



MISSOURI EQUITY PLAN

*“ENSURING EQUITABLE ACCESS
TO EXCELLENT EDUCATORS”*

09/12/16

Missouri Department
of Elementary and Secondary Education

Rationale for the Missouri Equity Plan

***Ensuring
Equitable
Access to
Excellent
Educators***

- Developed to identify and address **Equity Gaps** that impact:
 - 1) Students of color
 - 2) Students from low-income families
 - 3) Rural students
 - 4) ELL students
 - 5) SPED students
 - 6) Students who struggle academically
- Aligned with *Top 10 by 20 Initiative-Goal 3* to: **prepare, develop, support,** and **retain** effective educators



Contents of Missouri's Equity Plan

Introduction

- Overview of the plan's development

Stakeholder Engagement

- Process involved in gathering input and feedback from stakeholders

Equity Gaps

- Description of terms, data sources, and educational inequities

Strategies to Eliminate Gaps

- Development of **Theory of Action** based on identified root causes

Ongoing Monitoring and Support

- Evaluation of short and long term metrics; public reporting methods

Conclusion

- Summary of main points

Stakeholder Engagement Approach

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- **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**



Educational Equity Gaps

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❑ 2013-2014 School Year Data

❑ Comparison Groups:

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

Special Note:

57 schools appear in both the High-Minority and High Poverty School categories; **1** school appears in both Rural Remote and High Poverty categories



Educational Equity Gaps

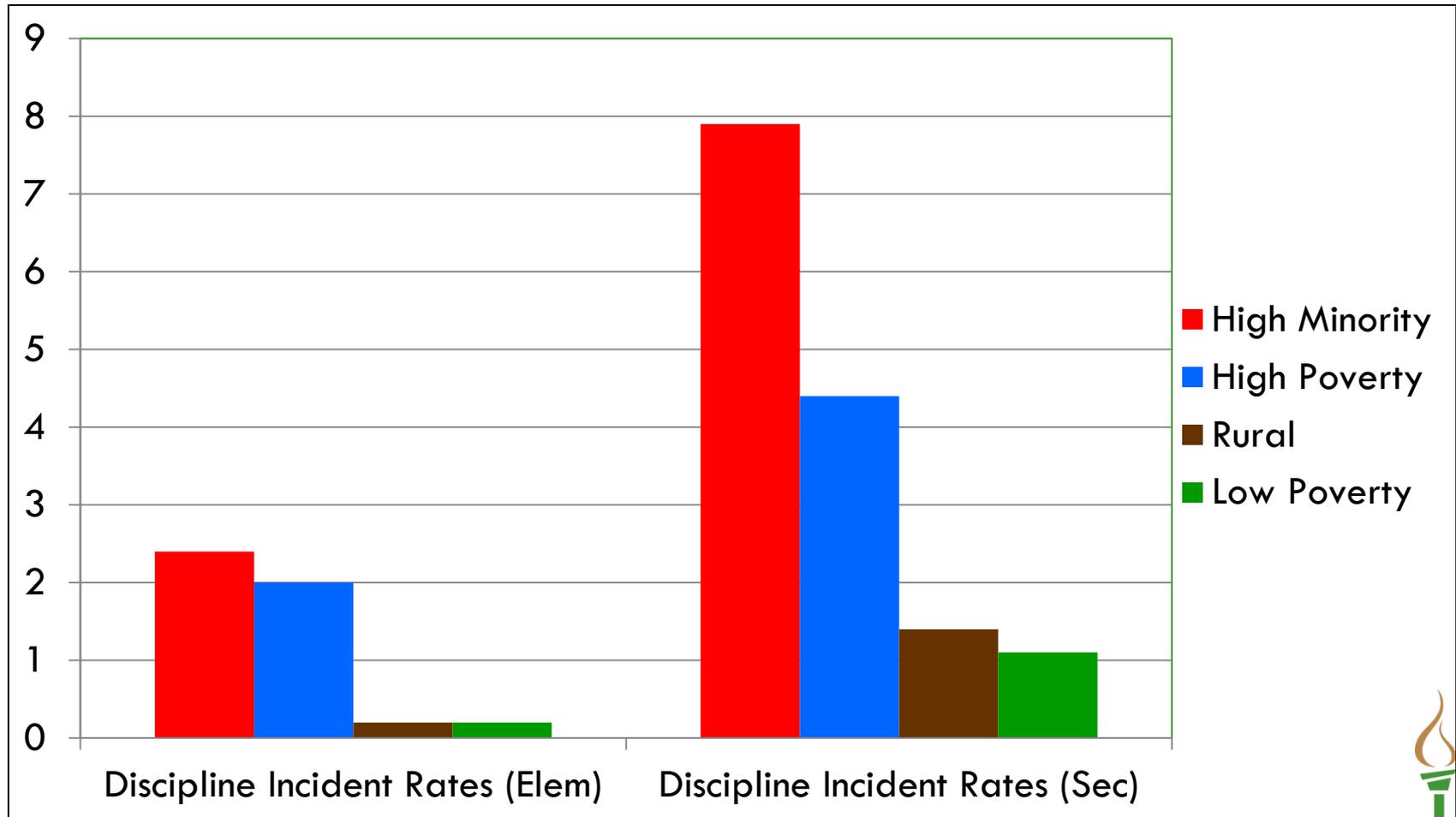
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- **2013-2014 School Year**
- **30 Data Measurements In Key Areas:**
 - **Discipline** – *½ day OSS or more*
 - **Teacher Experience**- *average years of experience*
 - **Salary** – *educational attainment, years of experience*
 - **Retention**- *1st year / 3rd year / experienced teachers*
 - **Overall Preparation**- *teacher/principal surveys*
 - **Less Than Fully-Qualified**- *temp./provisional status*
 - **Teaching Out-Of-Field**- *not teaching in content area*
 - **Student Proficiency**- *MA & ELA MAP scores*



