

Addressing Inequities in the Distribution of Highly Qualified and Effective Teachers: A Workshop to Move Research and Policy Into Action

June 30–July 1, 2009
InterContinental Chicago O’Hare
5300 North River Road
Rosemont, IL 60018

Tuesday, June 30

- 10:00 a.m.–12:00 p.m. **Workshop Check-In and Registration** *Artist’s Foyer*
- 12:00 p.m.–1:45 p.m. **Luncheon, Welcome, and Keynote Address** *Avedon ABC*
This session will present recent research on the equitable distribution of teachers and its consequence for student learning. Dr. Jennifer Imazeki will connect research on the nature of the problem to issues of policy and practice, highlighting the role of data and evaluation in ongoing efforts to more equitably distribute teachers.
- **Introduction and Facilitator:** Sabrina Laine, Ph.D., Director, National Comprehensive Center for Teacher Quality; Chief Program Officer, Learning Point Associates
 - **Keynote Presenter:** Jennifer Imazeki, Ph.D., Associate Professor of Economics, San Diego State University
- 1:45 p.m.–2:00 p.m. *Break*
- 2:00 p.m.–2:45 p.m. **Kick-Off Working Session (State and Regional Teams)** *Cassatt A and Avedon D*
During this working session, regional comprehensive center (RCC) and state education agency (SEA) teams will be introduced to the workshop. The teams also will conduct a gap analysis and review the strategies developed for their state equity plans, the degree to which the plans have been implemented in their states and districts, and areas in which there are gaps between what states indicated they would do and what states are actually doing.
- Regional and state teams facilitated by TQ Center staff

- 2:45 p.m.–3:45 p.m.** **Session I: Defining Equitable Distribution Metrics** *Avedon ABC in Your State*
- This session will focus on theoretical and practical approaches to defining and measuring equitable distribution criteria. States are required to identify districts and schools in which teacher distribution is an issue and appropriately target strategies, policies, and incentives. However, there is no clear consensus on how to identify the districts and schools in which assistance is needed, resulting in ranking schools by “convenient” cut-points (e.g., quartiles). To enhance the cost-effectiveness of strategies to improve teacher distribution, more precise identification is needed. This session will help state team members to consider appropriate ways to empirically rank and prioritize schools for assistance.
- **Presenter:** Laura Goe, Ph.D., Principal Investigator for Research and Dissemination, National Comprehensive Center for Teacher Quality; Research Scientist, ETS
- 3:45 p.m.–4:00 p.m.** *Break*
- 4:00 p.m.–5:00 p.m.** **Working Session** *Cassatt A and Avedon D*
(State and Regional Teams)
- Based on the presentation by Dr. Goe, RCC and SEA teams will discuss the definitions for equitable distribution metrics in their states (*high-poverty, high-minority, and experienced teachers*) and what they mean in the context of their state and district populations.
- Regional and state teams facilitated by TQ Center staff
- 5:00 p.m.–6:00 p.m.** *Break*
- 6:00 p.m.–8:00 p.m.** **Dinner and Keynote Address** *Montrose Room*
- Brad Jupp, newly appointed senior program advisor for teacher effectiveness and quality at the U.S. Department of Education, will discuss issues related to equity and the distribution of teachers. Jupp will entertain questions from participants after the presentation.
- **Keynote Speaker:** Brad Jupp, Senior Program Advisor, Teacher Effectiveness and Quality, U.S. Department of Education
 - **Facilitator:** Robin Chait, Associate Director for Teacher Quality, Center for American Progress

Wednesday, July 1

8:00 a.m.–8:30 a.m. **Breakfast and Networking** *Artist's Foyer, Avedon ABC*

8:30 a.m.–10:00 a.m. **Session II: Getting the Data and Using It** *Avedon ABC*

How can highly qualified teacher data be used to address the equitable distribution of teachers? This session will provide an example of how one state has developed a data management system to capture and report teacher data that are then utilized to identify inequities in teacher distribution and develop effective equity initiatives. This will be followed by a description of one state's approach to dig deeper into the equitable distribution information through the collection and analysis of interview and survey data using protocols developed through a collaboration of the TQ Center, an RCC, and a regional educational laboratory. This session will conclude with an application exercise in which teams will discuss their data collection needs and brainstorm possible strategies.

- **Facilitator:** Megan Dolan, Ed.D., Mid-Atlantic Regional Comprehensive Center
- Jackson Alley, Georgia Professional Standards Commission
- Jane Cogshall, Ph.D., Program Associate, National Comprehensive Center for Teacher Quality, Learning Point Associates

10:00 a.m.–10:15 a.m. *Break*

10:15 a.m.–11:45 a.m. **Session III: Working With Districts and Aligning Strategies With Identified Areas of Need** *Avedon ABC*

This session will focus on working collaboratively with school districts to address teacher distribution issues and intentionally aligning strategies and programs with identified areas of need and considering program effectiveness.

- **Facilitator:** Donna Carr, No Child Left Behind and Title I Specialist, Appalachia Regional Comprehensive Center
- Michael Allen, Ph.D., Principal, Allen Education
- Tiffany Miller, Education Programs Consultant, Title II Leadership Unit, California Department of Education
- Julie McCargar, Ed.D., Executive Director of Federal Programs, Tennessee Department of Education

11:45 a.m.–12:00 p.m. *Break*

12:00 p.m.–1:15 p.m.	Luncheon and Closing Working Session	<i>Cassatt A, Avedon D</i>
	During this session, RCC and SEA teams will identify areas in schools and districts with inequities in teacher distribution and discuss the kinds of policies and initiatives needed to address the inequities discovered through data analysis.	
1:15 p.m.–1:30 p.m.	Break	<i>Avedon ABC</i>
1:30 p.m.–2:00 p.m.	Group Discussion and Sharing	<i>Avedon ABC</i>
	Participants will have an opportunity to share something they learned during the workshop.	
2:00 p.m.–2:15 p.m.	Overview of TQ Center Resources and Technical Assistance Opportunities	<i>Avedon ABC</i>
	<ul style="list-style-type: none"> • Cortney Rowland, Coordinator of Policy Products and Services, National Comprehensive Center for Teacher Quality; Senior Policy Associate, Learning Point Associates 	
2:15 p.m.–2:30 p.m.	Closing and Adjourn	<i>Avedon ABC</i>
	<ul style="list-style-type: none"> • Sabrina Laine 	