



MISSOURI EQUITY PLAN

*“ENSURING EQUITABLE ACCESS TO
EXCELLENT EDUCATORS”*

MISSOURI ADVISORY BOARD FOR
EDUCATOR PREPARATION

March 22, 2016

Missouri Department
of Elementary and Secondary Education

Ensure Equitable Access to Excellent Educators

U.S. Dept.
of Education
*initiates a
national
strategic
focus on
high-poverty,
high-minority
schools...*

- **2006-** The First State Equity Plans were submitted as a requirement of *Title I of the Elementary & Secondary Act*
- **July 2014-** U. S. Department of Education launches “***Excellent Educators for All***” initiative in response to systemic inequalities that still exist
- **July 2015-** Missouri submits state board-approved Equity Plan to the U.S. Department of Education
- **September 2015-** Missouri receives approval of State Equity Plan in the initial round of submissions as an exemplary model by the U.S. Department of Education
- **October 2015-** Missouri participates in *Teacher Equity Forum* along with 6 other states, as co-hosted by the Alliance for Excellent Education with GTL & NASBE
- **January 2016-** Missouri hosts first-ever Equity Lab with 8 participating LEAs: *urban, rural, suburban, & charter*

Contents of Missouri's Equity Plan

Introduction

- Overview of the plan
- Clear definitions
- Description of the plan's development

Stakeholder Engagement

- Groups that were included
- Plans for ongoing engagement
- Incorporation of input and feedback

Equity Gaps

- Key terminology definitions
- Description of data sources
- Identification of inequities

Strategies to Eliminate Gaps

- Theory of Action: "If...Then"
- Root Causes: Environmental, Institutional, & Workforce Issues
- Targeted strategies
- Resources (financial and human) to support

Ongoing Monitoring and Support

- Mechanisms to monitor and support
- Short and long term metrics
- Public reporting

Conclusion

- Summary of main points

Stakeholder Engagement Approach

4

- **Professional Education Organizations:**
 - AFT-MO, MSTA, MNEA, MASA, MAESP, MASSP, MARE, MSBA, & MO-PTA
- ***MEAC* Equity Leadership Conference (St. Louis)**
 - Educators
 - Students and parents
 - Higher education
 - Board members
- **Focus Groups**
 - 34% of educators from the 477 identified buildings participated
 - 12,000 teachers overall (18%)
 - 130,000 students overall (14.4%)
- **Area University Supervisors**



Identified Educational Equity Gaps

5

□ **Comparison Groups**

- 5% -- Highest Poverty schools (110)
- 5% -- Highest Minority schools (110)
- 315 -- Rural Remote classified schools
- 5% -- Lowest Poverty schools (110)

