

Ensuring Equitable Access to Excellent Educators: Rhode Island's Plan



Our Vision

Rhode Island believes all students deserve high quality, developmentally appropriate, and engaging instruction to prepare them to be college and career ready. To achieve equitable education and outcomes for students, we must improve access to excellent teachers and support professionals supported by excellent leaders.

Key Findings

After analyzing educator data from the personnel assignment system and eCert portal, RIDE identified the following equity gaps:

- Highest poverty and highest minority schools are more likely to have inexperienced teachers, support professionals, and leaders than lowest poverty and lowest minority schools.
- Middle schools have greater percentages of inexperienced teachers, support professionals, and leaders compared to elementary and high schools.
- Highest poverty and minority schools are more likely to have unqualified and out-of-field teachers and administrators than lowest poverty and lowest minority schools.

Plan Development

The U.S. Department of Education required all states to submit a plan by June 1, 2015 focused on identifying strategies the state will take to ensure equitable access to excellent educators. After gathering and reviewing data, RIDE consulted with stakeholders who identified gaps, brainstormed root causes, and developed strategies. Stakeholders consulted include:

- Assistant superintendents
- School administrators
- Teachers and support professionals
- Parents
- Educator preparation providers
- Community organizations
- Human resources personnel

Root causes identified by stakeholders fell into four key areas:

- Educator preparation and certification
- Teacher and leader support
- Recruitment, hiring, assignment, and compensation
- Teaching and learning conditions

Overview of the Plan

Talent management practices are interconnected. Therefore, Rhode Island's equity plan aims to address all aspects of talent management: preparation, certification, recruitment and hiring, mentoring and induction, professional learning, educator evaluation, educator environment, and compensation. The plan identifies a three-pronged, collaborative approach to equitable access, as illustrated below. Sample



Sample Targeted Support Strategies:

- Establish a robust regional induction model for inexperienced educators, especially those working in highest poverty and highest minority schools
- Facilitate reviews of LEA-level equity data

Sample Data Collection and Analysis Strategies:

- Facilitate development/adaptation of program completer and employer surveys
- Explore feasibility of administering a survey of teaching and learning conditions

Sample State-Level Strategies:

- Assemble a task for focused on elevating education professions
- Facilitate cross-LEA collaboration related to assessing and improving cultural competency

Interested in learning more? Read the full Equity Plan [here](#).