

# Equitable Access to Excellent Educators

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**10** by **20**™

MISSOURI PROUD

## Equity Committees

Volume 6

<http://dese.mo.gov/educator-quality/equitable-access-excellent-education>

**E**quity committees convened in Columbia, Missouri, on March 29 to address the four most critical areas of the Missouri Equity Plan. Committee members discussed anticipated challenges, possible solutions and actionable next steps for each concentration area outlined below, along with highlights from conversations about how to ensure equitable access to excellent educators.

a partnership between school districts and higher education to encourage high school graduates to enter teacher preparation programs, and (3) focus on clinical experiences, coursework and measurements.

### Topic 3: Diverse Educators

*Successful strategies to recruit high-quality, culturally diverse teacher candidates*

- The challenges are (1) budget restraints, (2) university/college participation, (3) certification/testing requirements, (4) time constraints, and (5) creating a new curriculum.
- The solutions are to (1) recruit at historically black colleges and universities (HBCUs), (2) offer incentive packages, (3) provide mentors, (4) develop “teacher exchange” programs with cooperating school districts, and (5) implement a “Grow Your Own” approach.

### Topic 4: Teacher Incentives

*Teacher incentives to pursue a career in the education profession*

- The challenges are (1) funding, (2) teacher prep programs, and (3) Missouri statutes/“uniform” laws that prohibit bonuses/incentives once a teacher contract is issued.
- The solutions are to (1) seek private funding, (2) identify DESE funding options, (3) determine federal funding availability, (4) implement economic development initiatives at the school community level, and (5) expand mentoring programs.

The equity committees will reconvene in mid-May to continue the discussions and generate ideas, formulate policy recommendations, and prepare informational materials to be used as a resource for teacher preparation programs, professional education organizations and school districts.

### Topic 1: Teacher Shortages

*Strategies to address content & subject areas or geographic locations with teacher shortages*

- The challenges are (1) addressing root causes of inequities by district and school, (2) creating a method for determining teacher shortages, and (3) uncovering existing policies that contribute to educational inequities.
- The solution is to incentivize teacher prep programming in subject areas/geographic areas of need.

### Topic 2: Urban Education

*Curriculum modules or content for urban teacher preparation programs*

- The challenges are (1) selection of teacher candidates, (2) cultural competence of educators, and (3) experience of educators in diverse settings.
- The solutions are to (1) create a set of policy recommendations for higher education programs, (2) create