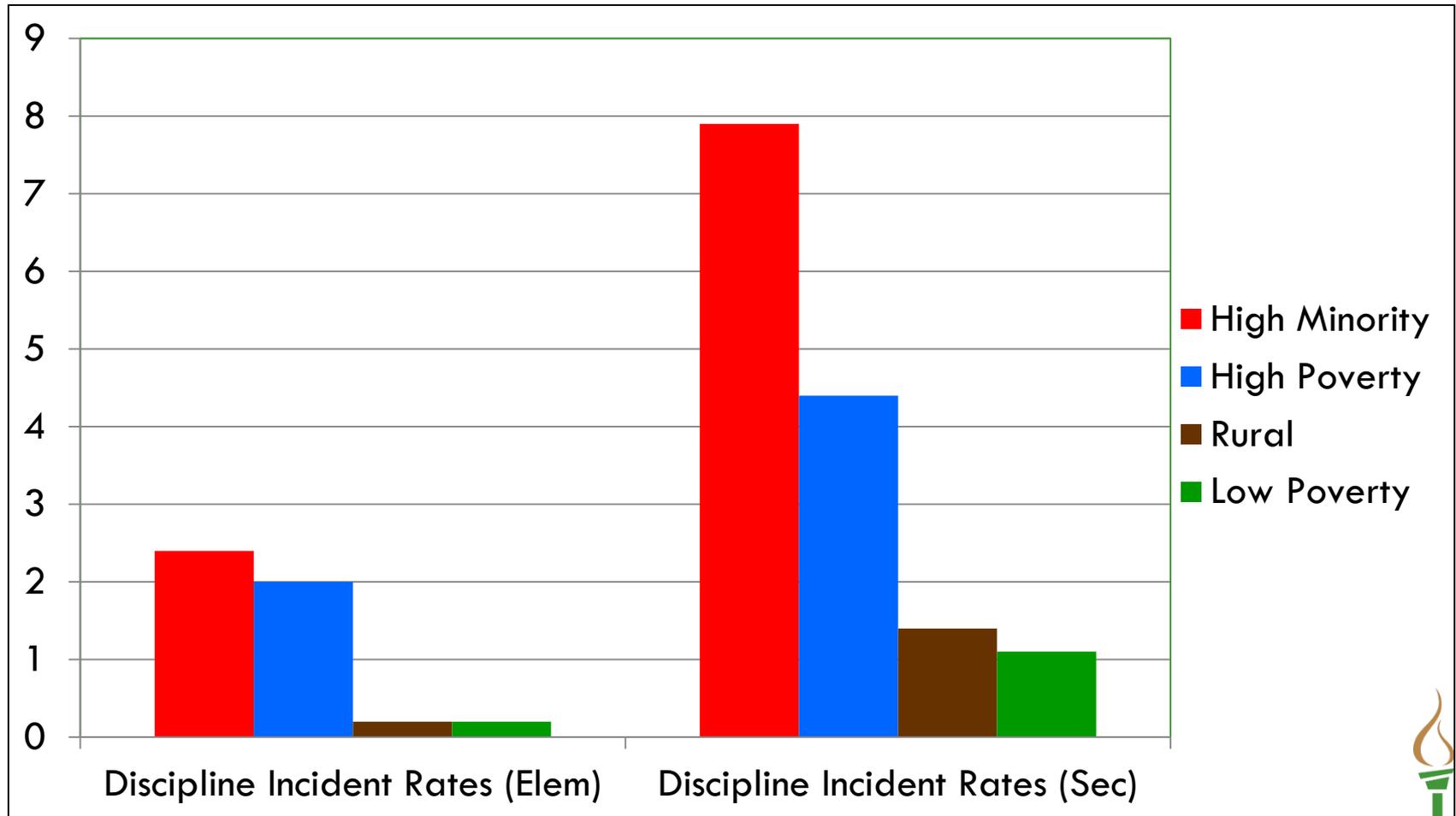
□ **30 Data Measurements In Key Areas:**

- Discipline
- Teacher Experience
- Salary
- Retention
- Overall Preparation
- Less Than Fully-Qualified
- Teaching Out-Of-Field
- Student Proficiency



