

Equitable Access to Excellent Educators

TOP
10 by **20**

MISSOURI PROUD



Ensuring Equitable Access to Excellent Educators



Educational stakeholders from a cross-section of rural, urban and suburban school districts came together on January 27, 2016, for Missouri’s first-ever Equity Lab. Districts in attendance included Cassville, Caruthersville, Center, De LaSalle Charter, Ft. Zumwalt, Marshall, Raytown and Riverview Gardens. The Center for Great Teachers and Leaders and Central Comprehensive Center staff were there to assist the Missouri Department of Elementary and Secondary Education’s Office of Educator Quality.

The Missouri Equity Lab’s design and delivery is centered around the vision of “Ensuring Equitable Access to Excellent Educators” with a three-fold purpose:

1. Introduce the audience to the educational inequities that exist in Missouri
2. Explore district data, identify root causes and develop strategies for ensuring equitable access to excellent educators
3. Build a framework for the development of District Equity Plans in support of the Missouri Equity Plan

Districts with higher concentrations of minority students and low-income families are working hard to recruit and retain highly qualified teacher candidates. They continue to face challenges in recruiting culturally diverse candidates to reflect ever-changing student demographics.

Based on candid conversations about the lack of educationally equitable conditions in the school settings they represent, participants provided actionable steps to provide students with equitable access to excellent educators. There are several viable solutions:

- Enhancing PD for all teachers and school leaders, with an emphasis on Culturally Responsive Teaching
- Implementing strategic HR teacher recruitment efforts
- Developing a marketing plan to attract highly qualified, culturally diverse candidates to the field of education
- Aligning the District Equity Plan with the CSIP and local school board strategic goals
- Engaging community stakeholders in the development of a culture of equity

Participants were empowered to continue this educational equity work in their respective school communities, and a follow-up Equity Lab will be held this summer. Would your district like to participate in the next Equity Lab? Contact the Office of Educator Quality at 573-751-2931 or moequityed@dese.mo.gov.

