

Example 1: Teacher Assignment Equity

A district uses a heatmap to examine teacher experience levels across schools. The data reveal that schools with the highest populations of low-income and minority students have a higher proportion of novice teachers. In response, district leaders:

- Create incentive programs to retain experienced teachers in high-need schools
 - Provide targeted professional development
 - Reevaluate teacher assignment and transfer policies
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Example 2: Access to Advanced Coursework

A high school uses a heatmap to display enrollment in AP and honors courses by race/ethnicity and socioeconomic status. The data show that students from low-income backgrounds and English language learners are underrepresented. In response, the school:

- Launches an AP prep mentorship program
 - Trains counselors to recognize potential in underrepresented students
 - Reduces or removes prerequisites that create access barriers
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Example 3: Chronic Absenteeism Patterns

An elementary school creates a heatmap of chronic absenteeism rates by grade level and race/ethnicity. The map reveals high absenteeism among Hispanic students in 3rd and 4th grades. As a result, leaders:

- Partner with families to identify transportation or health-related barriers
 - Introduce bilingual family outreach programs
 - Monitor real-time attendance data weekly
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Example 4: Access to Middle School Extracurriculars

A district heatmap shows participation rates in extracurricular activities by student subgroup. Female students in low-income neighborhoods are significantly less involved. To address this, the district:

- Offers no-cost transportation after school
- Surveys students about interests to create new clubs
- Adjusts activity scheduling to remove family care conflicts