



Equitable Distribution Plans

NCCTQ Conference

November 6, 2007

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Equitable Distribution Plans

Section 1111(b)(8)(C) of the ESEA:

Each *SEA* plan must include “**steps** that the State educational agency will take to ensure that poor and minority children are not taught at higher rates than other children by inexperienced, unqualified, or out-of-field teachers, and the **measures** that the State educational agency will use to **evaluate** and **publicly report** the progress of the State educational agency with respect to such steps.”

Implementing the Plans

Are you:

- Enacting the proposed strategies?
- Communicating the plan to stakeholders?
- Continuing to identify areas of inequity and appropriate strategies to address them?

Measuring Progress

- Evaluation of progress is **required**
- Give serious consideration to how you will measure whether or not the plan is working—what measurement tools make sense?
- Measurement should lead to changes in the plan. If strategies don't work, replace them.

Public Reporting

- Public reporting on progress is **required**.
- Reporting mechanism is not specified, so consider what venues have the greatest effect.
- To whom should you report?
 - State government
 - Educators
 - General Public

Your Plan Should Not Be Static

- The plan that you submitted is not a “final” product.
- As you measure progress, the strategies in the plan should change as you data change.
- Revisit your plan regularly and update it as needed.

LEA Responsibilities

Section 1112(c)(1)(L) of the ESEA:

Each LEA plan must include an **assurance** that the LEA will “ensure, through incentives for voluntary transfers, the provision of professional development, recruitment programs, or other effective strategies, that low-income students and minority students are not taught at higher rates than other students by unqualified, out-of-field, or inexperienced teachers.”

SEA should monitor the LEA

- Does the SEA require this assurance from each LEA?
- Is the SEA checking to make sure that the LEA is implementing its assurance? Are the strategies employed effective?
- Is the SEA taking corrective action if LEA strategies are not in place?