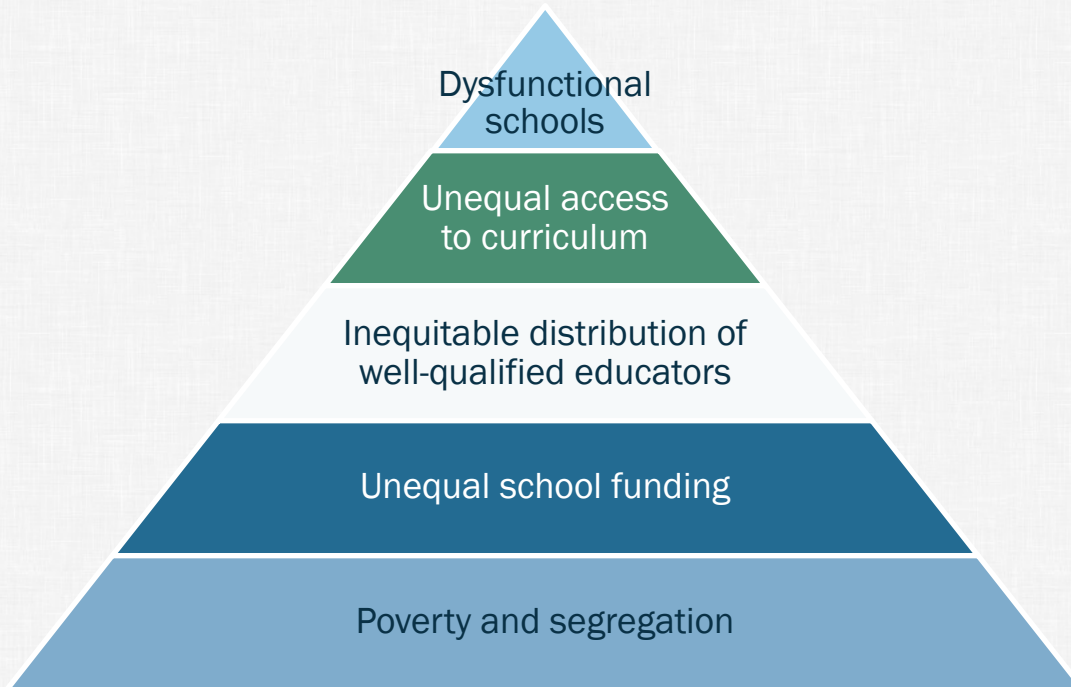


Addressing Equity in Education

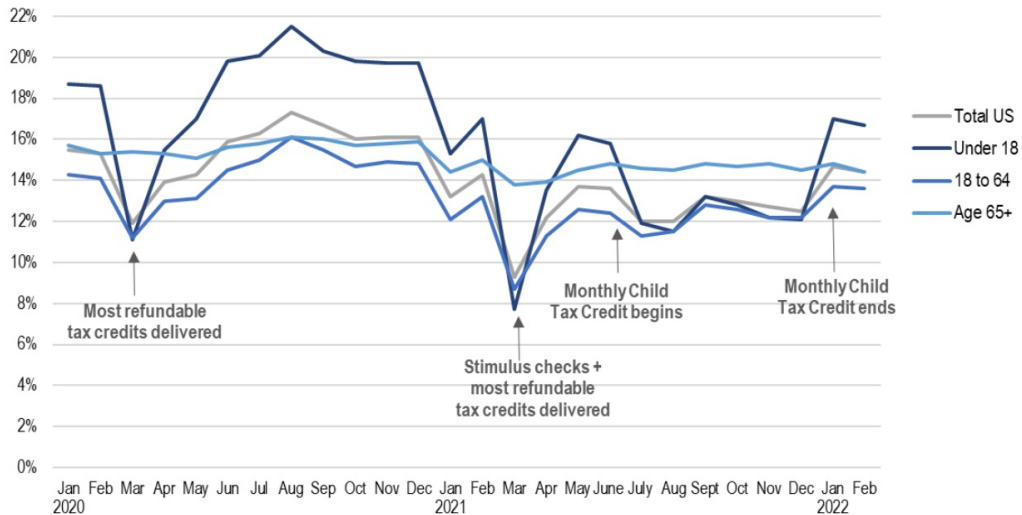
Council of State Governments
Midwestern Legislative Conference

