



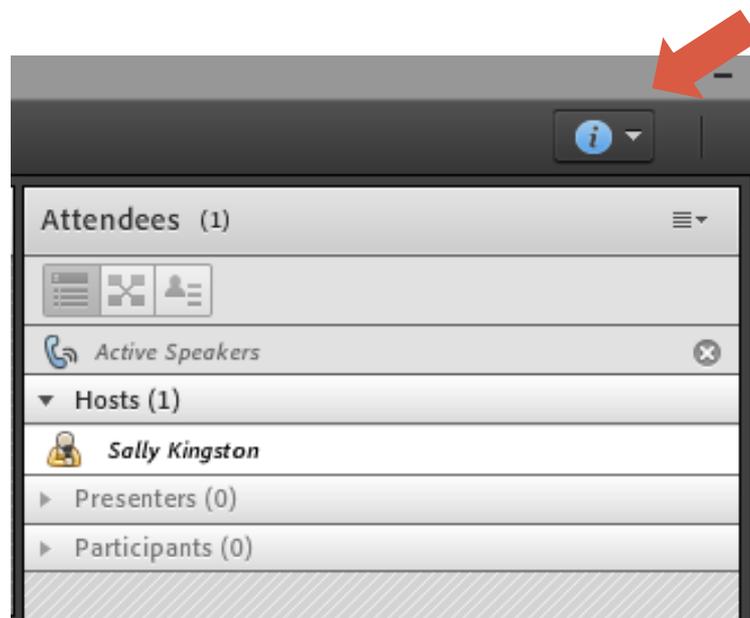
Welcome!

Tech Orientation

- We will begin promptly at **2:00 pm ET**.
- To mute/unmute your line during the webinar, please dial *6.
- **Please mute your computer speakers** to avoid feedback on the audio line.
- If you experience technical difficulties during the webinar, please send a private chat message directly to the host.

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Equitable Access Support Network

Exploring NASBE's Teacher State Policy Database

June 20, 2016 | 2:00 – 3:00pm ET



POLL

Which policy areas are you focused on in the next year to close equity gaps (choose all that apply)?

- Improve or expand PD and support
- Improve educator prep and certification requirements/process
- Improve recruitment and hiring practices
- Partner with or create preparation programs to increase supply of excellent educators
- Support local efforts to improve work conditions
- Improve or implement educator evaluation systems
- Support district strategic workforce planning
- Increase or differentiate educator compensation/incentives
- Establish or use research/data systems to work toward equitable access
- Hold preparation programs accountable for results
- Improve funding/resource allocation
- Support career growth opportunities for educators
- Recruit teachers through loan repayment
- Create distance learning opportunities for students

Welcome and Introductions



Background: Excellent Educators for All

In order to move America toward the goal of ensuring that every student in every public school has equitable access to excellent educators, the U.S. Department of Education (ED) announced the **Excellent Educators for All Initiative** in July 2014. As part of this initiative, in spring 2015, each State Educational Agency (SEA) submitted a State Plan to Ensure Equitable Access to Excellent Educators (Educator Equity Plan) describing the steps it will take to ensure that “poor and minority children are not taught at higher rates than other children by inexperienced, unqualified, or out-of-field teachers,” as required by section 1111(b)(8)(C) of the Elementary and Secondary Education Act of 1965 (ESEA).

This is not the first time that SEAs have completed Educator Equity Plans. In response to ED’s request in 2006, all SEAs submitted their plans under ESEA section 1111(b)(8)(C), and some SEAs have updated their plans since that time.



State Plans to Ensure Equitable Access

In order to be approved, ED required States to address the following elements in their Educator Equity Plans:

- (1) Stakeholder consultation;
- (2) Equity gap identification;
- (3) Likely causes of the identified equity gaps
- (4) Steps to be implemented to eliminate the identified equity gaps;
- (5) Measures used to evaluate progress toward eliminating the identified equity gaps; and
- (6) Public reporting on progress in closing the identified equity gaps.

As of December 22, 2015, Educator Equity Plans for all 50 States, the District of Columbia, and Puerto Rico have been approved and are accessible at:

