

Problem Statement:

Low income students and students of color in Massachusetts’ urban districts are at a severe disadvantage in terms of educational access and opportunity.

Goal: Recommend strategies for a sustainable equity plan that will retain, attract and develop (RAD) highly effective teachers in urban districts across the state of MA.

Establish a collaborative task force of DESE and teachers to ensure the execution and implementation of the MA equity plan.

Rationale:

If low income students and students of color in urban school districts consistently have access to highly effective teachers, then the achievement gap will be significantly reduced.

Our recommendations: positive school climate, effective and experienced school leadership, effective professional development, useful evaluations, improved hiring processes, revamped teacher prep

→ **Inputs:**
DESE i.e. Heather Peske

US Dept of Ed i.e. Gillian Cohen-Boyer
Kat Johnson and Maria Fenwick

MA District Superintendents i.e. BPS and Fall River

Community Organizers/Social Justice Groups/Teaching Organizations - NAACP

Boston Student Advisory Council (BSAC)

Future Educators of America - Educators Rising

Media

→ **Activities:**
To DESE: Distinguish and identify relevant data points connected to inequity. Provide specific recommendations for the equity plan including a task force.

US Dept of ED: establish and maintain working relationship to support our recommendations/access to information.
Look at stakeholder involvement plan and VIVA

MA District Superintendents: Share recommendations and initiate discussions of implementations on local levels.

Educators Rising: Connect to understand initiative to bring in staff of color and similar background (from Boston) into MA schools

→ **Outputs:**

Equity policy brief

Published op-eds

Task Force

Determine critical data points for narrowing root cause of equity gaps in each district and within the state

Outcomes:
Short Term:
30 Days

Finalize recommendations for the Equity Plan

Participate in conversation with ESE on February 11

Send Equity Plan to DESE

Medium Term:
60-90 Days

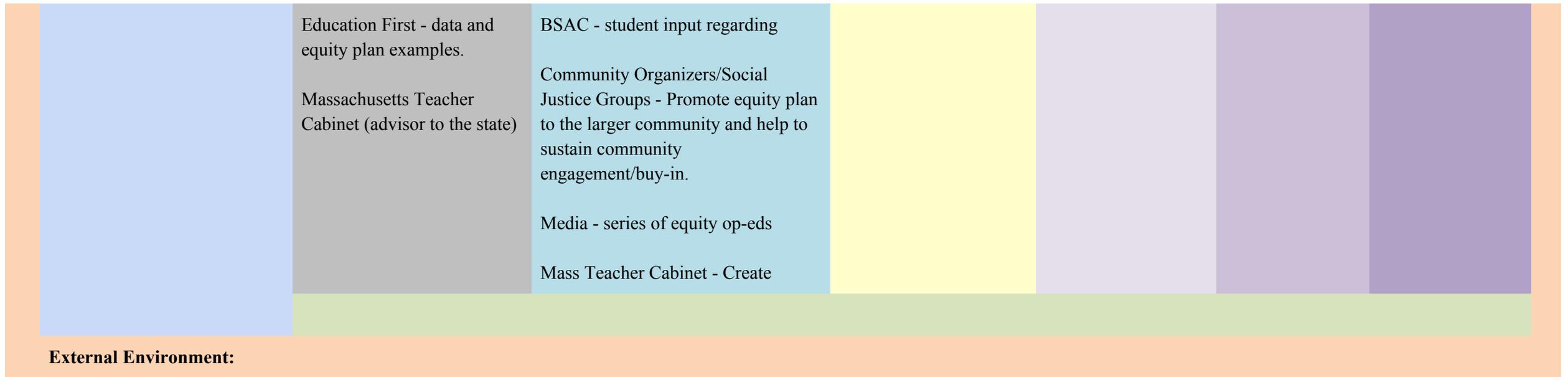
Participate in DESE equity focus group through Teach Plus Fellowship

Equity Op-Eds

Focus Groups to Inform Equity Plans and Task Force

Long Term:
90 Days and Beyond

Sharing/Promoting Equity Plan to our districts



After discussion with Heather Peske : data points

-principal turnover rate

- ACCESS points

- AP credit scores

-MCAS

-enrollment in AP classes

Recommendations