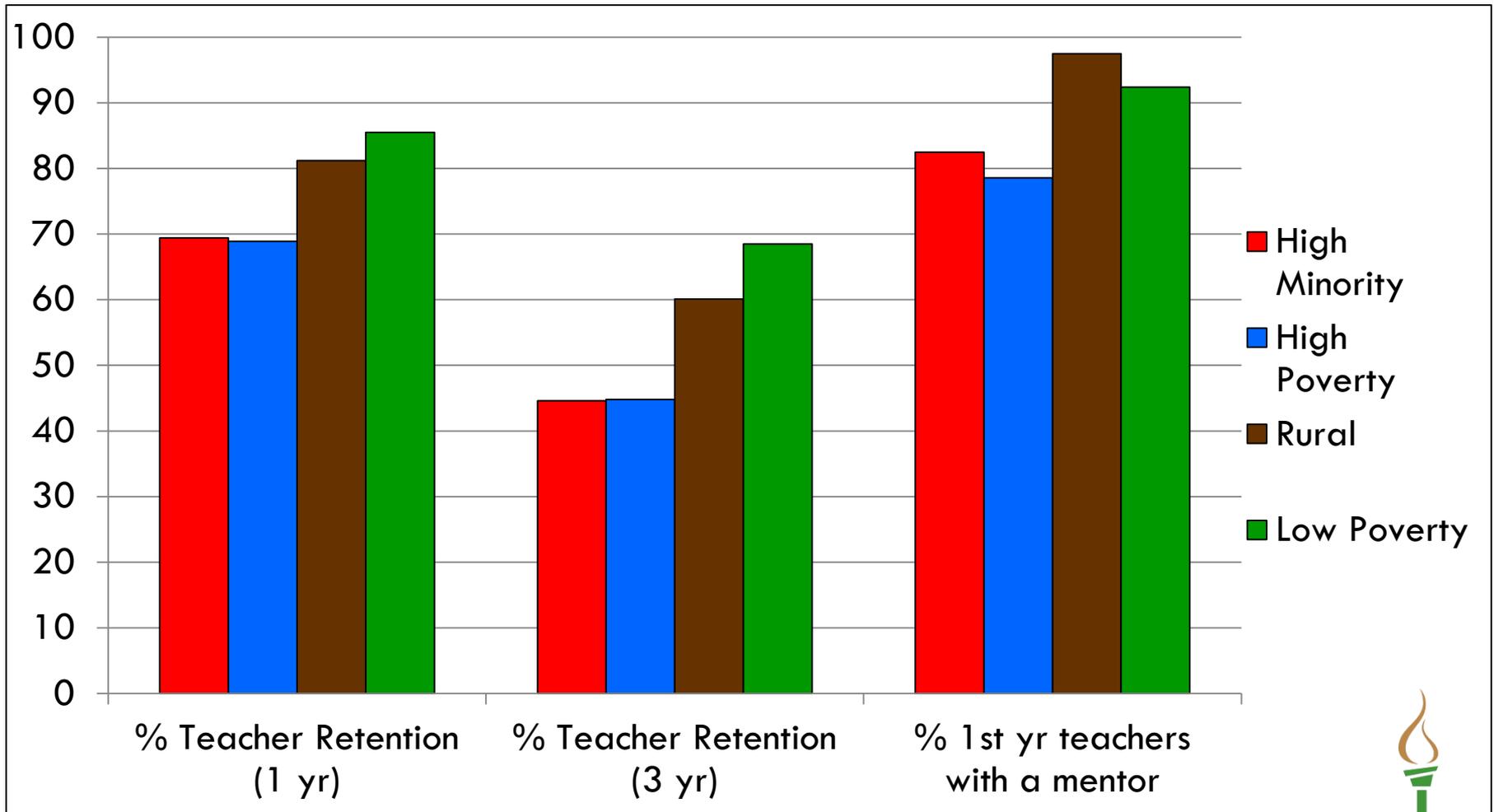
Equity Gaps: Discipline Incident Rates

