

STATE BOARD OF EDUCATION – TOPIC SUMMARY

Topic: Ensuring Equitable Access to Excellent Educators

Date: May 21st, 2015

Staff/Office: Markisha Smith & Rudyane Rivera-Lindstrom/Office of Equity

Action Requested: Informational Only Adoption Adoption/Consent Agenda

ISSUE BEFORE THE BOARD:

Progress update for the development of Teacher Equity State Plan

BACKGROUND:

The Teacher Equity State plan will inform the way that both the Oregon Department of Education and school districts will report data on the distribution of their teachers in class assignments. In 2006, ODE was asked to complete a similar task but this particular task is a more in-depth analysis of teacher equity gaps using root cause analysis and data. ODE received the information to complete the plan in November of 2014.

Research has indicated for some time that certain populations of students (students of color, English Learners, students in poverty) are less likely to have access to excellent educators and school leaders than other populations of students. To construct the Teacher Equity State Plan, information has been communicated via email and webinar. The Equity Unit has held several internal meetings and a couple of external stakeholder meetings. The process of vetting the draft plan is now happening.

The State Board of Education has the responsibility of approving and providing input on the development of new plans that will require school districts to provide key information that can support our teachers and students. Oregon Department of Education staff are currently in the process of meaningfully engaging stakeholders in order to create a well-rounded document that can represent our state.

In October 2014, the U.S. Department of Education issued the task for all states to create a state plan template in order to address the need for equitable access to high quality teachers. The new plan will prompt districts and the state to deeply analyze cause and effect of how teachers are performing, where they are placed and why, and evaluate culture and climate of schools.

As part of its review process, ODE staff have empanelled teachers and other stakeholders from around the state to review and participate in a root cause analysis of appropriately defining what a high quality/effective teacher is, in addition to evaluating teacher turnover and placement. We will continue in reach out efforts in order to produce a plan that makes sense for our state.

POLICY QUESTIONS:

The creation of a state equity policy that can support all equity efforts by the state.

STAFF RECOMMENDATION:

ODE staff is only updating the board with the progress and information. Any input on process or planning will be greatly appreciated.