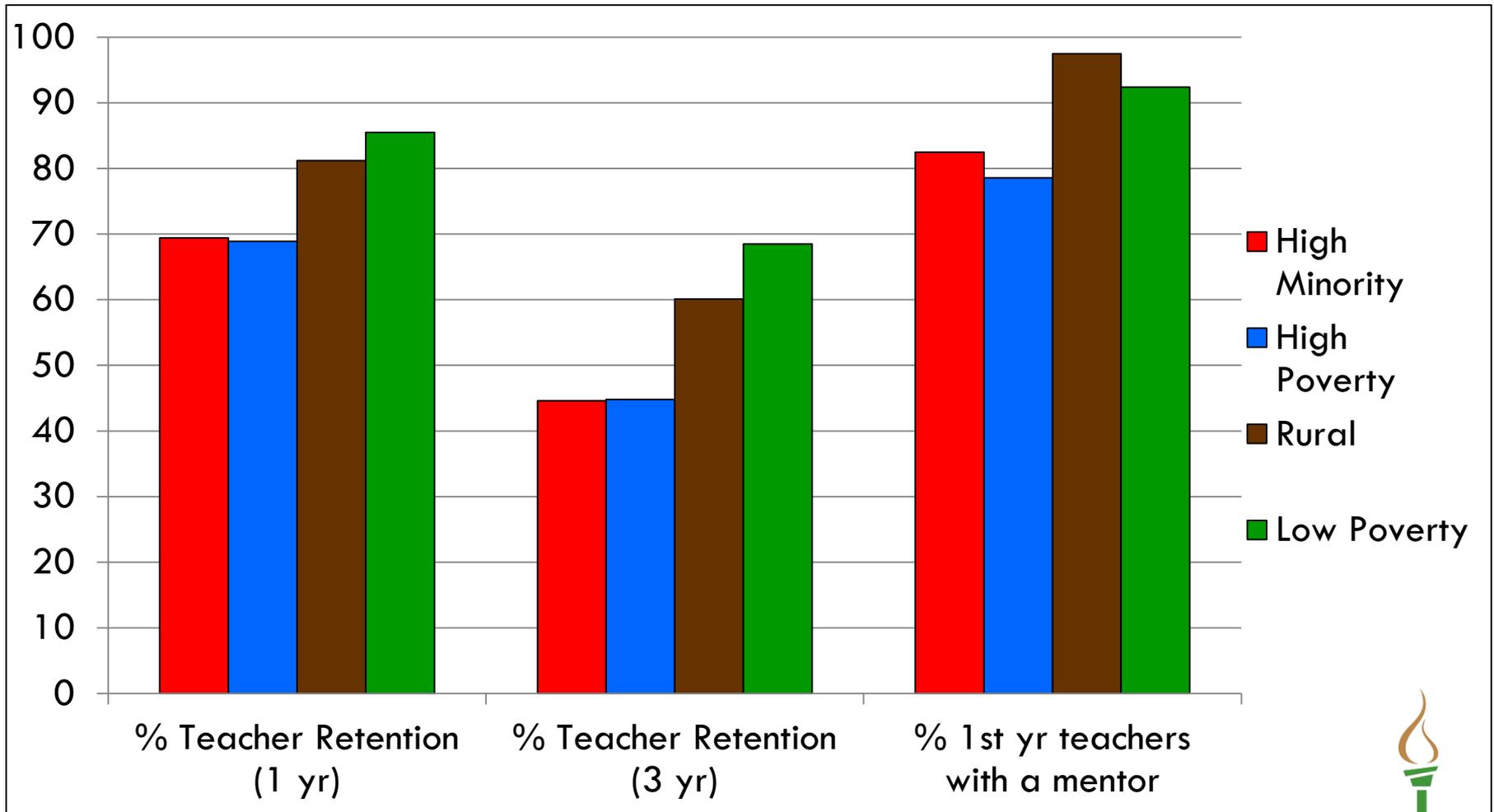
Equity Gaps: Discipline Incident Rates

6

