

# Stimulus Funding and Educator Equity

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Addressing Inequities in the Distribution of Highly  
Qualified and Effective Teachers  
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# Five Steps for Success

1. Organize a statewide equity management and oversight infrastructure
2. Define appropriate metrics
  - e.g., equitable distribution, experienced, effective, qualified (highly?)
3. Generate and report thorough and reliable data
4. Provide guidance to districts to help them address the equity issue locally
5. Identify and develop effective policies and programs that specifically address identified areas of need

# 4. Provide Guidance to Districts

- To ensure standard metrics statewide
  - For equity assessment and program outcomes
- To ensure compatible data statewide
- To ensure local policies are complementary
  - Not competitive or contradictory
- To help with program development and implementation

## 5. Identify and Develop Effective Policies and Programs

- Aim for intentional – not incidental – impact
- Measure success in terms of increase in both equity and teacher quality
- Consider possible unintended negative consequences
- Read all of the relevant research and evaluation studies
- Learn from the experience of similar programs implemented elsewhere