The Anatomy of Inequality



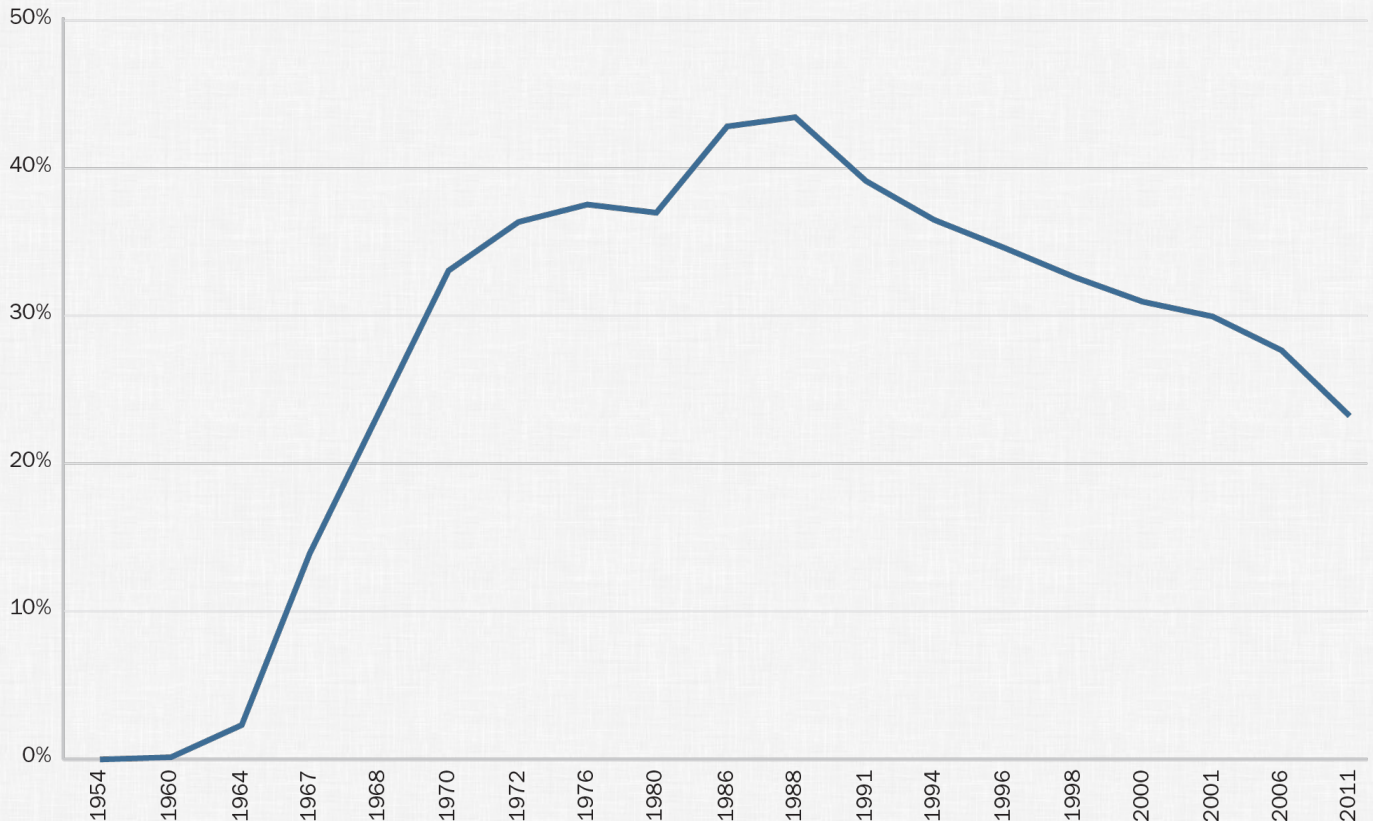
Impact of pandemic relief & child tax credit on poverty rates

Figure 1: Trends in Monthly Poverty, by Age (Jan 2020–Feb 2022)