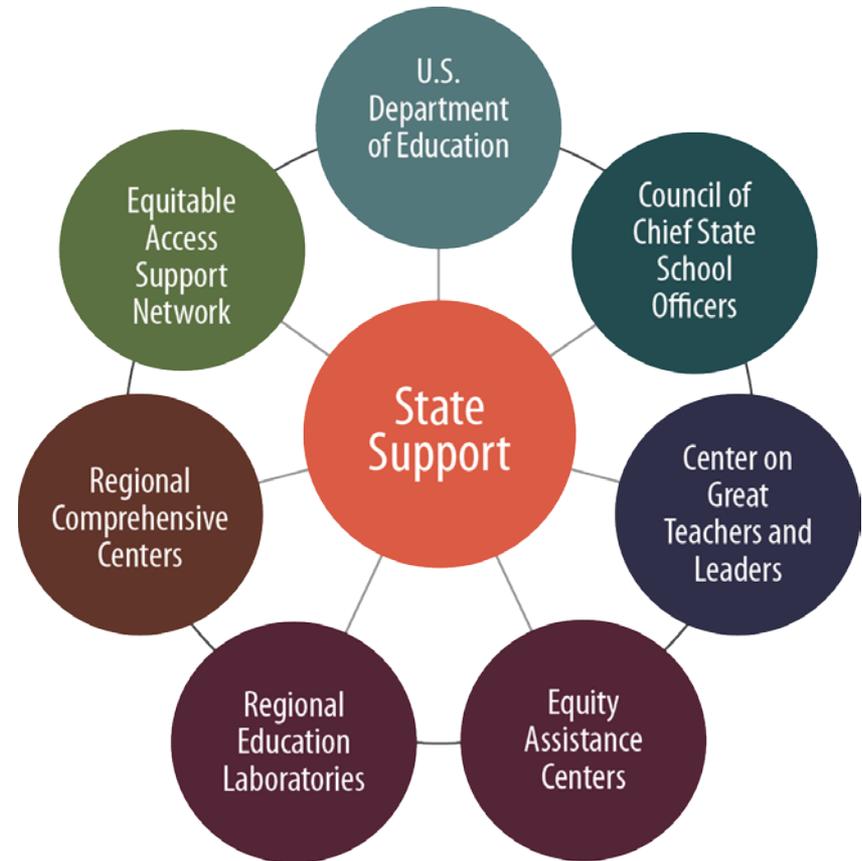
<http://www2.ed.gov/programs/titleiparta/resources.html>



EASN Overview

The **Equitable Access Support Network (EASN)** provides multiple forms of technical assistance to States, including:

- **Individual State Coaching**, Consultancies, and Thought Partnership
- **Communities of Practice** (Policy & Programs; Data Use & Analysis; Rural Access & Issues)
- **State Work Groups** (LEA Equity Planning; Managing for Results)
- **Development and Dissemination of Implementation Resources**



Session Overview



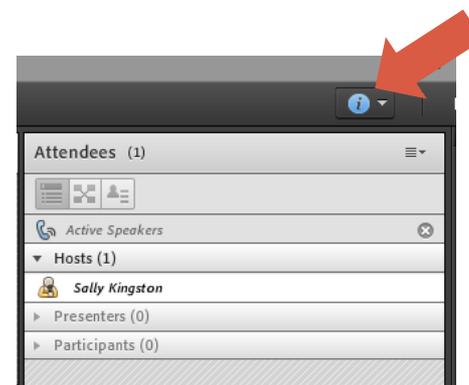
Objectives

1. Share NASBE's national database of State policies that support great teaching and explore individual State policy audits.
2. Generate ideas for how States can use the database and individual policy path tools to advance their plans to promote/ensure equitable access to great teachers.
3. Provide feedback to NASBE on the utility of the database and policy path tools for States.



Agenda

- Session Overview
- Introduction to NASBE and Policy Database
- Small Group Exploration and Discussion*
- Whole Group Discussion
- Next Steps
- Closing



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Session Leaders

- Session Leaders:

- Facilitator – Bill Horwath, Equitable Access Support Network
- Moderator – Rachel Goins, Equitable Access Support Network

- Welcome:

- Danielle Smith, U.S. Department of Education

- Presenters:

- Kimberly Charis, Director of School Climate, Discipline, and Equity, NASBE
- Renée Rybak Lang, Communications Director, NASBE



Kimberly Charis

*Director of School Climate, Discipline,
and Equity*

*National Association of State Boards
of Education (NASBE)*

Kimberly Charis is director of school climate, discipline, and equity. She provides strategic direction for the organization's advocacy work to ensure that all students receive equal educational opportunities. This includes designing initiatives that strengthen the capacity of state boards to promote student achievement, providing technical assistance to various groups on how to leverage state policy to support local education initiatives, and building collaborative partnerships to improve policy and practice on promoting equity.



Renée Rybak Lang

*Communications Director
National Association of State Boards
of Education (NASBE)*

Renée Rybak Lang oversees all of NASBE's communications efforts. Lang has worked in education policy for more than 10 years and brings a wealth of strategic communications, online, and social media expertise to NASBE. Most recently, Lang was communications manager of Education Sector, where she developed integrated communications strategies to reach policymakers and other key audiences and established the think tank's award-winning social media and web presence. Prior to this, she was special projects coordinator for the 21st Century Schools Project at the Progressive Policy Institute (PPI), and served as an aide in the New York State Senate.

