Sample Educator Equity Plan Template

This sample template for a State Plan to Ensure Equitable Access to Excellent Educators is intended to guide states as they develop their own plans to ensure that all students, regardless of race or background, have equitable access to excellent educators.

The template consists of six sections. Each section provides a description of the types of content that should be included.

Section 1: Introduction

* Provide an overview of the plan, including the current state education agency context and recent applicable state actions, all requirements addressed, and relevant legislation referenced.
* Provide the definition of “excellent educators” that your state will use to identify and address gaps in equitable access to excellent educators.
* Provide an overview of the plan development process, including what specific steps were taken by the state education agency.

Section 2: Stakeholder Engagement

* What stakeholder groups have you included in the design of the plan? How many individuals, from which stakeholder groups, met how often and for what purposes?
* What steps have you taken to ensure that stakeholder engagement was broad and authentic?
* What plans are in place to continue to engage stakeholders as part of an educator equity coalition to ensure that you implement the plan as envisioned?
* What mechanisms are in place for receiving and incorporating stakeholder input throughout the process through ongoing, two-way feedback loops?

Section 3: Equity Gaps

* How does your state define key terminology for equitable access?
* What data sources were used to calculate equity gaps, and what do these data show?
* What inequities did you calculations identify?

Section 4: Strategies for Eliminating Equity Gaps

* What Theory of Action and core principles are the basis for your plan?
* What root causes have you identified?
* What metrics did you choose to identify root causes, support chosen strategies, and assess performance in the future?
* What targeted strategies and substrategies for addressing equity gaps have you identified to address the root causes? What initiatives and policies related to each strategy are in place or will need to be updated at the state education agency and local education agency levels?
* How will you monitor the actions of local education agencies to ensure that low-income students and students of color are not taught at higher rates than other students by unqualified, out-of-field, inexperienced, or ineffective teachers?
* What resources (financial, human capital) will you use to support each strategy?
* What are the timelines and milestones for implementing the strategies and closing the equity gaps?

Section 5: Ongoing Monitoring and Support

* What are the mechanisms for ongoing technical assistance, monitoring, and feedback?
* Who will be responsible for ongoing monitoring (e.g., a statewide coalition committee, including representatives from stakeholder groups)?
* How frequently will monitoring be conducted?
* How frequently, to which audiences, and through which mechanisms will you publicly report on progress?
* What are the short-term and long-term performance metrics will you use to assess progress toward achieving your goals?

Section 6: Conclusion

* Summarize the main points of each section.