



# State Plan for Equitable Access to Excellent Educators

## Frequently Asked Questions

### **What is the equitable access to effective educators?**

Equitable access gaps are defined by the difference between the rate at which students from low income families or students of color are educated by inexperienced, unqualified, out of field and ineffective teachers. So an example of an “equity gap” could be a situation where high poverty students are systematically assigned to inexperienced or to ineffective teachers in higher rates than low poverty ones.

### **What is DC required to do?**

DC is required to submit by June, a plan for equitable access that includes an analysis of equity gap in the access to highly qualified, in field and experienced educators between different poverty and minority levels. OSSE also wants to look at equity gaps in the access to effective teachers and also address inequities between high and low performing schools. The U.S. Department of Education requires OSSE to look at equity gaps across all districts and between schools within a given district.

### **Why should we pursue this?**

Studies show that teachers are the most important component of student learning. Therefore, inequitable access to excellent teachers can be a primary cause for achievement gaps within our District. We believe that every child deserve to be taught by a great teacher, regardless of his race or poverty status. We also believe that in order to improve our lowest-performing schools, we have to ensure that they can hire, develop and keep great teachers to their schools.

### **What is OSSE’s plan of action?**

OSSE is forming a working group that would convene and work together to write a high quality state plan. In addition, OSSE will host roundtables of teachers and leaders, to perform a root cause analysis of equity gaps in the District to design effective strategies that would make a real difference. OSSE hopes to complete a draft plan by March, so it could share it with the public, receive feedback and make amendments as necessary. The plan will be due to the Department of Education on June 1.