



# MISSOURI'S EDUCATOR EQUITY PLAN

April 13, 2015

Missouri Department  
of Elementary and Secondary Education

# Missouri Equity Plan

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In a July 2014 letter from Secretary of Education Arne Duncan, the U.S. Department of Education asked each state education agency to submit a plan that describes the steps it will take to ensure that “poor and minority children are not taught at higher rates than other children by inexperienced, unqualified, or out-of-field teachers” as required by section 1111 (b)(8)(C) of the *Elementary and Secondary Education Act of 1965 (ESEA)*.



# Missouri Equity Plan

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- The Missouri Department of Elementary and Secondary Education was one of a few agencies chosen to meet with the U.S. Department of Education in October.
- Equity plans are due from all state departments of education in June 2015.



# Purpose

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- **Goal: An Effective Teacher in Every Classroom**
- **Problem: Not Every Student Has an Effective Teacher**
  - **High-poverty urban areas have less qualified, less experienced teachers**
  - **Similar issues in the state's most rural areas**
- **Plan Includes Strategies to Reduce Inequitable Access**

# Data Review

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The Department is reviewing data regarding the quality of teaching and learning in three different sets of schools:

- those with the highest percentage of free and reduced priced lunch
- those with the lowest percentage of free and reduced priced lunch
- those classified as remote-rural



# Equity Plan Development

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- Convene groups of key stakeholders
- Discuss root causes and strategies
- Identify schools to discuss the quality of teaching and learning



# Theory of Action

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- **Equitable Access Achieved if We...**
  - **Recruit Diverse Candidates**
  - **Prepare Learner-Ready Teachers**
  - **Ensure Adequate Supply**
  - **Attract Teachers to Hard-to-Staff Areas**
  - **Support and Develop Teachers Under Effective School Leadership**

# Equity Gaps

Measure	Highest 5% FRPL of schools (110 schools) Students eligible for Free and Reduced Lunch	Lowest 5% FRPL of schools (110 schools) Students eligible for Free and Reduced Lunch	Most Rural School Buildings (315 schools) NCES Urbanicity Classification *"Rural: Remote"
FRPL rate	91.9%-100%	0%-16.4%	60.4% (average)
* % Minority (Students)	86.38%	16.62%	3.6%
* % Minority (Teachers)	41.9%	4.5%	0.9%
* Discipline Incident Rate	2.2%	0.4%	0.6%
Avg. years of experience	9.97	13.72	12.1
* Adjusted average salary	\$49,733.95	\$59,794.06	\$48,219.20
• 1st yr teachers w/ BA	\$39,591.88	\$40,912.19	\$41,951.42
• 1st yr teachers w/ MA	\$44,063.90	\$45,165.05	\$46,213.38
• Teachers w/ 5 years experience or less	\$41,980.00	\$44,965.85	\$43,068.49
• Teachers w/ 6-10 years experience	\$48,040.22	\$52,194.48	\$47,630.17
* Retention Rate	77.8%	89.6%	84.3%
* Absent 10 days or more	30.2%	31.5%	17.5%
% First-Year Teachers	15.4%	6.8%	13.9%
% First-Year Principals (in 2014)	18 schools (16.4%)	7 schools (6.4%)	43 schools (13.7%)
% Teachers with less than three years experience	26.9%	8.9%	15.0%
First-Year Teachers assigned a mentor	78.6%	92.4%	97.5%
*% Less than Fully Qualified	15.6%	5.3%	13.9%

