



***LEVERAGING ESEA FUNDS TO SUPPORT  
EDUCATOR EQUITY PLANNING***

**COMBINED FEDERAL PROGRAMS MEETING**

DECEMBER 6 – 7, 2018 | WASHINGTON, DC

# TECHNOLOGY CHECK

PLEASE MAKE SURE YOU ARE READY TO ENGAGE IN OUR PRESENTATION!

## Poll Everywhere

1. Navigate to our Poll Everywhere URL on your preferred device:  
[www.pollev.com/CFPM2](http://www.pollev.com/CFPM2)
2. Readiness Exercise: Complete our quick survey about your state's readiness to implement educator equity labs while you wait for our session to begin!



# POLLING QUESTION

WHEN POLL IS ACTIVE, RESPOND AT [WWW.POLLEV.COM/CFPM2](http://WWW.POLLEV.COM/CFPM2)

Question: *How familiar are you with “educator equity labs” as a strategy to support local equity planning?*

- 1. CURIOUS:** We have heard of educator equity labs and came here to learn more about them.
- 2. EXPLORING:** We have decided we want to host an educator equity lab but haven’t started the planning process yet.
- 3. PLANNING:** We are in the middle of planning our first educator equity lab(s) now.
- 4. REFINING:** We have hosted several educator equity labs and are in the process of strengthening our approach or scaling up.



# OBJECTIVES

AS A RESULT OF THIS SESSION PARTICIPANTS WILL...

- Increase understanding of requirements and opportunities to support educator equity under the Elementary and Secondary Education Act (ESEA).
- Learn from state peers who are “early implementers” of educator equity labs.
- Identify promising practices and practical strategies for successful implementation of educator equity labs.
- Articulate specific action steps or additional resource needs in support of local educator equity planning.



# AGENDA

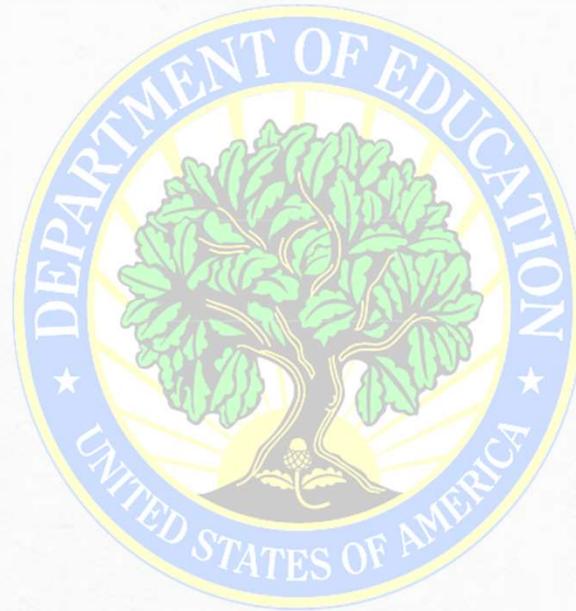
- Welcome and Introductions
- Readiness Exercise: Polling Question
- Overview: Educator Equity Labs and the ESEA
- Panel Discussion with Q&A
- Resources
- Reflections and Exit Ticket



# TODAY'S TEAM

- U.S. Department of Education
  - Nkemjika Ofodile-Carruthers, Teachers & Leaders Content Team Lead, Office of State Support
- State Panelists
  - Cheryl Krohn, Ohio Department of Education
  - Robin Hebert, Kentucky Department of Education
- Subject Matter Experts
  - Dana Chambers, P2P task lead for the State Support Network and deputy director of the Center on Great Teachers and Leaders
  - Etai Mizrav, equitable access project lead for the Center on Great Teachers and Leaders





