The panel discussion will be recorded and made available to participants afterwards.
Agenda (1:00– 2:30 pm EDT)

- **(10 min) Introduction**
- **(45 min) Panel Discussion**
- **(5 min) Conclusion**
- **(30 min) (Optional) Small-Group Discussion with our Panelists**
Today’s session is organized by the Alliance for Resource Equity

**Education Resource Strategies** is a national nonprofit that partners with district, school, and state leaders to transform how they use resources (people, time, and money) so that every school prepares every child for tomorrow—no matter their race or income.

**The Education Trust** is a national nonprofit that works to close opportunity gaps that disproportionately affect students of color and students from low-income backgrounds.

The Alliance for Resource Equity works to bring stakeholders together to improve education resource equity in order to unlock better, more equitable experiences for all students.

www.educationresourceequity.org

Source: Alliance for Resource Equity, Apr 9 session: Advancing Equity: Teaching Quality & Diversity
What is Education Resource Equity?

Education resource equity refers to the allocation and use of resources (across all 10 dimensions) to unlock better, more equitable experiences in school for all students.

Source: Alliance for Resource Equity, Apr 9 session: Advancing Equity: Teaching Quality & Diversity
Learn more about the 10 dimensions of resource equity that have the greatest impact on the student experience at our website

www.educationresourceequity.org
Today's discussion focuses on Teaching Quality & Diversity

www.educationresourceequity.org
Districts are faced with an unprecedented challenge right now … but also an unprecedented opportunity

**Situation**

**COVID-19** is resulting in months of **learning loss, especially for students from low-income backgrounds and students of color**. Researchers estimate that by Fall 2021, learning loss in math may total seven to eight months for white students and up to 11-12 months for students of color.

**Challenge**

Pre-pandemic, research consistently found that **students from low-income backgrounds and students of color were already less likely to have access to effective teachers**.

**Opportunity**

Federal stimulus funding (like ESSER) gives districts an opportunity to rapidly respond to meet students’ needs and **invest in ensuring equitable access to strong and diverse teachers**.
### Agenda (1:00–2:30 pm EDT)

- **(10 min)** Introduction
- **(45 min)** Panel Discussion
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- **(30 min)** (Optional) Small-Group Discussion with our Panelists
Panel Discussion

Dr. Patricia Payne
Director, Racial Equity Office, Indianapolis Public Schools

Alex Moseman
Senior Manager of Talent Acquisition, Indianapolis Public Schools

Betty Chang
Partner, Education Resource Strategies

Panelists

Facilitator

Source: Alliance for Resource Equity, Apr 9 session: Advancing Equity: Teaching Quality & Diversity
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Stay on the Zoom for small group discussion with our panelists!

(Optional) Small-Group Discussion with our Panelists

Dr. Patricia Payne
Director, Racial Equity Office, Indianapolis Public Schools

Alex Moseman
Senior Manager of Talent Acquisition, Indianapolis Public Schools

Chat: What is one thing you are taking away from this conversation that you are going to explore in your district?
Free Diagnostic: to help you assess the current state of resource equity in your district across all 10 dimensions

For Teaching Quality & Diversity:

1. Does each student have access to **strong teachers**?

2. Does each student have access to **teaching practices** that are engaging, culturally relevant, and standards-aligned?

3. Does the teacher workforce reflect student **diversity**?

[www.educationresourceequity.org](http://www.educationresourceequity.org)

Source: Alliance for Resource Equity, Apr 9 session: Advancing Equity: Teaching Quality & Diversity
Free District Guidebook: Explore potential actions you can take to improve equitable access to strong and diverse teachers

### Hiring
- Create **district-specific pipelines** such as paraprofessional-to-teacher models or alternative certification programs
- Identify and address **barriers in the application process** that may deter non-traditional candidates from applying

### Assignment
- Shift **hiring timelines** earlier for higher-need schools and give them earlier access to the pool of applicants
- Provide **incentives** to make roles more attractive and sustainable for strong teachers to work with students with the highest needs
- Provide **district support and coaching** to help school leaders use data to make assignment decisions that balance expertise across teams

### Professional Learning & Collaboration
- Ensure that school schedules allow sufficient time for **teacher collaborative planning**, including content-focused planning and reviewing disaggregated student data
- Target extra teacher support to higher-need schools, such as by providing additional instructional coaches or creating **teacher leader roles**

Source: Alliance for Resource Equity, Apr 9 session: Advancing Equity: Teaching Quality & Diversity

www.educationresourceequity.org
Thank you for joining today!

Stay on this Zoom for small group discussions with our panelists!

Dr. Patricia Payne  
Director, Racial Equity Office, Indianapolis Public Schools

Alex Moseman  
Senior Manager of Talent Acquisition, Indianapolis Public Schools

Please complete the feedback survey that should be in your inbox: bit.ly/ARE-teaching2021-feedback

Contact Betty Chang at bchang@erstrategies.org with any questions or comments

Check out our free resources at www.educationresourceequity.org

Source: Alliance for Resource Equity, Apr 9 session: Advancing Equity: Teaching Quality & Diversity
Agenda (1:00– 2:30 pm EDT)

(10 min) Introduction

(44 min) Panel Discussion

(5 min) Conclusion

(30 min) (Optional) Small-Group Discussion with our Panelists
1. **Introduce yourself** with your name, role, and district

2. Feel free to jump in and **ask questions** of our panelists – or of the group – either verbally or in the chat

Our panelists will switch halfway through so that you can hear from each of them.