# Focus Groups

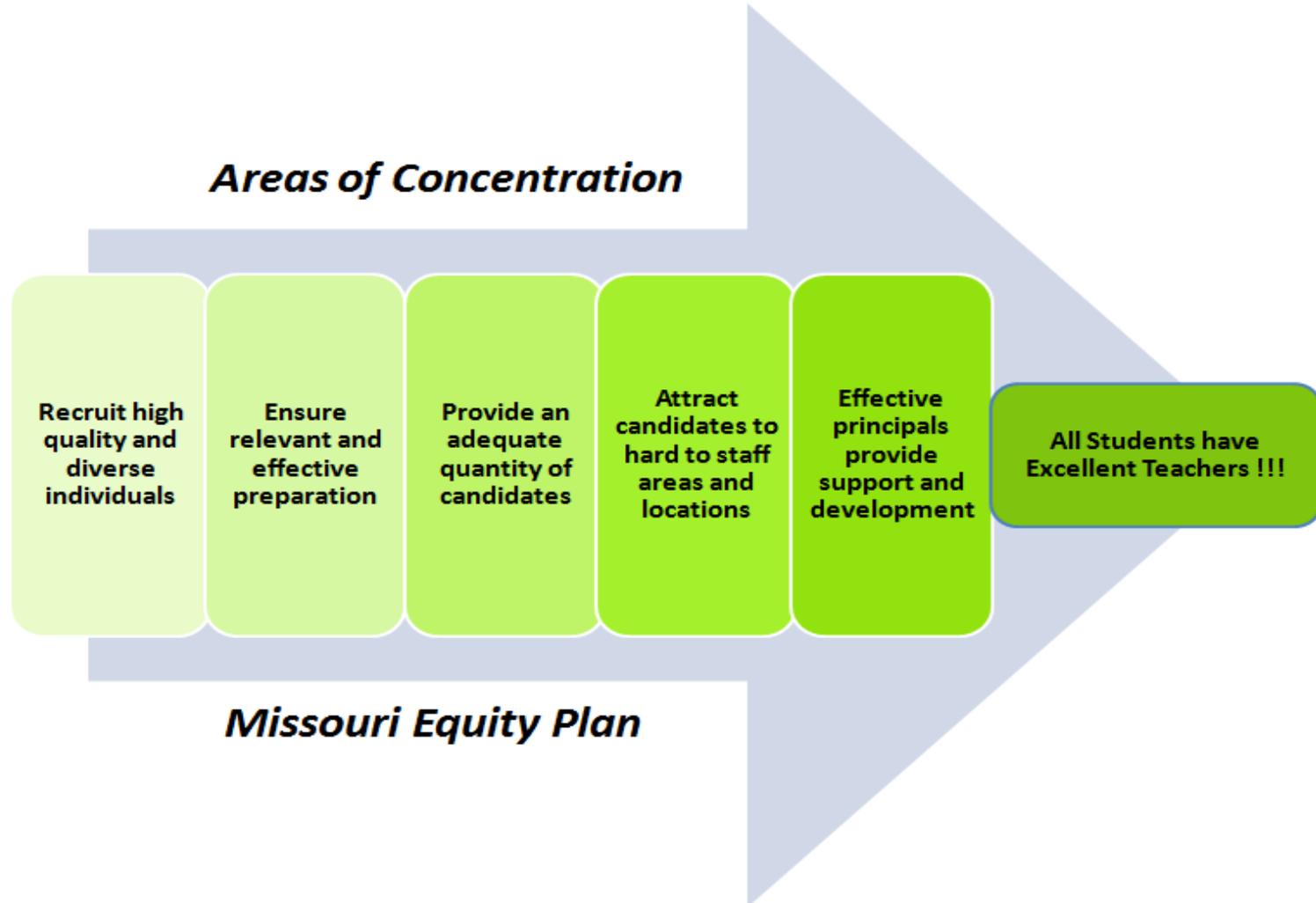
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- **Regional Meetings**
  - **Targeted 425 Highest Poverty and Most Rural Schools**
  - **36 Percent of Schools Participated**
- **Top Challenges**
  - **Poor Leadership**
  - **Recruitment and Retention**



# Strategies

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# Next Steps

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- **Peer Review**
- **State Board of Education Meeting**
- **Plan Due to U. S. Ed on June 1**



# Draft of Equity Plan

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A draft update of the Equity Plan may be viewed through the following link:

<http://dese.mo.gov/missouri-equity-plan>



# Questions?

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## □ Contact

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