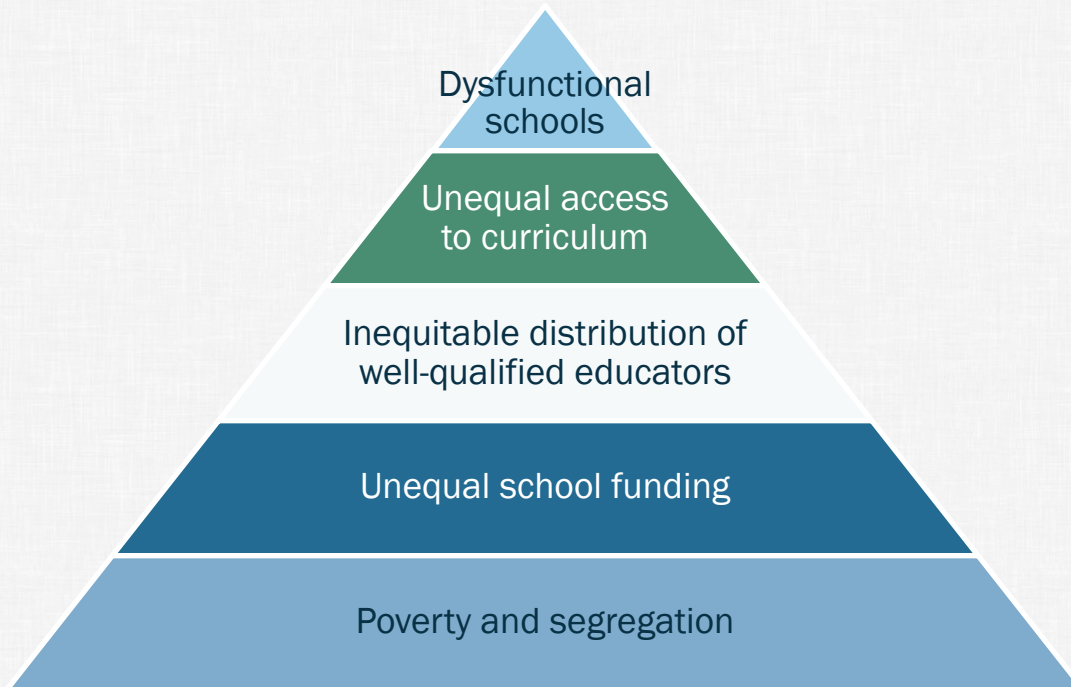
Center on Poverty and Social Policy (2022). Access data at: povertycenter.columbia.edu/forecasting-monthly-poverty-data.

Proportion of Black Students Attending Majority White Schools

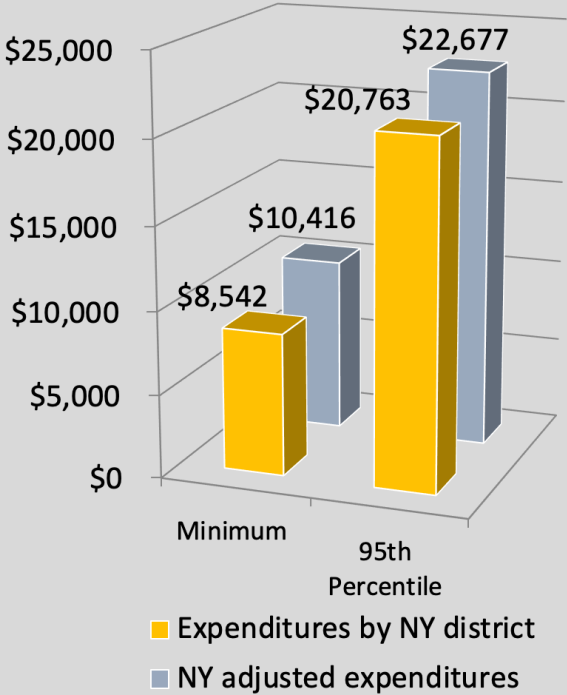
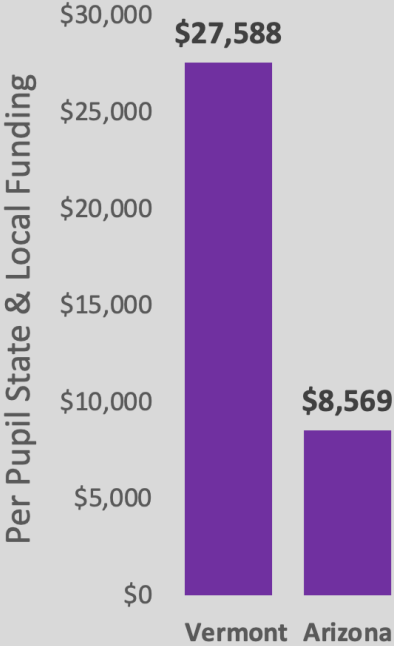


Source: U.S. Department of Education, National Center for Education Statistics, Common Core of Data (CCD), Public Elementary/Secondary School Universe Survey data. Data prior to 1991 obtained from the analysis of the Office of Civil Rights data in Orfield, G. (1983). *Public school desegregation in the United States, 1968-1980*. Washington, DC: Joint Center for Political Studies.

