

Educator Equity Resources – A Technical Brief

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. Both the dynamic reports (dashboards) as well as the static reports show data at the LEA- and the school-level in order for LEAs to identify potential equity gaps between schools. Future iterations of the reports may include within-school data in order to identify potential equity gaps in schools.

Data Included

The current reports include combined data for the three most recent school years where available. Going forward the reports will continue to include multiple years of data and additional elements will be created to show changes over time.

Key Terms and Current Metrics

The following are the current metrics used in the reports

- **Low-Income Students:** Students are categorized as “low-income” if they receive either Temporary Assistance for Needy Families or Supplemental Nutrition Assistance Program (jointly referred to as “Direct Certification”).
- **Students of Color:** Students of color identify as any race/ethnicity other than white.
- **Educator Effectiveness** (All metrics have data from SY2013-14 through SY2015-16)
 - **Exceeds Measure A:** The share of teachers earning “Exceeds” ratings on Measure A.
 - **Exceeds Student Improvement Component:** The share of teachers earning “Exceeds” rating on the student improvement component.
 - **Unsatisfactory Student Improvement Component:** The share of teachers earning “Unsatisfactory” rating on the student improvement component.
 - **Highly Effective Summative:** The share of teachers earning “Highly Effective” summative evaluation rating.
- **Educator Experience** (All metrics have data from SY2014-15 through SY2016-17)
 - **Experienced Educators:** The share of teachers with four or more years of teaching experience.
 - **1st Year Teachers:** The share of teachers in their first year of teaching.
- **Educator Retention** (All metrics have data from SY2013-14 through SY2015-16)
 - **Teacher Retention:** The share of teachers who remain in their schools from one year to the next.
 - **Highly Effective Teacher Retention:** The share of teachers who earned “Highly Effective” summative ratings who remain in their schools from one year to the next.
- **Out-of-Field Teachers** (Data from SY2014-15 through SY2015-16): The share of classes taught by an educator teaching outside their certification area (based on eSchool and DEEDS data).
- **Quartile Measures:** Both reports reference quartiles. These measures indicate where a school lies relative to other schools in the state in the share of low-income students and students of color it serves. Here, the first quartile (Q1) indicates the schools with the fewest low-income students/students of color and the fourth quartile (Q4) indicates the schools with the most low-income students/students of color.