# Responses to Readiness Exercise: Polling Question



# How familiar are you with "educator equity labs" as a strategy to support local equity planning?

Curious

Exploring

Planning

Refining

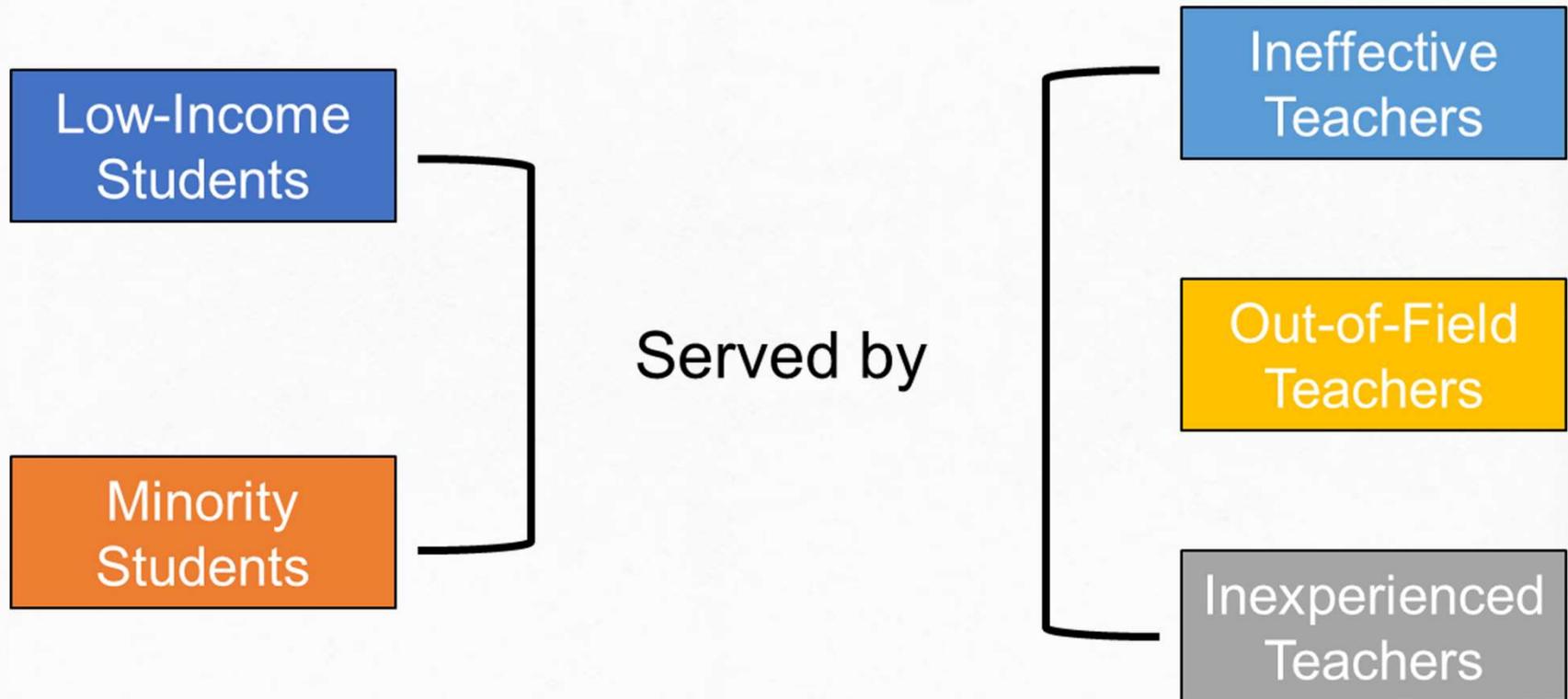


# Overview: Educator Equity Labs and the ESEA



# EDUCATOR EQUITY

WHAT DO WE MEAN?



Citation: ESEA section 1111(g)(1)(B)



# EQUITABLE ACCESS AND THE ESEA

- **Title I:** Each state plan shall describe how low-income and minority children enrolled in Title I schools are not served at disproportionate rates by ineffective, out-of-field, or inexperienced teachers, and the measures the state educational agency (SEA) will use to evaluate and publicly report the progress with respect to such description. *1111(g)(1)(B)*
  - Each local educational agency (LEA) plan shall describe how it will identify and address any disparities that result in low-income students and minority students being taught at higher rates than other students by ineffective, inexperienced, or out-of-field teachers. *1112(b)(2)*
- **Title II:** The state and LEAs may use Title II funding to improve equitable access to effective teachers or improve within-district equity in the distribution of teachers. *2101(c)(4)(B)(iii) and 2103(b)(3)(B)*

Source: Elementary and Secondary Education Act of 1965, as Amended by the Every Student Succeeds Act