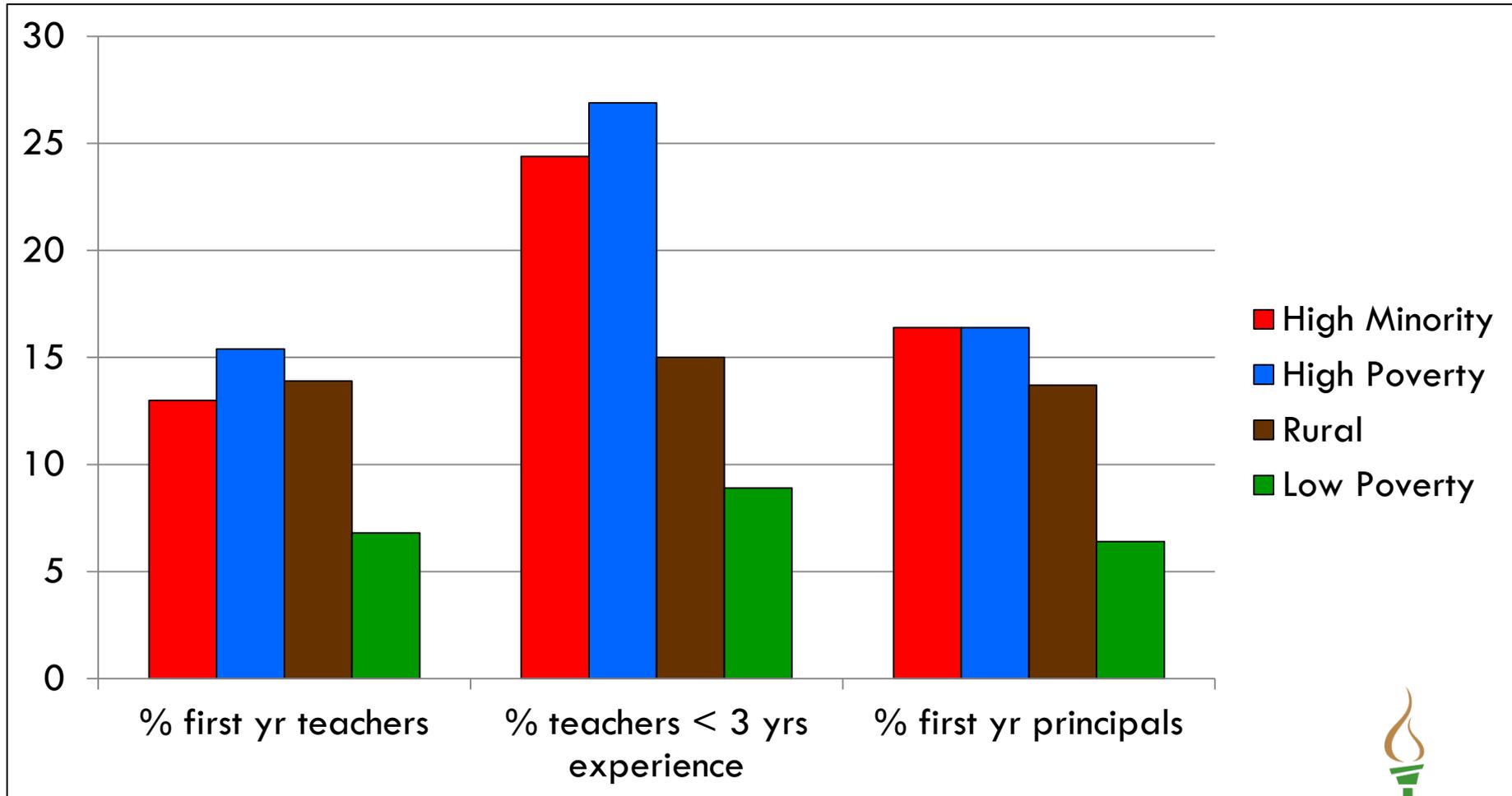


Equity Gaps: Teacher Retention Rates

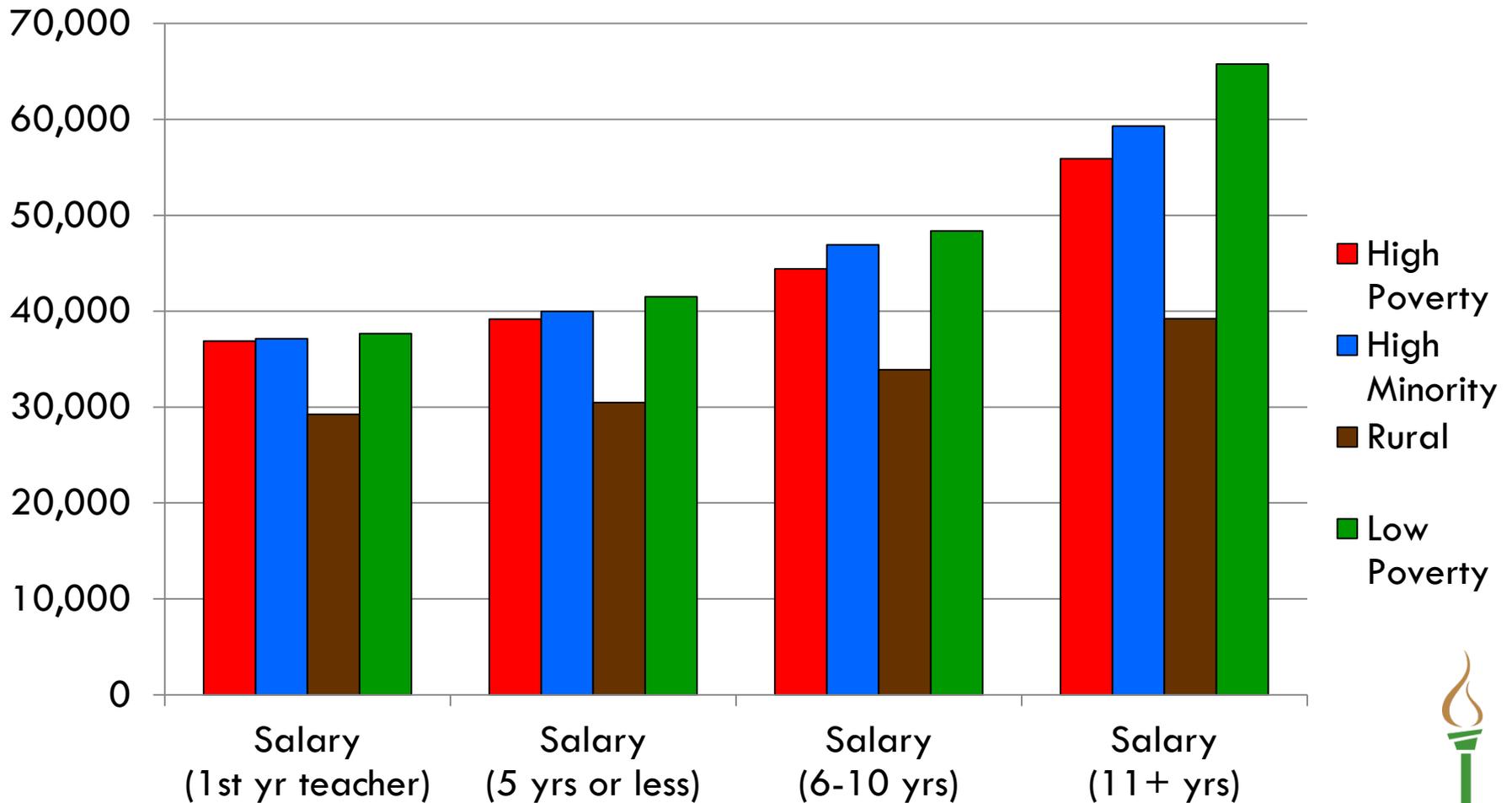
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Equity Gaps: Years of Experience

