



# Equity Plan

## Equitable Access to Excellent Educators Plan

December 2015 Update

### Stakeholders

Teachers  
Students  
Parents  
Administrators  
School Personnel  
Education Organizations  
Economic Development  
Higher Education  
Community Agencies

### Strategies

Professional development  
for teachers  
Leadership development  
for principals  
Partnering with teacher  
preparation programs

### Link to Entire Report

<http://sde.ok.gov/sde/documents/2015-05-28/equit-plan>

In July 2014, the U.S. Department of Education announced a comprehensive **Excellent Educators for All Initiative**. All states were challenged to create a new plan to launch locally-developed solutions to ensure every student - regardless of race or income - has equal access to effective educators. The USDE required that all states study the placement of **unqualified, inexperienced, and out-of-field** teachers in relationship to high-minority and high-poverty populations.

In September 2015, it was announced that Oklahoma was among the first group of states approved for their plans.

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The Oklahoma State Department of Education intends to help provide more meaningful professional development, supported by the following traits that prove to have the greatest impact:

1. Extend over long periods of time
2. Engage teachers as active learners
3. Focus on combining content and pedagogy
4. Include opportunities for practice, feedback and reflection

A leadership development program entitled L2S-Lead To Succeed will provide an intensive fourteen month training for 25 Oklahoma principals.

A collaborative effort with teacher preparation and the community will help to recruit and retain teachers.

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The OSDE will continue to study the equity issue in Oklahoma by conducting interviews with teachers and administrators. The purpose is to further explore the factors that support or hinder their success in diverse settings to better understand how to improve teacher and principal experiences and satisfaction. The ultimate goal will be to shrink equity gaps and improve student success. Additionally, a small number of Priority schools will be the focus of their own local equity plans.