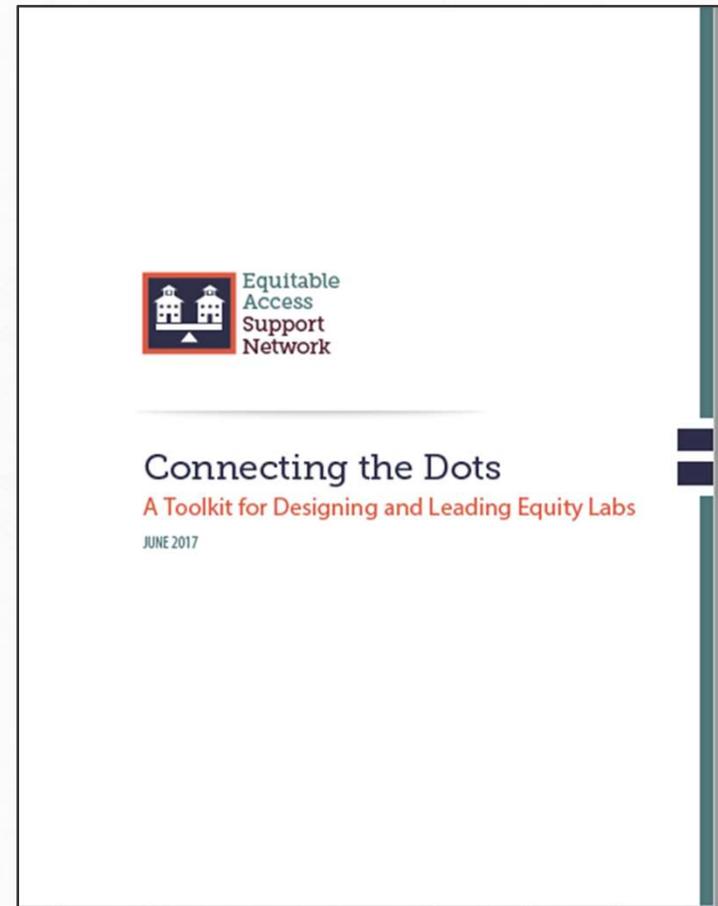
# WHY IS THIS WORK CRITICAL?

- **Students** assigned to effective teachers **are more likely to** graduate high school, attend college and earn higher salaries (Chetty et. al, 2011).
- When disadvantaged students are assigned to effective teachers, **the income and racial achievement gap can close in five years** (Hanushek, 2014).
- Unfortunately, **low-income students, students of color, English learners and students with disabilities** are more likely to be assigned to unqualified, inexperienced and ineffective teachers (Goldhaber et. al, 2016; Goldhaber et. al, 2015; Isenberg et. al, 2016; Sass et. al, 2012).
- Closing gaps **in access to excellent educators** is a necessary step in closing student achievement gaps.



# AN EDUCATOR EQUITY LAB IS...

- A convening of districts and other local stakeholders focused on advancing equitable access to excellent educators
- A catalytic force to help close state equity gaps
- A start of a crucial conversation about collaborating to overcome racial and socio-economic injustices that may have limited student access to excellent educators



Link: <https://www2.ed.gov/about/offices/list/oese/oss/technicalassistance/easnequitylabtoolkit.pdf>



# EDUCATOR EQUITY LABS

MAY INCLUDE THE FOLLOWING PROCESSES AND ACTIVITIES...

- Reviewing local or sample data
- Calculating gaps in access to effective, experienced, and in-field teachers
- Uncovering root causes for gaps
- Selecting strategies to address root causes (or strengthening existing strategies)
- Planning for strategy implementation