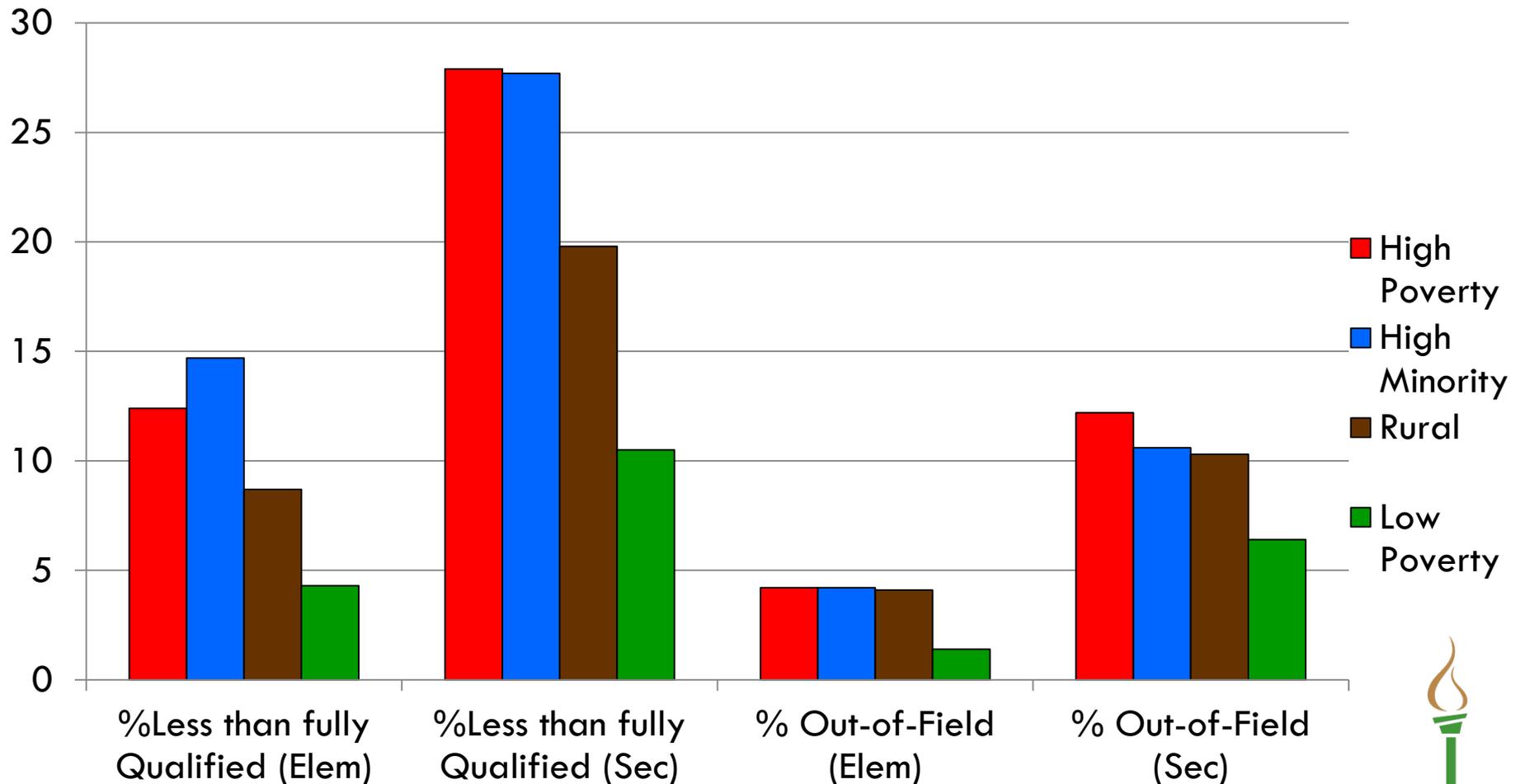


Equity Gaps: Teacher Salaries



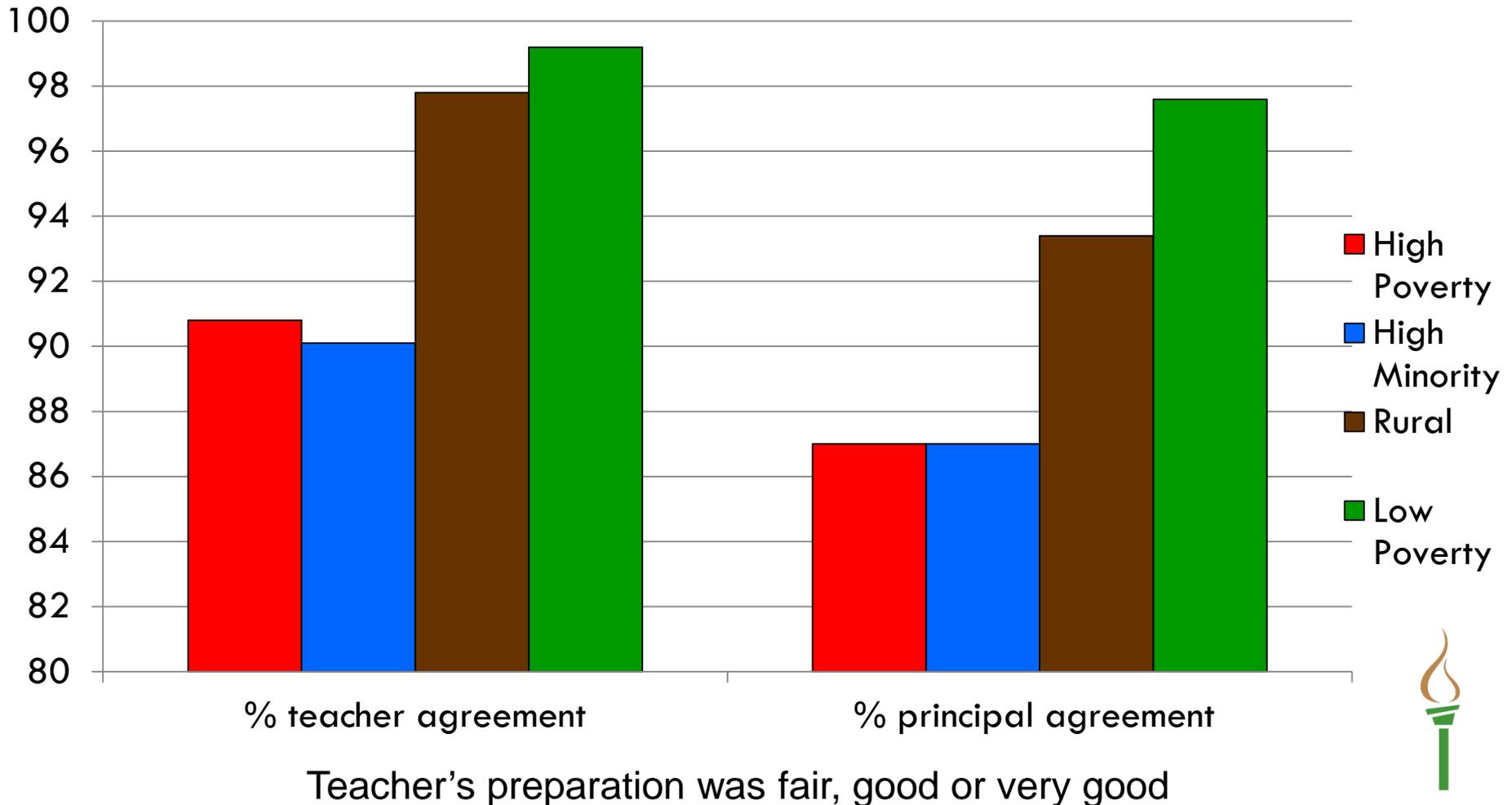
Equity Gaps: Teacher Qualifications

