



# ALLIANCE FOR RESOURCE EQUITY

Advancing Equity:  
Teaching Quality & Diversity



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**

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.



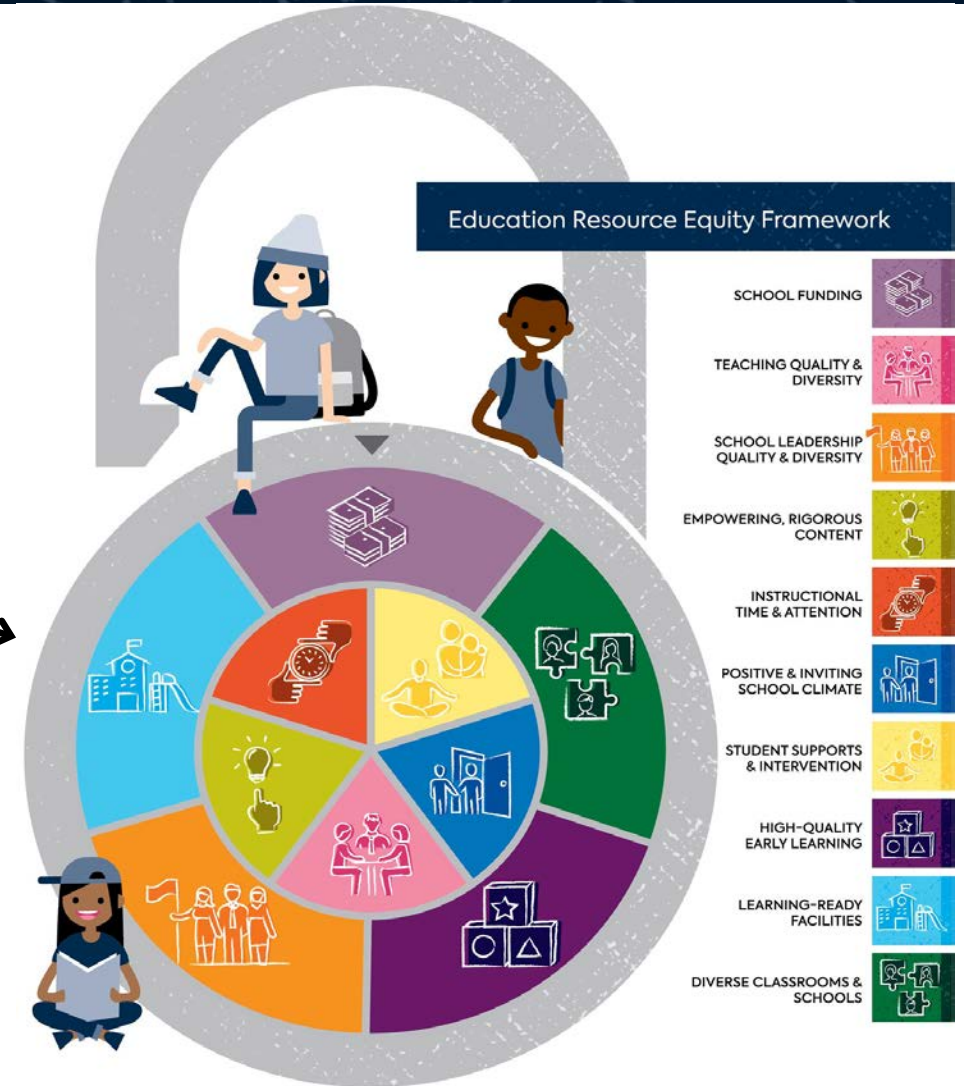
The Alliance for Resource Equity works to bring stakeholders together to improve education resource equity in order to unlock better, more equitable experiences for all students.

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

# 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.



Learn more about the 10 dimensions of resource equity that have the greatest impact on the student experience at our website