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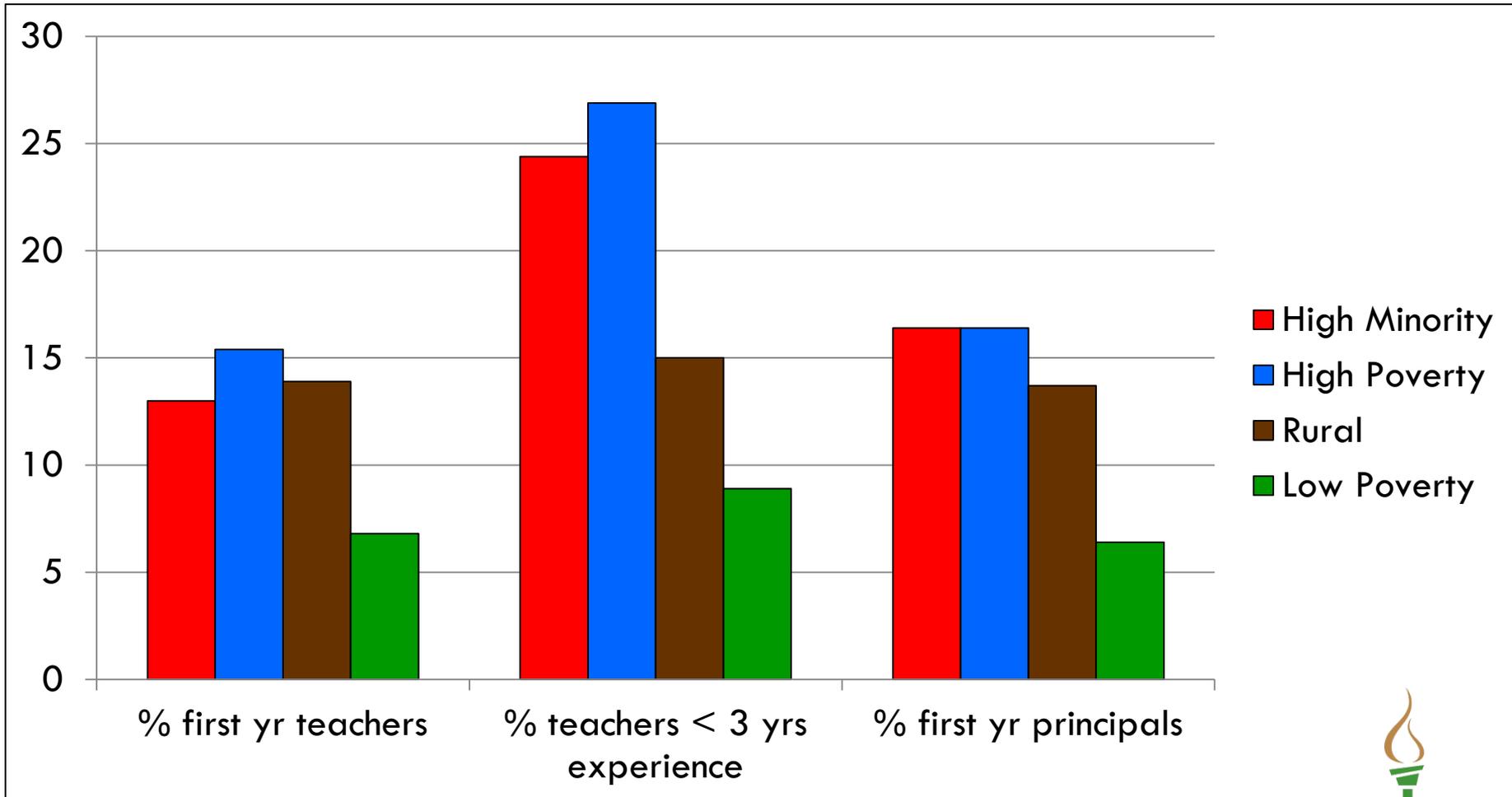