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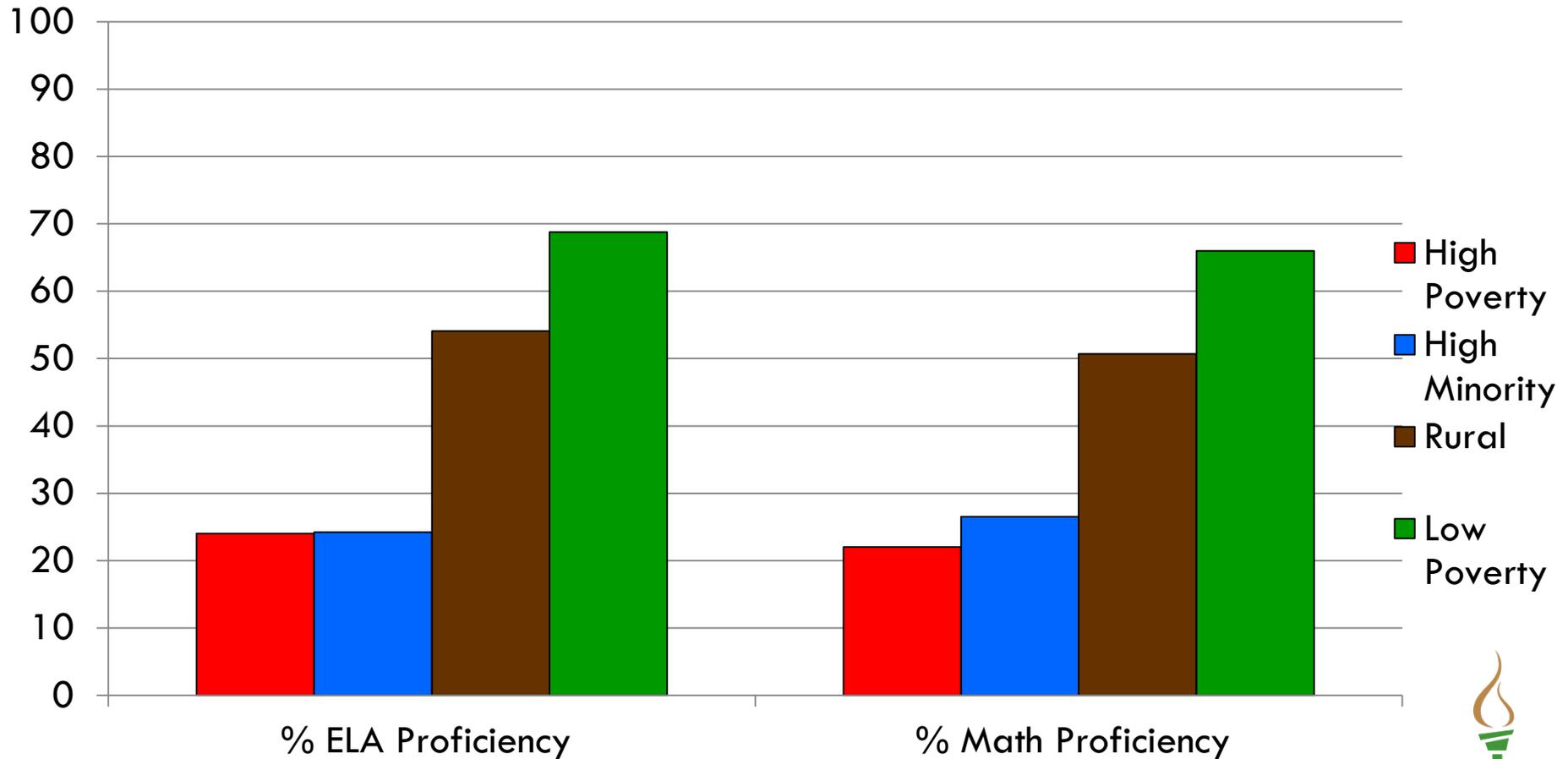
Equity Gaps: Teacher Preparation