Introduction to NASBE and Policy Database



NASBE State Policy Database

- Online collection of State regulations with a focus on the issues that fall under the authority of State boards of education.
- Policies covered:
 - Educator Effectiveness (Evaluation, Preparation/Licensure, Professional Program Standards)
 - Student Learning and Assessments (Content Standards, Assessment Requirements, Graduation Requirements)
 - Plans to Expand: Data Privacy, Health, School Discipline



Uses for NASBE Policy Database

- Allows you to answer questions like:
 - “How many State boards have the authority to select their State summative assessment?”
 - “How many States have adopted professional development standards?”
 - “Who has the implementing authority over X issue?”
- Or, simply make comparisons between States!



Database Demo

<http://statepolicies.nasbe.org/>

[Back to NASBE.org](#)

NASBE

 | National Association of State Boards of Education

State Policy Database

[About](#) [College & Careers](#)

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NASBE State Policy Database

The NASBE State Policy Database collects regulations and practices governing state education systems in all states and US territories. The database is divided into two broad policy areas: college, career, and civic readiness (CCCR), and health. Other areas will be added later. Policies in the CCCR database cover academic standards, student assessment systems, educator licensure, and other issues affecting student learning. The health database includes policy information on more than 40 topics that intersect student health and well-being. [Learn more.](#)

Policy Areas

College & Careers	Health
Find Policies	Find Policies



Policy Paths to Great Teaching

NASBE
National Association of
State Boards of Education

**Creating a Path Forward on Equitable Access to
Great Teaching**

DELAWARE

<p>Educator Preparation Minimum Requirements for Academic Preparation Programs</p>	<p>Policymaking Authority: Delaware Department of Education (14-200-290) Adopting Authority: Delaware Department of Education (14-200-290)</p>
<p>Educator Licensure Requirements for Professional Licensure</p>	<p>Policymaking Authority: Delaware State Board of Education (https://deeds.doe.k12.de.us/certificate/deeds_ia_instruct.aspx) Adopting Authority: Delaware State Board of Education (https://deeds.doe.k12.de.us/certificate/deeds_ia_instruct.aspx) Implementing Authority: Delaware Department of Education (Rule) (https://deeds.doe.k12.de.us/certificate/deeds_ia_instruct.aspx)</p>
<p>Educator Professional Development Requirements for Professional Learning</p>	<p>Policymaking Authority: Delaware State Board of Education (D.C. 14-1598) Adopting Authority: Delaware State Board of Education (D.C. 14-1598) Implementing Authority: Delaware Department of Education (D.C. 14-1598)</p>
<p>Educator Performance Assessments Standards for Measuring Teacher Readiness</p>	<p>Policymaking Authority: Delaware Department of Education (D.C. 14-12 § 1270) Adopting Authority: Delaware Department of Education (D.C. 14-12 § 1270) Implementing Authority: Delaware Department of Education (D.C. 14-12 § 1270)</p>
<p>Educator Performance Evaluation Criteria for Formative and Summative Evaluations</p>	<p>Policymaking Authority: Delaware State Legislature (D.C. 14-12 § 1201) Adopting Authority: Delaware State Legislature (D.C. 14-12 § 1201) Implementing Authority: Delaware Department of Education (in conjunction with Delaware Professional Standards Board and Delaware State Board of Education) (D.C. 14-12 § 1201)</p>

DELAWARE'S POLICY PATH TO GREAT TEACHING

- State Teacher Equity Plans
- Teacher Equity Forum
October 21, 2016
Baltimore, Maryland
- State Policy Profiles

QUESTIONS



Small Group Exploration and Discussion



Small Group Exploration

You will need two browser windows open for this exercise:

- One for the database
- One for AdobeConnect

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Whole Group Discussion



Discussion

1. What questions might this tool help you answer?
2. How might understanding other States' policies support your work?
3. Is there anything NASBE can do to increase the utility of these tools?

Next Steps

Closing



Resources

1. NASBE State Policy Database:
<http://statepolicies.nasbe.org/>



Contact Information

Questions about the State Policy Database or NASBE?

- Kimberly Charis, Director of School Climate, Discipline, and Equity, National Association of State Boards of Education (NASBE)
kimberly.charis@nasbe.org
- Renée Rybak Lang, Communications Director, National Association of State Boards of Education (NASBE)
renee.lang@nasbe.org

Have a question for the EASN?

Visit the EASN website: <https://easn.grads360.org/>

or

Email the EASN to join an EASN Community of Practice, find relevant resources, or request targeted support.

easn@aemcorp.com

Thank you!