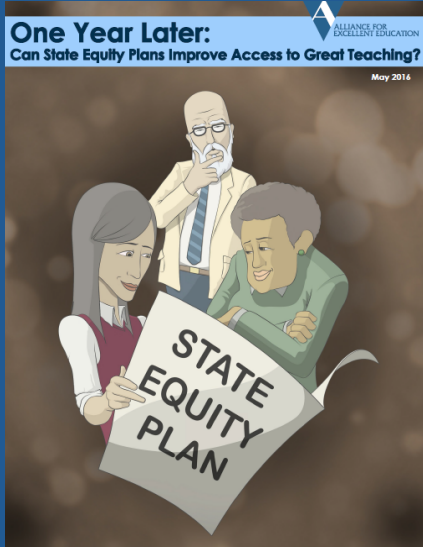


Alliance Report



One Year Later: Can State Equity Plans Increase Access to Great Teaching?

www.all4ed.org/publications

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State Teacher Equity Plans

U.S. Department of Education required states to submit teacher equity plans by June 1, 2015. States were required to...

- calculate equity gaps;
- determine and explain root causes;
- design strategies to eliminate gaps to teaching quality; and
- describe method and timeline for measuring progress

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Root Causes for Gaps in Access to Effective Teaching

- teacher shortages
- weak teacher preparation
- recruitment and hiring practices
- inadequate induction and mentoring
- low and stagnant salaries
- less desirable working conditions
- poor administrative support
- few opportunities for career advancement

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Strategies to Eliminate Equity Gaps

- Establish defensible standards regarding the knowledge and competencies teachers need to enter the profession;
- Forecast future trends in anticipated vacancies; Facilitate coordination between school districts and preparation programs; and
- Review and revise program approval processes.

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Strategies to Eliminate Equity Gaps

- Support special institutes and residency programs for high-need schools;
- Develop performance-based teacher education and licensing systems;
- Improve districts' recruitment, hiring, and placement practices; and
- Implement/improve induction programs and mentoring.

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Strategies to Eliminate Equity Gaps

- Support school leaders in building a collaborative professional learning culture that emphasizes; continuous improvement in teaching practice;
- Connect assessing teaching and learning conditions with school improvement;
- Develop career pathways; and
- Develop systems to track access of individual students within schools to experienced, prepared, and effective teachers.

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