The Anatomy of Inequality



In the US, School Funding is Unequal Across & Within States



Source: Farrie, D., Kim, R., & Sciarra, D. G. (2019) *Making the Grade 2019: How Fair Is School Funding in Your State?* Newark, NJ: Education Law Center.

How Investments Matter

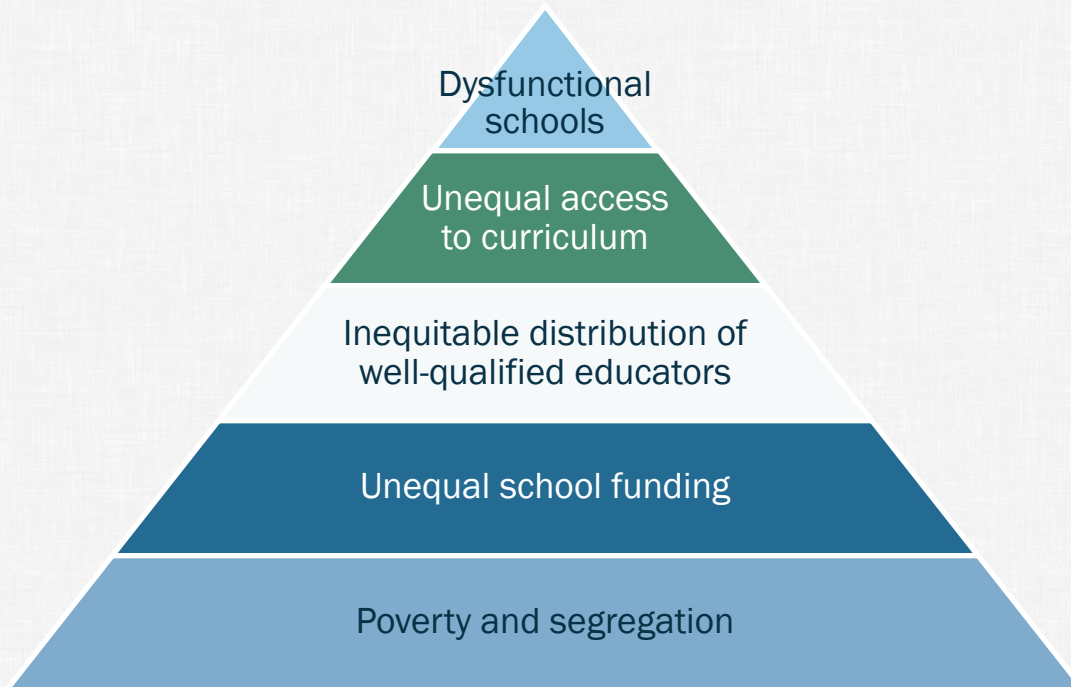


Over 40 years, low-income students who experienced the benefits of school finance reforms for all of K-12, with 20% greater funding:

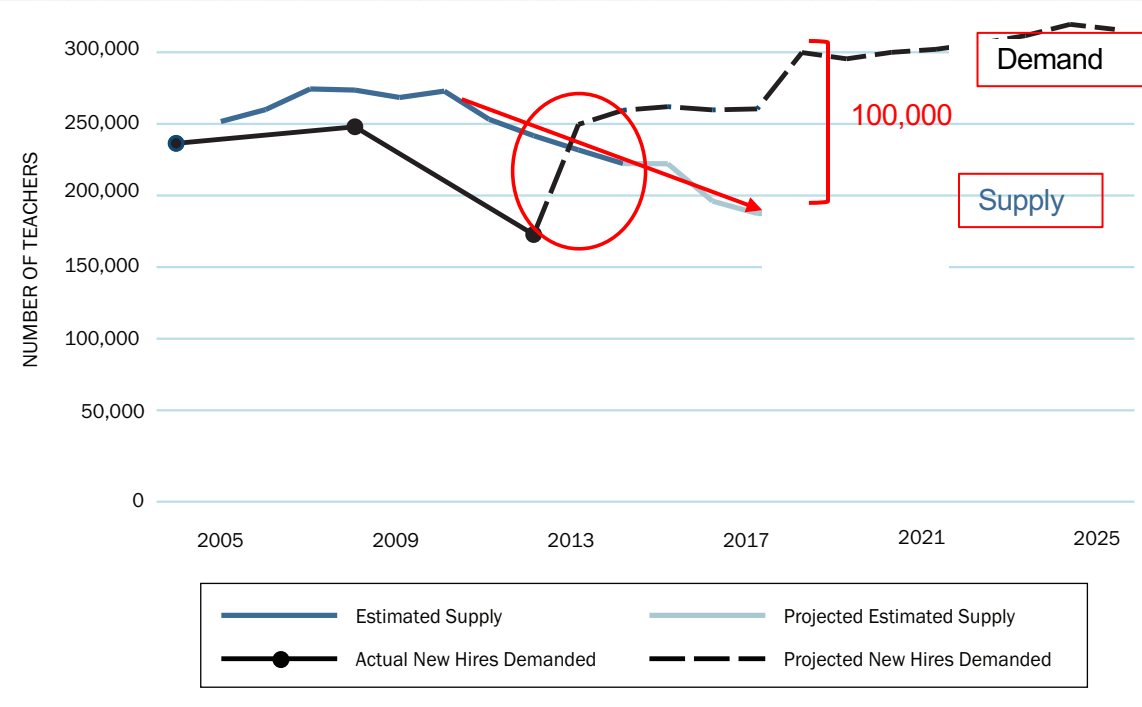
- Had graduation rates 23 points higher
- Added a year of educational attainment
- Had family incomes 52% higher
- Eliminated the adult poverty gap with more affluent classmates

Jackson, Johnson, & Persico (2016)

The Anatomy of Inequality



Teacher Shortages Were Growing, Even Before the Current Pandemic



Source: Sutchter, L., Darling-Hammond, L., and Carver-Thomas, D. (2016). *A Coming Crisis in Teaching? Teacher Supply, Demand, and Shortages in the U.S.* Palo Alto, CA: Learning Policy Institute.

Shortages in the News



COVID-19 creates dire US shortage of teachers, school staff

By JOCELYN GECKER September 22, 2021

AP AP News

National Guard deploys for new emergency:
Teacher shortages

Daily Herald
Suburban Chicago's Information Source

'We are losing good teachers and staff every single day': Report reiterates pandemic shortages

CNN CNN

Teachers are leaving and few people want to join the field. Experts are sounding the alarm

Substitute Teachers Never Got Much Respect, but Now They Are in Demand

Because of staff shortages, some school districts are canceling classes. Others are lowering their hiring standards. The result can be a chaotic classroom.

