



Equitable Access to Excellent Educators Plan

Dr. Robyn Miller, Deputy Superintendent for Educator Effectiveness and Policy Research
Oklahoma State Department of Education

robyn.miller@sde.ok.gov

(405) 521-3332

U.S. Department of Education

Announced in July 2014 – State Education Agencies (SEAs) are to develop State Plans to Ensure Equitable Access to Excellent Educators

Submission date June 1, 2015

U.S. Department of Education Expectations

- Stakeholder Engagement
- Identification of Equity Gaps
- Root Cause Analysis of the Identified Equity Gaps
- Steps to eliminate Equity Gaps
- Measures and Methodology for Evaluating Progress
- Public Reporting on the Progress

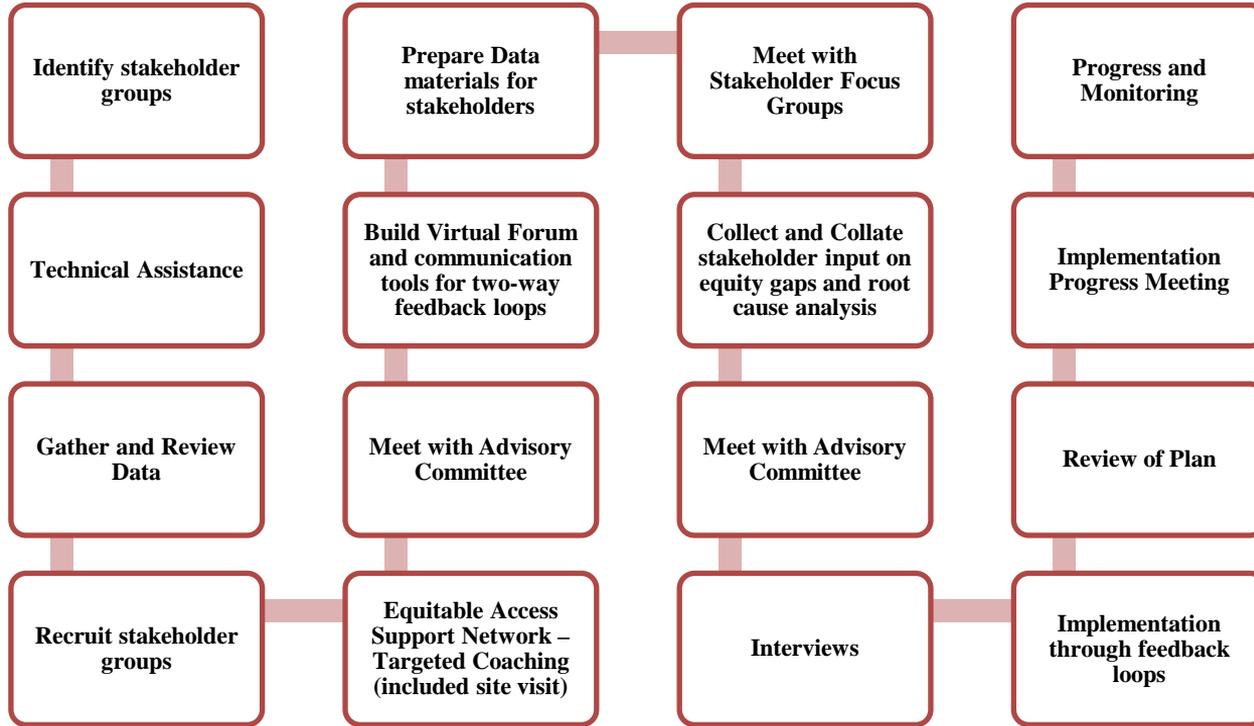
U.S. Department of Education Requirement

Calculate Equity Gaps between the rates which minority children and impoverished children are taught by **inexperienced, unqualified, or out-of-field** teachers compared to rates at which other children are taught by these teachers.