Equity Gaps: Teacher Retention Rates

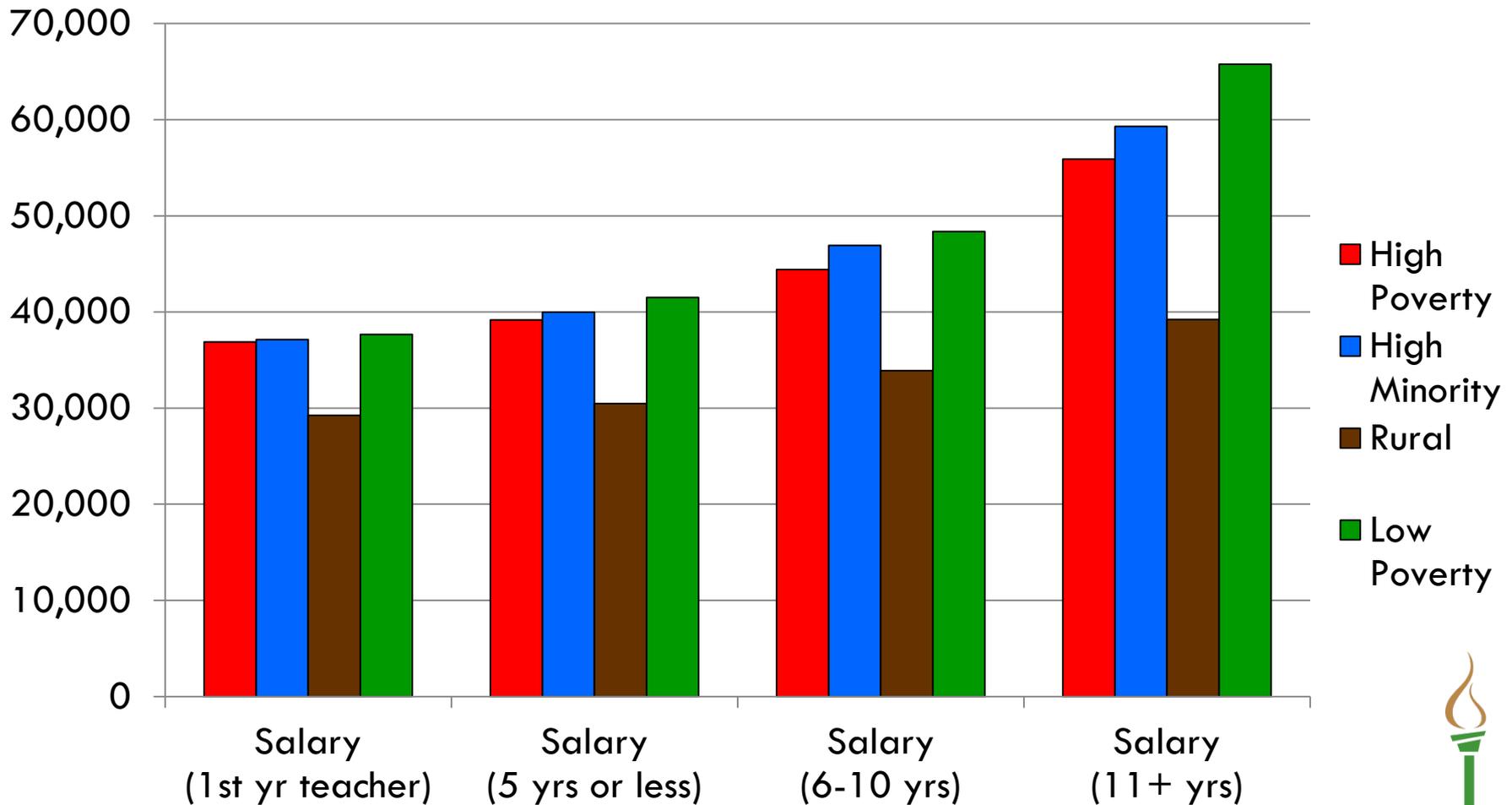
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Equity Gaps: Years of Experience

