The Opportunity to Learn is an Equity Issue

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Building a Conversation

• Are we more concerned about being seen as racist than we are about the consequences of racism? (Adam Serwer, 2018)
Teacher Salary

Statewide Data

First Year Teacher with Bachelor’s Degree
Teacher Salary

Statewide Data
Average Salary – All Teachers

- High Minority
- High FRPL
- Title
- Rural
- Non-Title
- Low FRPL
New Teachers

Statewide Data

First Year Teachers and Induction Support
Teacher Experience

Statewide Data
Percent of Teachers – Less than 3 years experience
Principal Experience

Statewide Data
Percent of First Year Principals

- High Minority High Poverty: 2.5
- Title: 1.4
- Rural: 1.0
- Non-Title: 0.5
- Low Poverty: 0.8

Chart illustrating the percent of first year principals in different categories.
Discipline Incident Rates

Statewide Data

Percent of Secondary Incidents – Removed ½ day or more
Student Achievement

Statewide Data

Proficiency Rates of Students

- % ELA Proficiency
- % Math Proficiency

HM        HP         T          R         NT         LP
The Promises We Make

• The Opportunity Myth (TNTP, 2018)
  - Grade Level Appropriate Assignments
  - Strong Instruction
  - Deep Engagement
  - High Expectations
Those who profess to favor freedom, and yet deprecate agitation, are men who want crops without plowing up the ground. They want rain without thunder and lighting. They want the ocean without the awful roar of its waters. This struggle may be a moral one, or it may be a physical one, or it may be both moral and physical, but it must be a struggle. Power concedes nothing without a demand. It never did. And it never will.

*Frederick Douglass, 1857*