# Dimensions of Resource Equity Pre-Work

Please read the Dimensions of Resource Equity document and then complete the following activities.

* For each dimension, consider for your district whether you think this dimension is:
  + differentiated with student need (i.e., higher need students receive more of this resource),
  + differentiated against student need (i.e., higher need students receive less of this resource), or
  + not differentiated with or against student need (i.e., there is no relationship between student need and the level of resources received).
* Be prepared to share your responses to the questions below at our session.
  + Choose two dimensions of resource equity for your district: one that is a current area of strength and one that is a current challenge. Compare and contract these two dimensions through the following questions:
    - Do you think each dimension is differentiated with need or against need? Why do you think this is the case?
    - What would need to happen or change for your district to improve equity across these dimensions?
    - To what extent can increased transparency support changes in these dimensions? To what extent can increased transparency inhibit changes?

***Sample response for the questions above, using one dimension:***

Choose one dimension of equity that you think is a current challenge for your district.

*School Leadership*

* + *Do you think this dimension of equity is differentiated with need or against need? Why do you think this is the case?* I think school leadership is differentiated against student need because I believe my high need schools tend to be led by less experienced principals. I think this is the case because we have high principal turnover in our high need schools.
  + *What would need to happen or change for your district to improve equity in this dimension?* I think we need to work on improving retention at our high need schools. To do this, I think my district needs to further explore and understand why principal retention is lower in my high need schools; areas to explore could include hiring timeline, hiring process, school culture, and working conditions.
  + *To what extent can increased transparency around this dimension support changes to this area?* *To what extent can increased transparency inhibit changes?* Increased transparency around this dimension will help to highlight the importance of stable leadership across our schools. Hopefully, this will spark conversations across all levels of the community (from district staff, to school staff, to parents and community members) about how to attract and retain the best school leaders across all of our schools.