# STATE SUPPORT NETWORK

NINE STATES PARTICIPATED IN A FOUR-PART PEER-TO-PEER SERIES



Alaska



DC



Kentucky



Mississippi



Ohio



Arkansas



Georgia

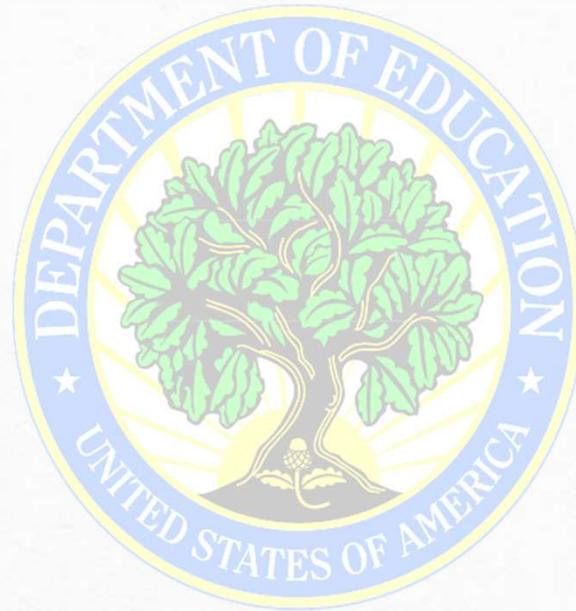


Maryland



Missouri





# Panel Discussion with Q&A



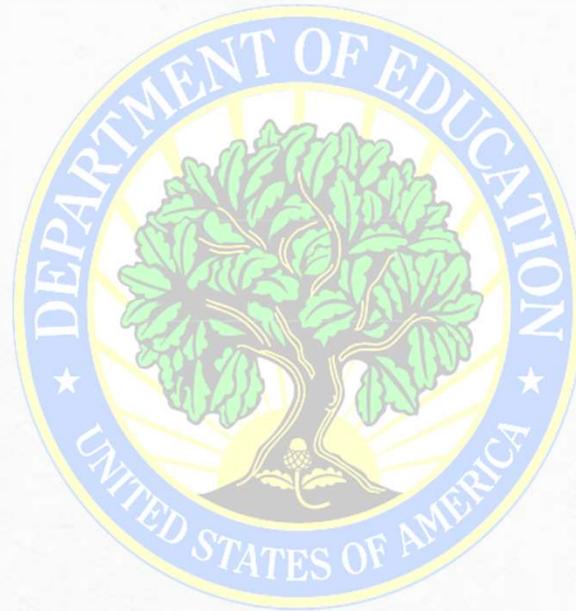
# PANEL DISCUSSION

- Cheryl Krohn, Ohio Department of Education
- Robin Hebert, Kentucky Department of Education
- Dana Chambers, State Support Network & Center on Great Teachers & Leaders
- Etai Mizray, Center on Great Teachers & Leaders





# Questions?



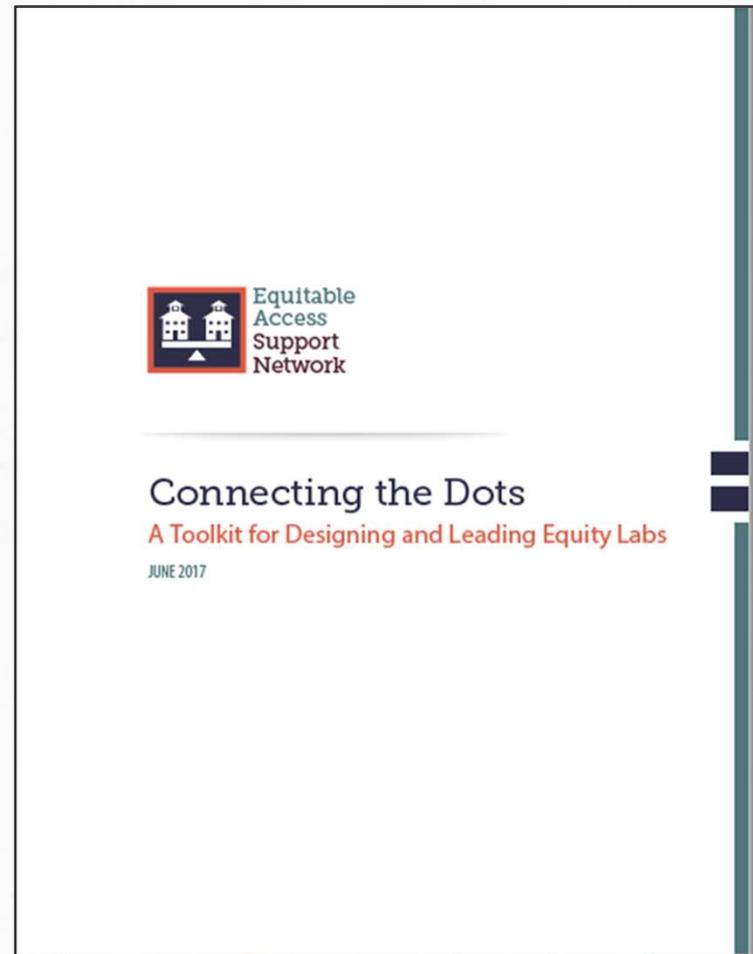
# Resources



# EQUITABLE ACCESS SUPPORT NETWORK

## TOOLKIT FOR STATES

- *Connecting the Dots: A Toolkit for Designing and Leading Equity Labs*
  - <https://www2.ed.gov/about/offices/list/oese/oss/technicalassistance/easnequitylabtoolkit.pdf>
- Additional resources from the Equitable Access Support Network available on the OSS TA webpage.
  - <https://www2.ed.gov/about/offices/list/oese/oss/technicalassistance/educationequity.html>



# GTL CENTER

## EDUCATOR EQUITY RESOURCES

- Implementation Playbook:
  - Implementation self-assessments
  - Project management supports
  - Communications Guidebook
  - Monitoring Tool
  - Strategic Guidance for Districts
- Equitable Access Toolkit:
  - Stakeholder Engagement Guide
  - Data Review Tool
  - Moving Toward Equity Tool