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

# Today's discussion focuses on Teaching Quality & Diversity

December 2020 Session

**TODAY** April 30<sup>th</sup> 1:00 – 2:15pm ET

SCHOOL FUNDING

TEACHING QUALITY & DIVERSITY

SCHOOL LEADERSHIP QUALITY & DIVERSITY

EMPOWERING, RIGOROUS CONTENT

INSTRUCTIONAL TIME & ATTENTION

POSITIVE & INVITING SCHOOL CLIMATE

STUDENT SUPPORTS & INTERVENTION

HIGH-QUALITY EARLY LEARNING

LEARNING-READY FACILITIES

DIVERSE CLASSROOMS & SCHOOLS

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

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(45 min) Panel Discussion

(5 min) Conclusion

(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

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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  
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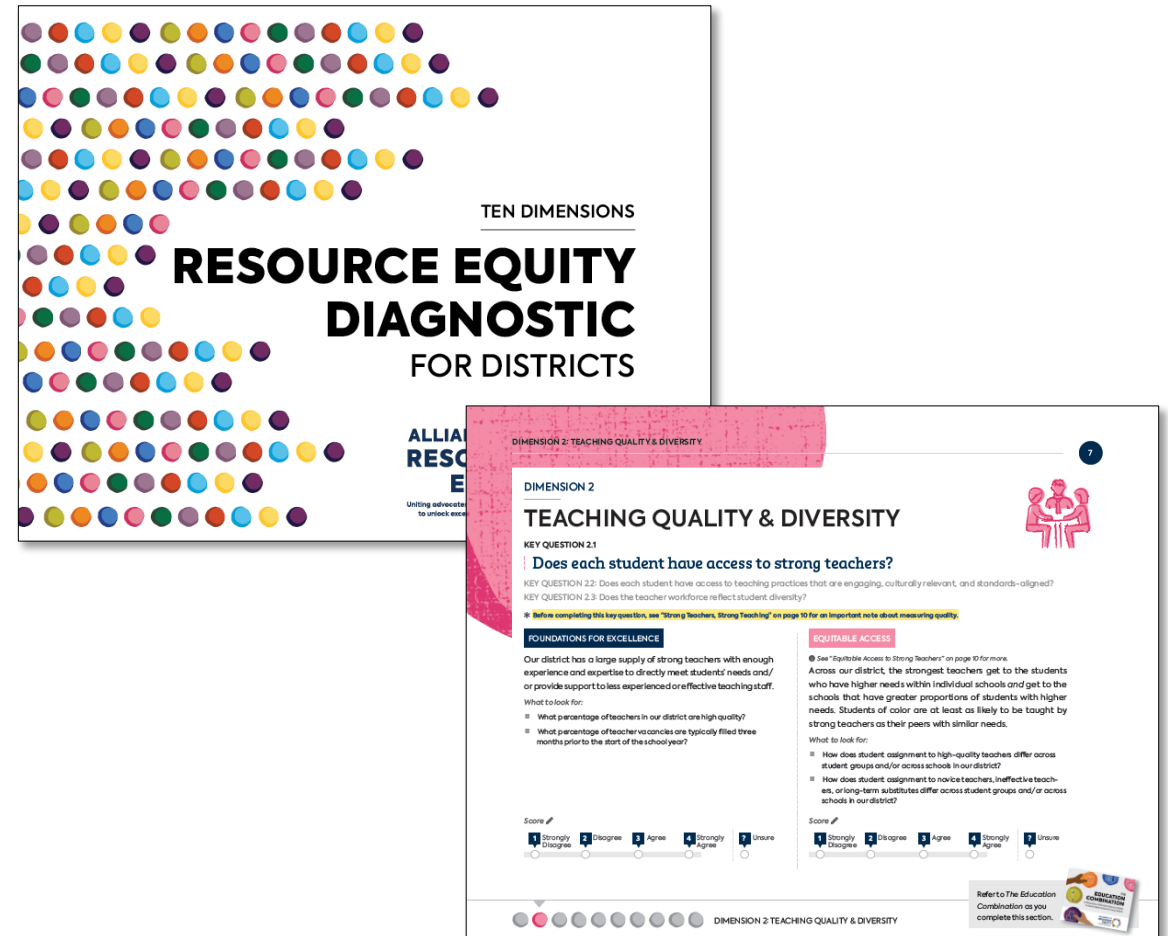
**Chat:** What is one thing you are taking away from this conversation that you are going to explore in your district?



# 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)

# Free District Guidebook: Explore potential actions you can take to improve equitable access to strong and diverse teachers

## Hiring

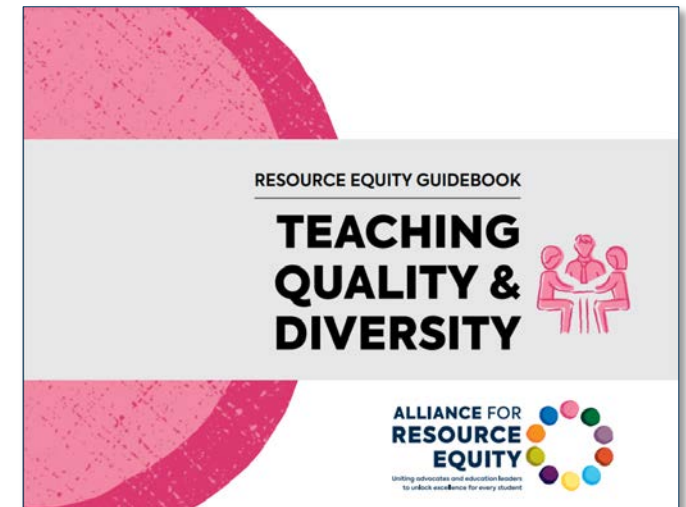
- Create **district-specific pipelines** such as paraprofessional-to-teacher models or alternative certification programs
- Identify and address **barriers in the application process** that may deter non-traditional candidates from applying

## 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**



[www.educationresourceequity.org](http://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  
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Please complete the feedback survey that should be in your inbox: [bit.ly/ARE-teaching2021-feedback](https://bit.ly/ARE-teaching2021-feedback)



Contact Betty Chang at [bchang@erstrategies.org](mailto:bchang@erstrategies.org) with any questions or comments



Check out our free resources at [www.educationresourceequity.org](https://www.educationresourceequity.org)

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(5 min) Conclusion

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# Breakout Groups with Dr. Patricia Payne & Alex Moseman

ALLIANCE FOR  
**RESOURCE  
EQUITY**



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



**Dr. Patricia Payne**

*Director, Racial Equity Office,  
Indianapolis Public Schools*



**Alex Moseman**

*Senior Manager of Talent  
Acquisition, Indianapolis  
Public Schools*

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