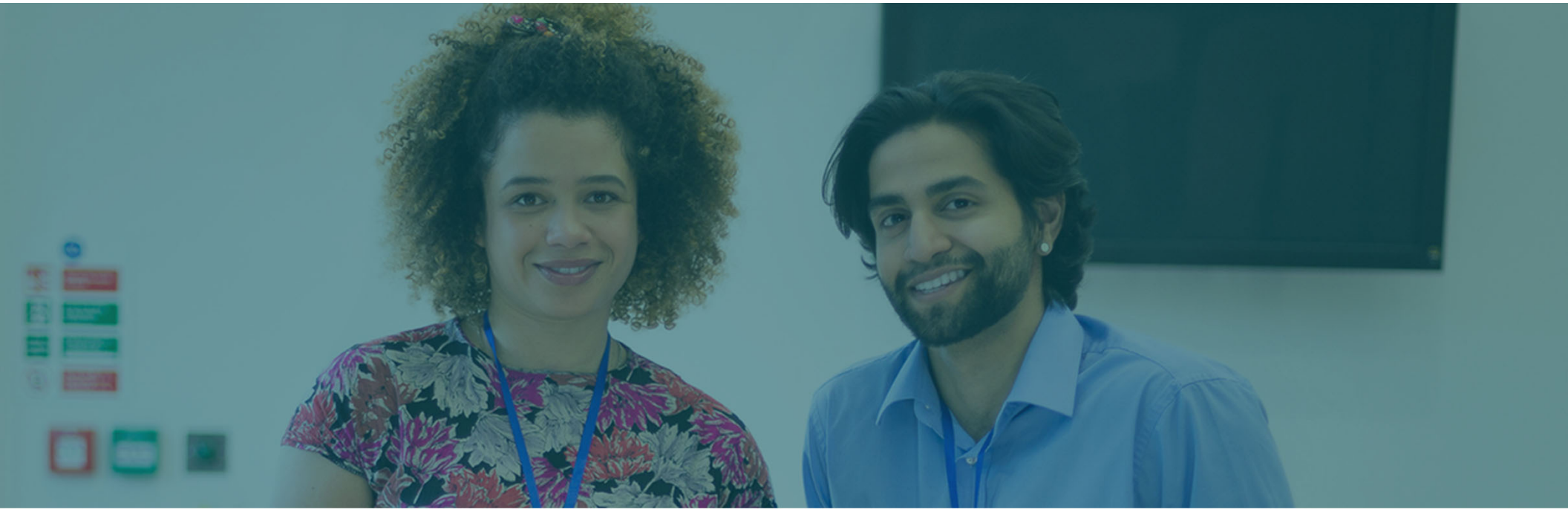
CI Webinar Eight – Resource Inequities

What is resource Inequity?

- Resource equity means using people, time, and money in thoughtful ways so all students can succeed, no matter their race or income.

- It's not about giving everyone the same thing, but giving each student what they need to learn and grow.

- This means helping students with greater needs and removing barriers tied to race, income, or where they live. Some schools are already doing this, proving that closing learning gaps is possible.
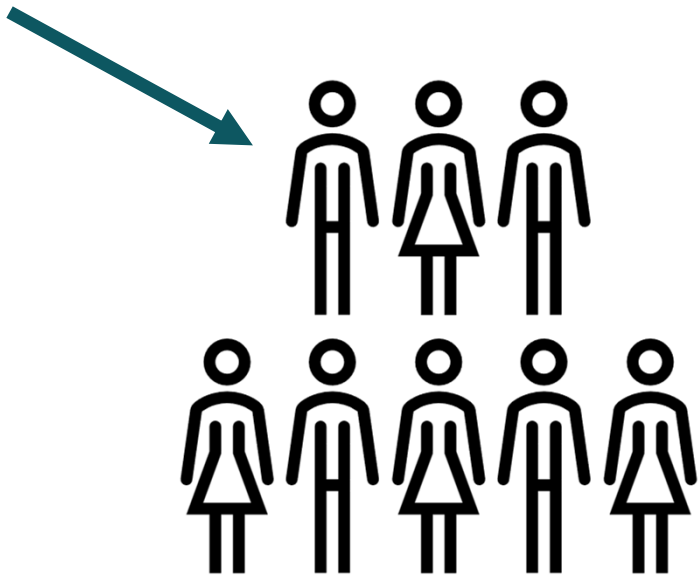
Step 1: Gather and Analyze Foundational Data

- Understand the makeup of your students, teachers, and leaders.
- Identify which students might need extra support.

Step 2: Examine Fiscal and Human Resources

- Review how funding and staffing are spread across the school.
- Check if teachers and staff reflect student needs and diversity.

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Step 3: Evaluate Instructional Access and Opportunities (Part 1)

- Make sure all students get **strong**, grade-level materials.
- Ensure materials represent different cultures and languages.

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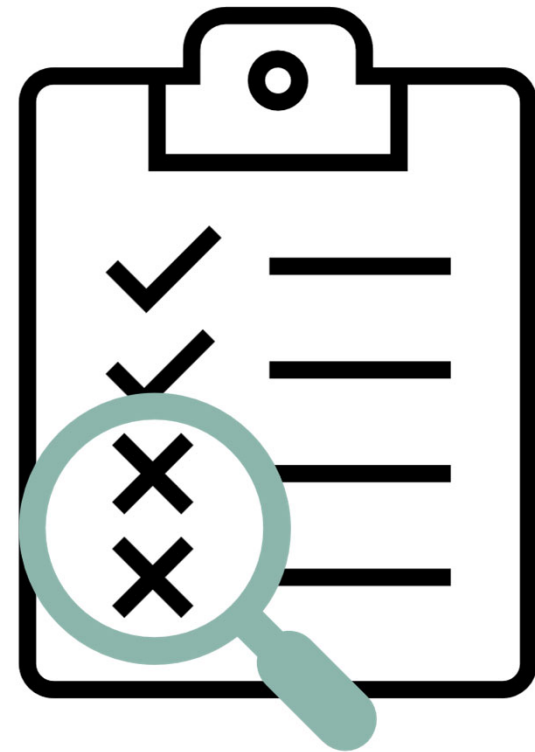
Step 3: Evaluate Instructional Access and Opportunities (Part 2)

- Review access to extra programs like arts, preschool, and technology.
- Check how well families are engaged and included.

