

Educator Equity Data: Attracting, Recruiting, and Retaining Teachers

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MDE's Vision and Mission

Vision ---

To create a world-class educational system that gives students the knowledge and skills to be successful in college and the workforce, and to flourish as parents and citizens

Mission ---

To provide leadership through the development of policy and accountability systems so that all students are prepared to compete in the global community

Mississippi State Board of Education Goals

- **GOAL 1:** ALL STUDENTS PROFICIENT AND SHOWING GROWTH IN ALL GRADES IN ALL ASSESSED AREAS IN ALL SCHOOLS
- **GOAL 2:** EVERY STUDENT IN EVERY SCHOOL GRADUATES FROM HIGH SCHOOL AND IS READY FOR COLLEGE AND CAREER
- **GOAL 3:** EVERY CHILD HAS ACCESS TO A HIGH-QUALITY EARLY CHILDHOOD PROGRAM
- **GOAL 4: EVERY SCHOOL HAS EFFECTIVE TEACHERS AND LEADERS**
- **GOAL 5:** EVERY COMMUNITY EFFECTIVELY USING A WORLD-CLASS DATA SYSTEM TO IMPROVE STUDENT OUTCOMES
- **GOAL 6:** EVERY SCHOOL AND DISTRICT IS RATED “C” OR HIGHER



MISSISSIPPI
DEPARTMENT OF
EDUCATION

Ensuring a bright future for every child

Observe this Classroom....



Observation Questions

- 🍎 Are these students being taught by an ineffective teacher?
- 🍎 Are these students being taught by an out-of-field teacher?
- 🍎 Are these students being taught by an inexperienced teacher?
- 🍎 What type of teacher is teaching these students?

Definition: Educator Equity

Rates at which students ARE or ARE NOT taught by ineffective, out-of-field, and inexperienced teachers.

In the context of the Every Student Succeeds Act (ESSA), educator equity is determined based on whether low income and minority students are taught at higher rates than their counterparts (non-low income and non-minority students) .



Definitions – Other Important Terms

- **Ineffective Teacher:**
 - Mississippi Professional Growth System
 - Level 1 for teacher 0-3 years of experience
 - Level 2 for teacher >3 years of experience
- **Out-of-field Teacher:** Teaches at least one course in which he/she is not endorsed.
- **Inexperienced Teacher:** Teacher with 0-3 years of teaching experience.

District-Level Data Related to Educator Equity

Collect yearly trends:

of Certified Teachers (3 or 5 year standard license)

of Inexperienced Teachers

of Teacher Vacancies (by content area)

of Potential Retirees (>25 years)

of Expert Citizen Licensed Teachers

of Special One Year Non-renewable Licensed Teachers

of Teachers w/ No License

of Teachers teaching Out-of-Field (at least 1 course)

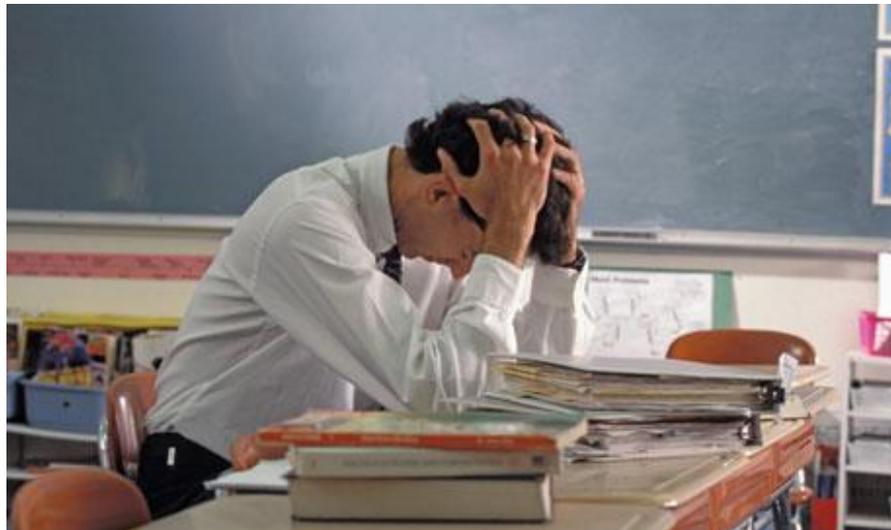
of Teach for America teachers

of Teachers Currently Enrolled in Alternate Route Programs

Research Fact

“Anywhere between 40 and 50 percent of teachers will leave the classroom within their first five years (that includes the nine and a half percent that leave before the end of their first year.)”

—*Dr. Richard Ingersoll, National Researcher (Teacher Retention)*





Discussion:

Why Are Teachers Leaving Mississippi School Districts?

[employ 5 Why's Methodology of Cause and Effect]

What are the Solutions?

Statewide Focus: Talent for Turnaround Project

- **Attracting:**
 - Elevate the status of the profession
 - Address workforce shortages using mobility data (i.e. why teachers leave the district)
 - Promote pathways into the profession
- **Recruiting:**
 - Selection/Hiring
 - Partnerships with IHLs/Colleges of Education
 - Compensation
 - Certification/Licensure
- **Retaining:**
 - Induction/Mentoring
 - ❖ Support from Leadership/Administrators
 - Career Advancement – Teacher Leaders/NBCT
 - Mississippi Professional Growth System (promoting feedback)

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