



Driving Toward Equity Through School Improvement: Addressing Current Challenges Session 4

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Session Summary

Facilitators: Chris Dwyer, National Comprehensive Center, Senior Advisor and Project Co-Lead
Donna Elam, National Comprehensive Center, Project Co-Lead
Carol Keirstead, National Comprehensive Center, Project Co-Lead

Session Highlights

- >> Reflecting on Session 3: Teacher Workforce Data and Measures of Cultural Responsiveness
 - Five videos can be found on the CoP webpage: How Teacher Workforce Data Informs Equity, States Leading the Way, National Landscape of Workforce Data, Why We Need Equitable and Excellent Teaching, and Framework for Equitable and Excellent Teaching
 - Participants strongly agreed that states should be prioritizing workforce data and would like to know more about states leading the way for workforce data—Colorado, Massachusetts, and Texas.
 - Menti poll: Most participants agreed access to qualified and effective teachers by student characteristics and position shortages available by locale are the workforce data needed most in states to support equitable decisions.
 - Comments from state teams: (1) Although everyone agrees there are workforce shortages, there's a lack of specifics in terms of the shortages—where, what type, how many, etc.? When schools are not offering courses because of these shortages, it becomes an equity issue. (2) A state measures shortages for submitting to the federal government is in terms of whether courses are being taught by properly certified individuals. However, if the state isn't offering the course (due to a shortage) it wouldn't get counted and reported.
 - Review of Maria del Carmen Salazar and Jessica Lerner's book, *Teacher Evaluation as Cultural Practice* and reflecting on Maria's framework presentation.
- >> Community of Practice Resources: Where We've Been
 - Ten sessions over the last eighteen months have developed foundational understanding of the equity indicators and how they're used as well as some of the best practices associated with equity indicators related to measurement and mitigation.
- >> Making Progress: Creating an Actionable Focus Within Strategic Priorities
 - Focus on systems change and ask the right questions. Consider vision, status, coherence, decide what to stop doing, start with the first steps to advance work
 - Planning with deep focus: The foreground, the middle ground, and the background are all in focus.
- >> Individual Team Meetings
 - We will be contacting team leads to:
 - Hear about progress to date
 - Learn about challenges to making progress
 - Discuss how equity work can be resilient in current climate

Resources

- >> [Taking Initial Steps on Strategic Plans](#)
- >> [Menti Results](#)