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Step 4: Identify and Prioritize Resource Inequities

- Identify the biggest gaps in resources and opportunities.
- Focus on gaps that hurt low-income and minoritized students.

Section 6: Examining Resource Inequities

SIPs and L-CAPs must identify resource inequities, which may include a review of LEA and school-level budgeting [...] essed through implementation of the plan, as required by ESEA section 1111(d)(1)(B)(iv) and (2)(C). School districts mu[...] source inequities by analyzing key data. This includes per-pupil expenditure, teacher qualifications, access to spec[...], and participation in rigorous coursework. All findings must guide efforts to eliminate disparities and improve [...] opportunities.

Resources to evaluate:

Fiscal resources: school and district budgeting; per-pupil expenditures from Federal, State, and local sources.

Non-fiscal resources: school leadership quality and diversity; teachers; teaching quality and diversity (i.e., rates at which "low-income students and minority students [are] taught by inexperienced or out-of-field teachers); staff; learning-ready facilities, access to and participation in comprehensive and rigorous coursework; instructional time and attention; access to specialized instructional support personnel; rates of access to and participation in preschool and full-day kindergarten programs for elementary school students; high quality early learning and early interventions; diverse and inclusive schools and classrooms; family academic engagement; community

Section 4: Resource Inequities

Investigate resource inequities (funding, staffing, materials, resources, etc.) identified through conducting the Comprehensive Needs Assessment (CNA) and using the **Examining Resource Inequities Tool**. Summarize what resource inequities were identified and which will be addressed in the school improvement plan.

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Step 5: Plan, Act, and Monitor

- Create a plan to fix the gaps and measure success.
- Involve families and students in shaping the work.
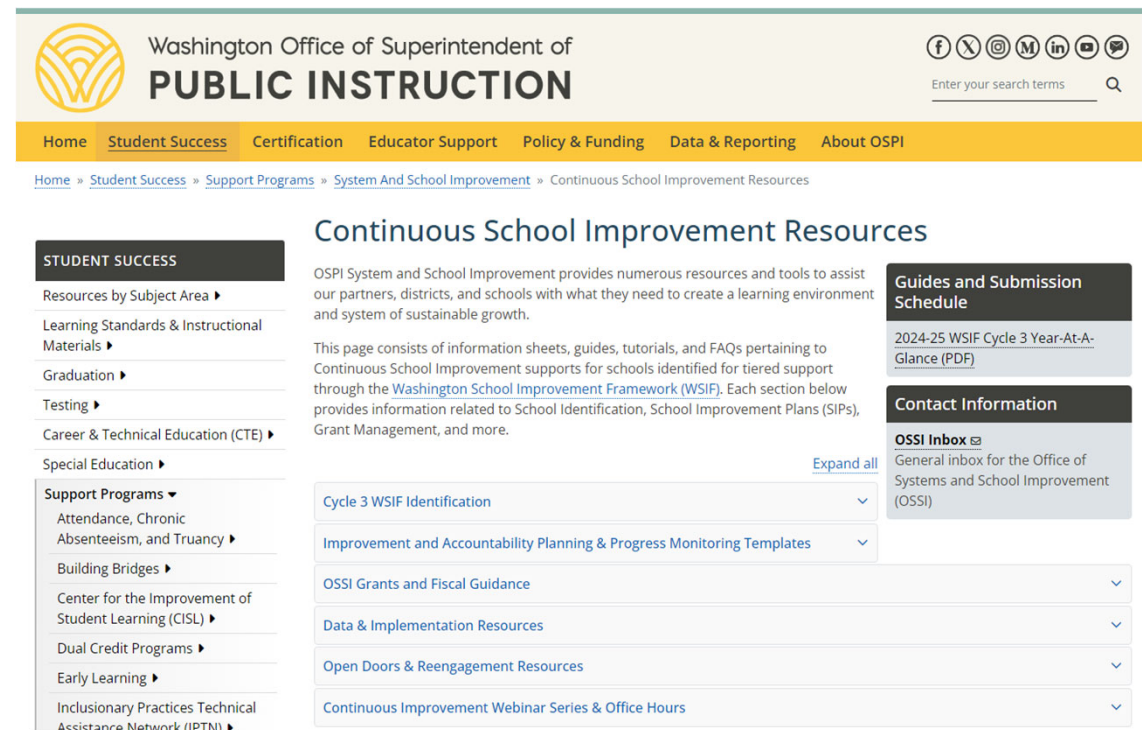
Final Thoughts

- Fixing resource gaps is about leadership and action.
- Focus on what you can control to open more doors for every student.
- Keep learning, improving, and making equity real every day.

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Continuous School Improvement Resources

- Additional Webinars

- Submission Schedule

- WSIF Cycle 3 Lists of Schools Identified for Support

- Next Steps One-Pagers

- SIP, Progress Monitoring and L-Cap Templates and Implementation Guides

- Funding and Grant Information

- School Improvement Resources

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