Theory of Action

VISION	STRATEGIC INTENT	IMPLICATIONS	COMPACT	INVESTED STAKEHOLDERS
Qualified, Experienced and Effective Teachers	Recruit, Prepare, Mentor, Grow, Retain	By 2018 Oklahoma will increase the number of highly effective teachers in targeted high minority and high poverty classrooms by 25%.	All students, specifically minority and impoverished, will benefit from a robust public education system – one that is focused on a positive culture, mentoring and leadership	P-12 Educators Higher Education Business/Industry Economic Development Community Parents Legislators Students
Education is Valued	Funding, Partnerships, Advocacy, Collaboration	By 2020 a culture of cohesion will exist between schools, legislators, parents, businesses and community.		
Workforce Development	Partnerships, Coalitions, Communication, Career Pathways	Beginning 2015 focused awareness of the urgency of workforce needs. By 2020 we will align education outcomes and workforce development. Beginning in the 2015-2016 school year, Oklahoma will start to close student skills gaps by raising academic standards and expectations.		
Unified Oklahoma Voice	Champion education, focused and positive campaign	Beginning 2016 Oklahomans will communicate a commitment to education for all.		

Stakeholder Engagement



TEACHER PREPARATION AND EXPERIENCE GAP ANALYSIS: ALL SCHOOLS

Group	Percent of Unqualified Teachers
All Schools	17.5%
HPQ	19.4%
LPQ	16.8%
Income Gap	2.6%
HMQ	20.5%
LMQ	15.7%
Minority Gap	4.8%

Teacher Preparation and Experience Gap Analysis: All Schools

Group	Percent of New Teachers	Percent of Teachers with Three or Fewer Years of Experience
All Schools	6.7%	21.6%
HPQ	9.5%	27.9%
LPQ	5.5%	18.8%
Income Gap	4.0%	9.2%
HMQ	9.8%	27.2%
LMQ	5.4%	19.4%
Minority Gap	4.4%	7.9%

Teacher Effectiveness Gap Analysis: All Schools

Group	Qualitative Scores from Teacher Evaluations
All Schools	3.61
HPQ	3.57
LPQ	3.66
Income Gap	.09
HMQ	3.60
LMQ	3.62
Minority Gap	.02

Interviews

Student Body Characteristics

Minority
Percent

Low-Income
Percent

School Leader Characteristics

Level of
Experience

Preparation
Programs

Number of
Assignments

Teacher Characteristics

Level of
Experience

Certification
Route

Subject

School-Level Characteristics

Location
(Rural/Urban)

Size

Grade Span

Equity Gaps & Strategies

Gap #1:
Fewer Qualified Teachers

- Teacher professional development
- Recruitment and retention
- Educator preparation and pathways

Gap #2:
Fewer Experienced
Teachers

- Teacher professional development
- Principal professional development
- Recruitment and retention

Gap #3:
Fewer Effective Teachers

- Teacher professional development
- Leadership professional development
- Recruitment and retention
- Educator preparation and pathways

Activities to Eliminate Gaps

Major Activities	Parties Involved	Organizer	Dates
Professional Development for Principals	OSDE	Executive Director of Professional Development	Summer 2015 (conference)
Professional Development for Teachers	OSDE	Executive Director of Professional Development	Summer 2016 (conference)
Recruitment and Retention Efforts (Higher Education; Teach Oklahoma)	OSDE OACTE OEQA State Regents for Higher Education	Deputy Superintendent for Educator Effectiveness and Policy Research; Executive Director of OEQA; Oklahoma Teacher Connection Coordinator	Fall 2015
Educator Preparation and Pathways (Higher Education; Teach Oklahoma)	OSDE OACTE OEQA State Regents for Higher Education	Deputy Superintendent for Educator Effectiveness and Policy Research; Executive Director of OEQA; Oklahoma Teacher Connection Coordinator	Fall 2015

Initiatives

- Teach Oklahoma
- Priority Schools targeted
- Residency Program (partner with OEQA)
- Impact Tulsa
- SREB Grant
- NIH Grant