

Equity Pause Protocol

Team-Facing Intervention Guide

A simple team process for checking assumptions, reviewing evidence, and making equitable MTSS decisions

Stop

Pause before moving ahead with a decision.

Reflect

Name assumptions and center student strengths.

Examine Evidence

Use data, instruction, and context to guide thinking.

Decide

Choose the next step that best fits the student need.

Equity Pause 1

Reviewing Referral Data

- Do I have enough data to understand the concern?
- Am I relying on one data source more than others?
- Is the data descriptive rather than interpretive?

Pause note: _____

Equity Pause 2

Student Strengths & Skill Gaps

- Have I identified specific strengths?
- Are my strengths statements evidence-based?
- Am I using observable language rather than labels?

Pause note: _____

Equity Pause 3

Data Analysis & Error Analysis

- What exactly is the student getting wrong?
- Is the error conceptual, procedural, language-based, or performance-related?
- Has the student received sufficient instruction and practice?

Pause note: _____

Equity Pause 4

Skill vs. Performance

- Can the student perform the skill under any circumstances?
- What evidence shows they can or cannot do it?
- What conditions support success?

Pause note: _____

Equity Pause 5

Hypothesis Development

- What evidence supports my hypothesis?
- What evidence might challenge it?
- Have I considered instructional and environmental variables?

Pause note: _____

Equity Pause 6

Selecting Interventions

- Does the intervention directly address the identified need?
- Is it aligned to the error type?
- Am I choosing familiarity over fit?

Pause note: _____

Equity Pause 7

SMART Goals

- Is the goal based on baseline data?
- Is it measurable and observable?
- Would I set the same expectations for another student with similar data?

Pause note: _____

Equity Pause 8

Next Steps

- What data supports this recommendation?
- What adult actions are required?
- How will fidelity be monitored?

Pause note: _____

Facilitator Closing Questions

- What assumptions did we challenge today?
- How did data influence our thinking?
- What strengths remain central to the intervention plan?

Final Team Reflection

What did the team learn from the data? _____

What will we do next? _____

How will equity stay visible in implementation? _____