Alabama State Plan to Ensure Equitable Access to Excellent Educators

Vision

To give all students equitable access to Excellent Educators. The ALSDE will support districts:

- To understand what equitable means
- To identify and utilize strategies to move districts toward the goal of ensuring that every student in every school has equitable access to excellent educators
- To implement state-level changes to support districts in this work
- To monitor progress toward equity

Equity Plan

*USDE posted Educator Equity Profiles on line at [http://www2.ed.gov/programs/titleiparta/resources.html](http://www2.ed.gov/programs/titleiparta/resources.html)

*State Equity Plan requires that states engage stakeholders to share the data and develop the plan

2011-2012 USDE Data utilized for Alabama Educator Equity Profile-

Civil Rights Data Collection: Data for teachers in their first year, teachers without certification or licensure, teachers who were absent more than 10 days, and adjusted average teacher salary. This is reported directed from LEAs to CRDC.

EDFacts- Data for classes taught by highly qualified teachers.

Alabama’s Equity Plan

- The Alabama Equity Plan is our state’s opportunity to clearly identify equity gaps, engage stakeholders to discuss our equity gaps and talk through our strategies to eliminate these gaps, and to articulate steps for Alabama to close our equity gaps.

- As outlined by the USDE, the plan must include the following:
  - Stakeholder Engagement
  - Identification of Equity Gaps
  - Root Cause Analysis of Identified Equity Gaps
  - Measures and Methodology for Evaluating Progress
  - Public Reporting on Progress

- Equity Gap Requirements
  - USDE requires states to calculate equity gaps between rates which children from low income families and children of color are taught by “inexperienced,” “unqualified,” or “out-of-field” teachers compared to rates at which other children are taught by these teachers.
  - USDE encourages states to look at equity groups for other sub-groups, including English Language Learners and students with disabilities.
Requested Feedback

Questions:

1. What do you think is the best way to define “excellent educator”?
2. What would you hypothesize are the underlying causes of our equity gaps?
3. What strategies should we use (or are currently being USDE) to promote equitable access and eliminate inequalities in access?

For more information and to email feedback, please email lsearcy@alsde.edu.