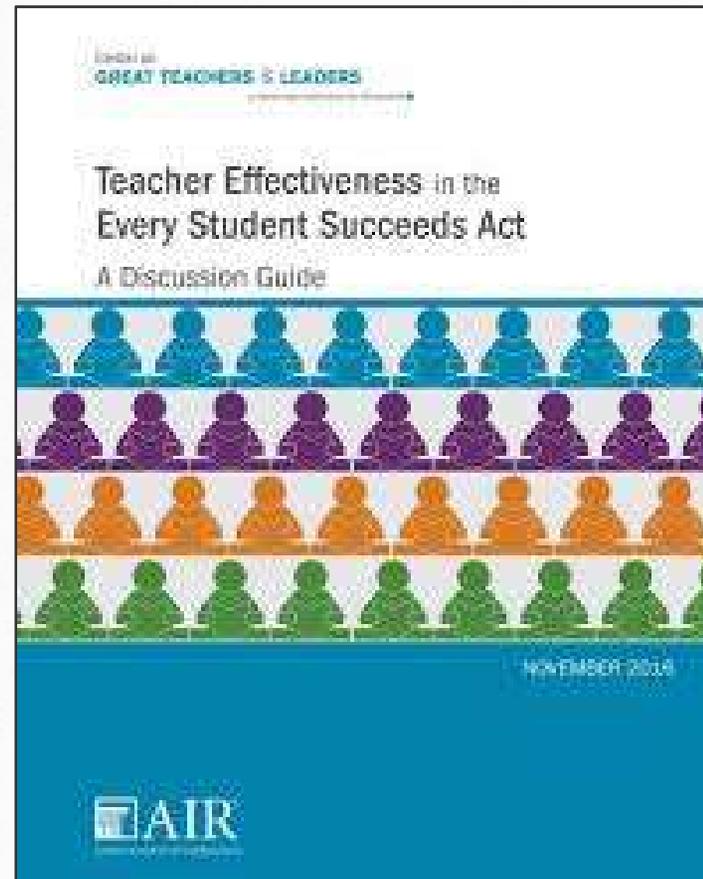


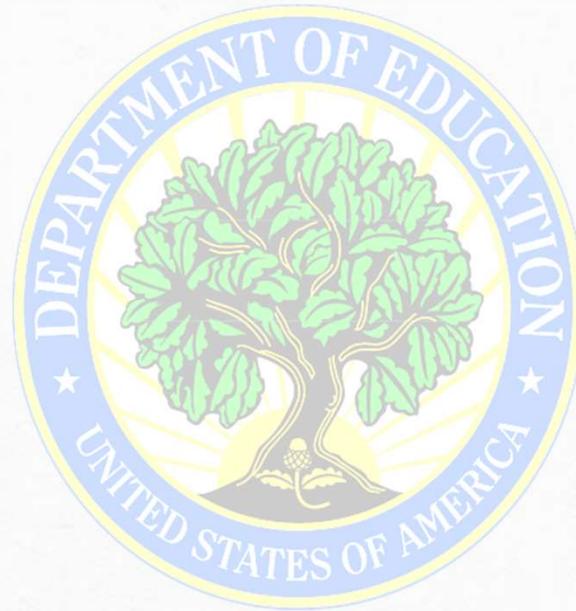
Visit <http://www.gtlcenter.org/learning-hub/equitable-access-supports>

# GTL CENTER

## EDUCATOR EQUITY RESOURCES

- *Teacher Effectiveness in the Every Student Succeeds Act: A Discussion Guide*
  - [https://gtlcenter.org/sites/default/files/TeacherEffectiveness\\_ESSA.pdf](https://gtlcenter.org/sites/default/files/TeacherEffectiveness_ESSA.pdf)





# Reflections and Exit Ticket



# REFLECTION

## “TURN AND TALK” WITH A PEER

- What is a specific action you will take to establish or strengthen local educator equity planning supports in your state?

*Volunteers will be invited to share aloud to the whole group!*



# EXIT TICKET

PLEASE SHARE YOUR THINKING ON AN INDEX CARD BEFORE YOU LEAVE

1. What was something interesting or new you heard at this session?
2. What is a specific action you will take to establish or strengthen local educator equity planning supports in your state?
3. Please include your contact information if you would like to be contacted to discuss support for implementing educator equity labs.



# SESSION EVALUATION

PLEASE GIVE US YOUR FEEDBACK!

As a result of this session, participants will:

- Increase understanding of requirements and opportunities to support educator equity under the Elementary and Secondary Education Act (ESEA).
- Identify promising practices and practical strategies for successful implementation of educator equity labs.