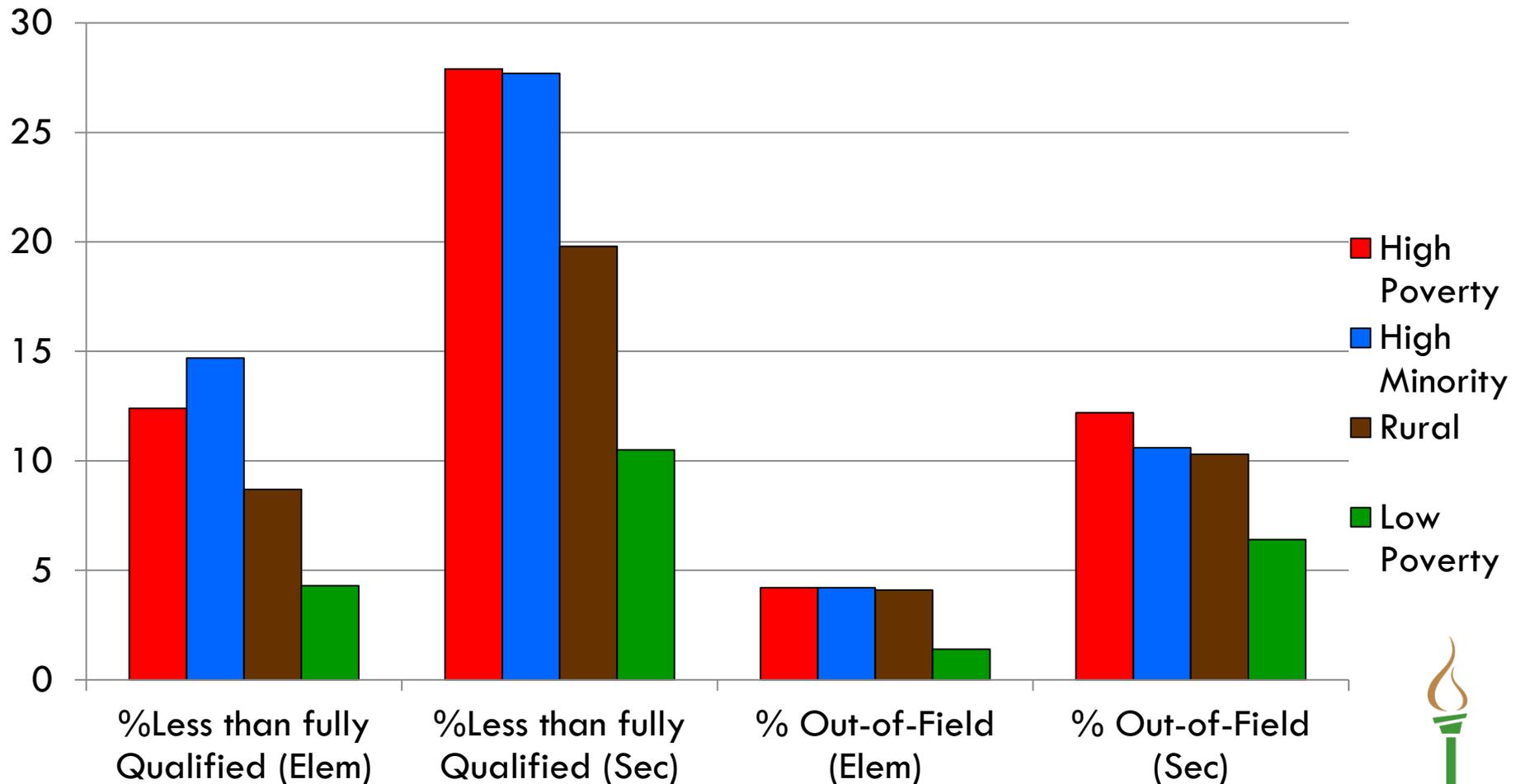


Equity Gaps: Teacher Salaries



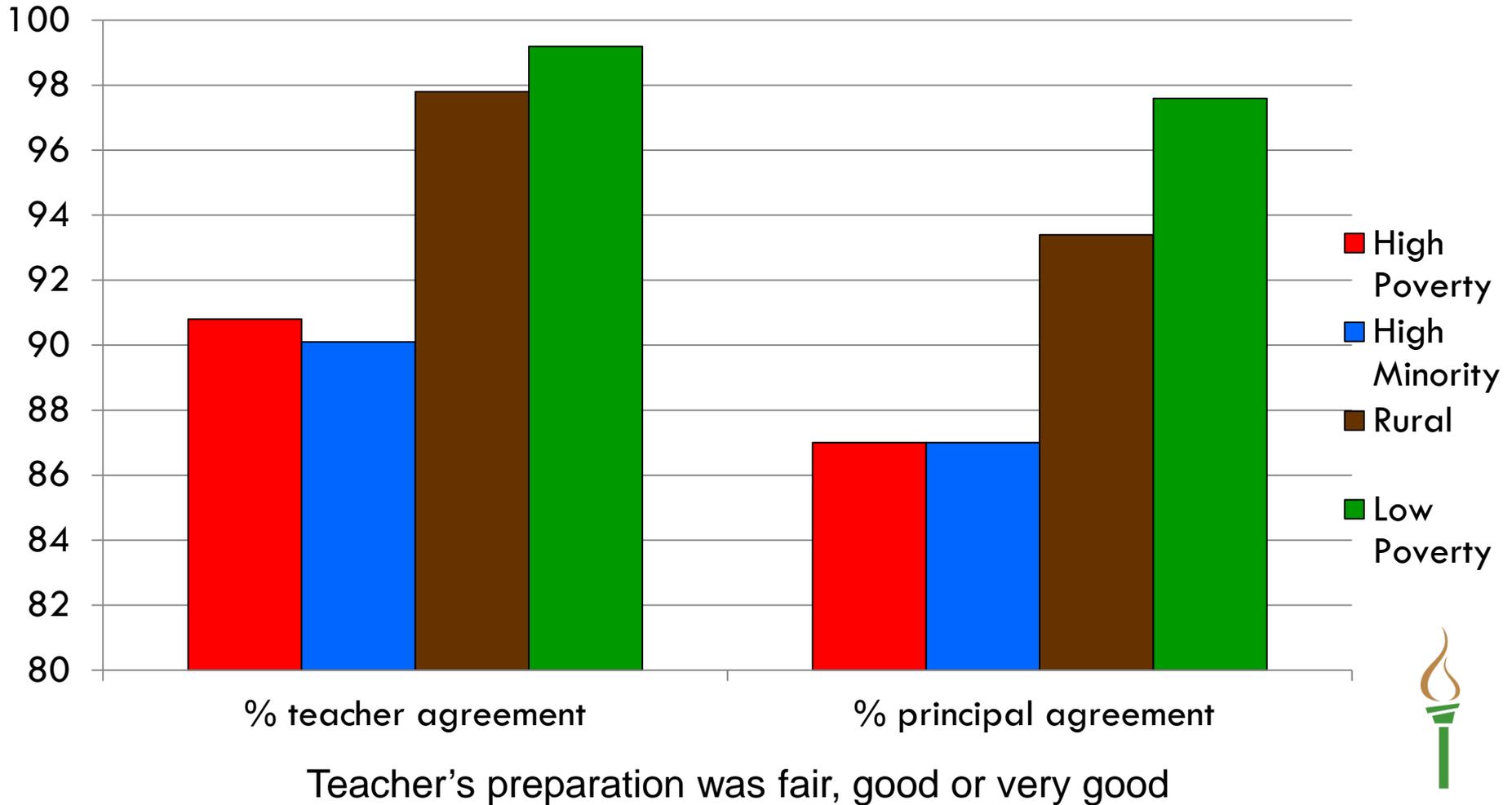
Equity Gaps: Teacher Qualifications

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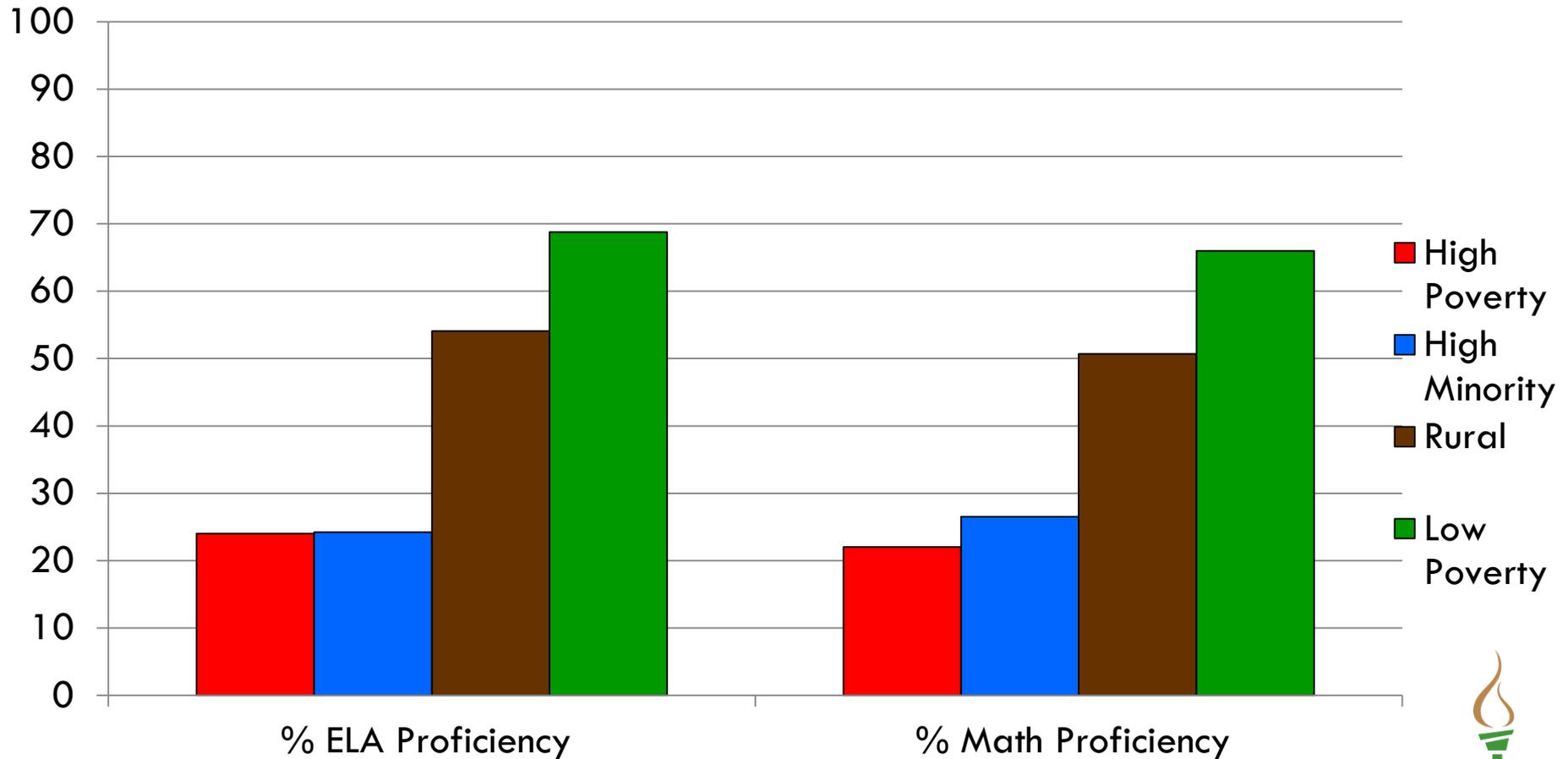
Equity Gaps: Teacher Preparation

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Equity Gaps: Student Achievement

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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: Focus Areas

Ensuring Equitable Access to Excellent Educators

- 1.** Recruit high-quality, culturally diverse educators
- 2.** Ensure relevant and effective preparation
- 3.** Provide an adequate quantity of teacher candidates
- 4.** Attract teacher candidates to hard-to-staff content areas and geographic locations
- 5.** Ensure teachers are supported and developed
- 6.** Cultivate and develop effective school leaders



Year One Implementation Efforts

- Equity Conferences
- Equity Labs
- Equity Updates
- Equity Committees
- Grow Your Own Resource Guide



“Grow Your Own” Statewide Strategy

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- **Awareness** for educational stakeholders to build a support base for a Grow Your Own initiative
- **Exposure** for elementary, middle, and high school students as an introduction to teaching careers
- **Experience** in classroom settings for middle and high school students to cultivate potential teacher talent
- **Education** through early college credit for high school students with aspirations to complete a four-year Educator Preparation Program



Missouri's "Grow Your Own" Goal

1,500

new teacher candidates in the pipeline beginning with the 2017-2018 Academic Year

□ There are 611 High Schools:

2 students per school = 1,222

Prospective Teachers Candidates

3 students per school = 1,833

Prospective Teacher Candidates

□ Estimated at **1,500** new candidates in the teacher pipeline through a "**Home Grown**" recruiting process at the district level...



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