11



Equity Gaps: Student Achievement

12



Missouri Equity Plan Goals

*Ensuring
Equitable
Access to
Excellent
Educators*

- 1. Recruit high-quality, diverse individuals
- 2. Ensure relevant and effective preparation
- 3. Provide an adequate quantity of candidates
- 4. Attract candidates to hard-to-staff content areas and geographic locations
- 5. Provide teacher support and development
- 6. Cultivate effective principals through the *Leadership Development System*



Missouri Equity Plan

Concentration Areas Aligned With Theory of Action

**Recruit
high-
quality and
diverse
teacher
candidates**

**Ensure
relevant
and
effective
preparation**

**Provide an
adequate
quantity of
candidates
in all areas**

**Attract
candidates
to hard-to-
staff areas
and
geographic
locations**

**Cultivate
effective
principals to
support and
develop all
teachers**

**All Students Have
Equitable Access
To Excellent
Educators!**

Missouri Equity Plan, 2015-16

Timeline Updates...

- ❑ **November 2015-** 1st issue of *Equity Update* published: “*Grow Your Own Teachers*”
- ❑ **December 2015-** 2nd & 3rd issue of *Equity Update* published: “*Urban Ed. Teacher Preparation Programs*”
- ❑ **December 2015-** Annual Teacher Shortage Index completed based on 2014-15 Core Data
- ❑ **January 2016-** 4th issue of *Equity Update* published: “*MO-Equity Lab*”
- ❑ **March 2016-** *Rural Educational Equity Conference* SEMO-COE faculty & school districts: Cape Girardeau, Meadow Heights, Puxico, & Oran

Next Steps...

- March 29, 2016-** Convene *Regional Committees* to focus on the following concentration areas of MO Equity Plan:
- ❑ **C1a,b:** Provide an adequate quantity of qualified candidates in the educator pipeline
 - ❑ **C2c:** Ensure relevant & effective preparation for urban education teacher candidates (*urban content modules*)
 - ❑ **C3a,b:** Recruit high-quality, culturally diverse teacher candidates
 - ❑ **C4a,b:** Attract teacher candidates to hard-to-staff subject areas/geographic locations (*competitive incentives*)



Focus Area: Teacher Shortages

Research Review:

“Strategies to Address Content and Subject Areas or Geographic Locations”

Conversation Piece:

Identify feasible solutions currently available (*or could be designed*) to address teacher shortages in Missouri’s hard-to-staff content areas and geographic locations



Focus Area: Quality Educators

Research Review:

“Successful Strategies to Recruit High-Quality, Culturally Diverse Teacher Candidates”

Conversation Piece:

Discuss unique opportunities/alternatives to traditional recruiting methods to attract high-quality, culturally diverse teacher candidates across the state.



Focus Area: Urban Education

Research Review:

“Curriculum Modules or Content for Urban Teacher Preparation Programs”

Conversation Piece:

Provide recommendations for viable, relevant coursework & field experiences to be included in urban education preparation programs offered in Missouri.



Focus Area: Teacher Incentives

Research Review:

“Teacher Incentives to Pursue a Career in the Field of Education”

Conversation Piece:

Discuss competitive incentives that may exist (*on a small scale*) or could be developed to attract prospective educators to teach in Missouri’s schools.



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