

## Educator Equity Toolkit – An Introduction

The contents of this toolkit will assist in the Educator Equity Planning process for LEAs. The following gives a brief overview of the equity work and each of the components of the toolkit. LEAs will also receive a hard copy of the toolkit at the Delaware Department of Education Consolidated Grant Application Technical Assistance sessions in early April. For additional information, data, or assistance, please contact Raifu Durodoye at [raifu.durodoye@doe.k12.de.us](mailto:raifu.durodoye@doe.k12.de.us).

### About the Educator Equity Reports

The Educator Equity Reports were created for use of Local Education Agencies (LEAs) in developing their LEA plans under the Every Student Succeeds Act (ESSA). The reports were designed to show data relating to educator equity: Educator Effectiveness, Educator Experience, Educator Retention, and Out-of-Field Teaching. Each of the four areas is measured against the share of low-income students and students of color in a school. Using the Educator Equity Reports and Dashboard, LEAs should:

1. Identify the key educator equity gaps to address;
2. Select the key focus areas to address in order to close the educator equity gaps (School Leadership; Educator Preparation; Recruitment, Selection, and Staff Management; Mentoring and Induction; Compensation and Career Pathways; Educator Evaluation Alignment; and Professional Learning); and
3. Choose the strategies, supports, and resources that the LEA will employ in order to address the identified focus area and associated educator equity gaps.

### Toolkit Contents

#### Educator Equity Report

This static report shows data relating to Educator Effectiveness, Educator Experience, Educator Retention, and Out-of-Field Teaching both at the LEA-level and at the school level. The reports show data for combined school years and only for the schools within the relevant LEA.

#### Educator Equity Dashboard Viewing Instructions

The dynamic tool shows data relating to Educator Effectiveness, Educator Experience, Educator Retention, and Out-of-Field Teaching at the school, LEA, and state levels. Using this tool, LEAs can disaggregate data by school year as well as view information for all schools across the state. The dashboard can be accessed through Schoology by joining the "Educator Equity Dashboard" group using the access code QKBQR-85D52.

#### Educator Equity Technical Brief

This one-page brief gives an overview of the different elements of the data, how metrics are defined, and the relevant school years included in the data.

#### Educator Equity LEA Planning Tool Link

This "choose your own adventure" tool will take LEAs through a process of identifying key focus areas for closing educator equity gaps and allows LEAs to select resources/supports that they would be interested in receiving from the DOE. The tool can be accessed at <http://bit.ly/2mFRUzJ>.

#### Educator Equity Resources

The purpose of this document is to help LEAs identify supports offered by the Delaware Department of Education to address gaps in educator equity among schools, particularly those stemming from challenges in School Leadership; Educator Preparation; Recruitment, Selection, and Staff Management; Mentoring and Induction; Compensation and Career Pathways; Educator Evaluation Alignment; and Professional Learning.

#### Educator Equity Resource-Based Strategies

This document is meant to supplement the "Educator Equity Resources" document and provides guidance on research-based strategies to close identified gaps in educator equity