



Equity Plan

Equitable Access to Excellent Educators Plan

January 2018 Update

Stakeholders

- Teachers
- Students
- Parents
- Administrators
- School Personnel
- Education Organizations
- Economic Development
- Higher Education
- Community Agencies

Strategies

- Professional development for teachers
- Leadership development for principals
- Partnering with teacher preparation programs

Link to Entire Report

<http://sde.ok.gov/sde/documents/2015-05-28/equity-plan>

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Multi-Measure Approach to Calculate Disproportionate Rate of Ineffective Teachers Proposed in ESSA Plan

EFFECTIVENESS INDICATORS
1. Teacher Leader Effectiveness evaluation rating for 2 consecutive years
2. No progress on Professional Learning Focus for 2 consecutive years
3. Teacher absences -10% or 18 days (not including FMLA, bereavement, military, approved professional development)

Risk Analysis to Prevent Ineffective Teachers

At-Risk Indicators:

1. Degree in major
2. Certification type
3. Certification exam attempts or results
4. Meaningful participation in a teacher residency program
5. Meaningful and applicable professional learning (PL) focus
6. Repetitive, unsuccessful remediation plans
7. Site principal turnover

This risk-analysis approach will allow better targeting of state department of education resources.