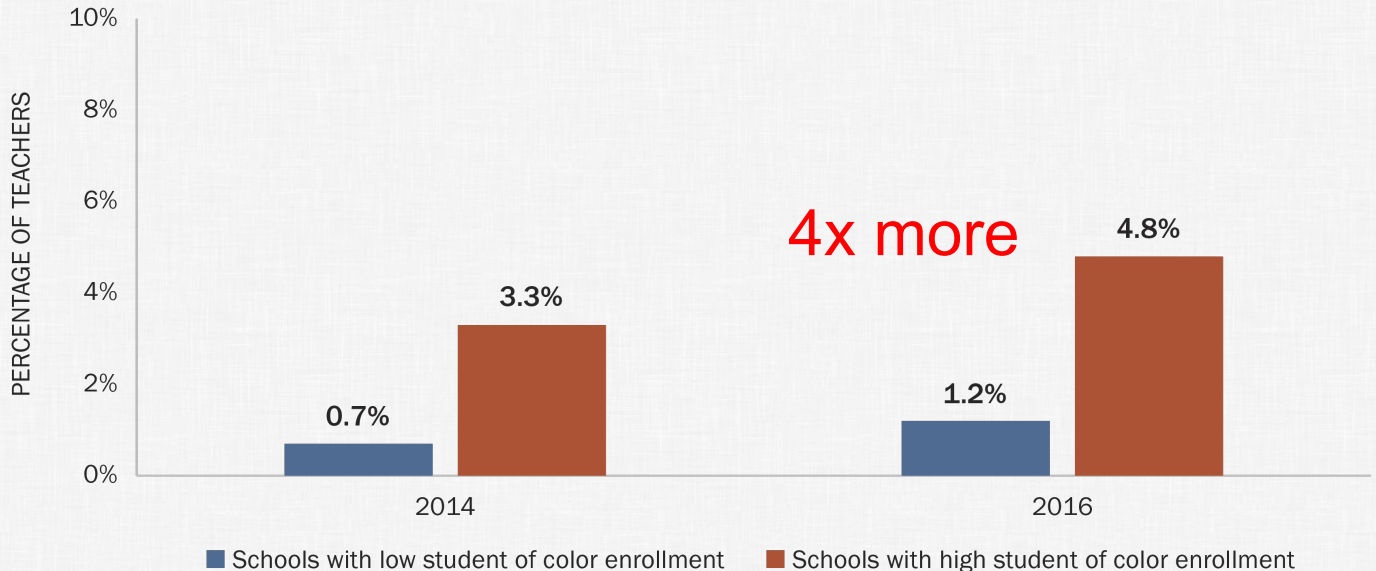
NBC MONTANA

National teacher shortage causes local concern

SCHOOL & DISTRICT MANAGEMENT

Staff Shortages Affect Students, Too. Here's Where Schools Are Shutting Down

Percentage of Uncertified Teachers in Schools With Low and High Student of Color Enrollment



Note: "Schools with low enrollment of students of color" are schools in the bottom quintile nationally, in which 0% to 13% of students enrolled are students of color. "Schools with high enrollment of students of color" are schools in the top quintile nationally, in which 86% to 100% of students enrolled are students of color.

Data source: U.S. Department of Education, Office of Civil Rights. (n.d.). Civil Rights Data Collection (public-use data files for 2014 and 2016). <https://ocrdata.ed.gov/>.

Research-Based Foundations

1. Teacher certification, experience, and stability matter for student achievement.
2. Preparation matters for teacher retention.
3. Students of color and students from low-income families are disproportionately taught by underprepared and inexperienced teachers.



Inequitable Opportunity to Learn

Student Access to Certified and Experienced Teachers

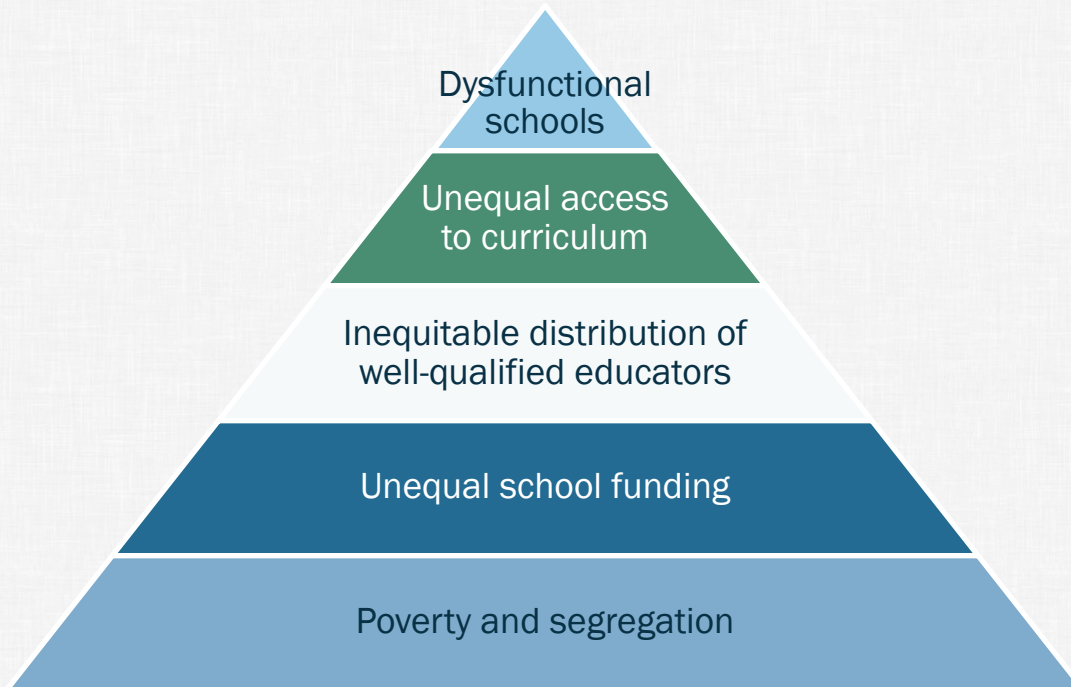
Jessica Cardichon, Linda Darling-Hammond, Man Yang, Caitlin Scott, Patrick M. Shields, and Dion Burns



LEARNING
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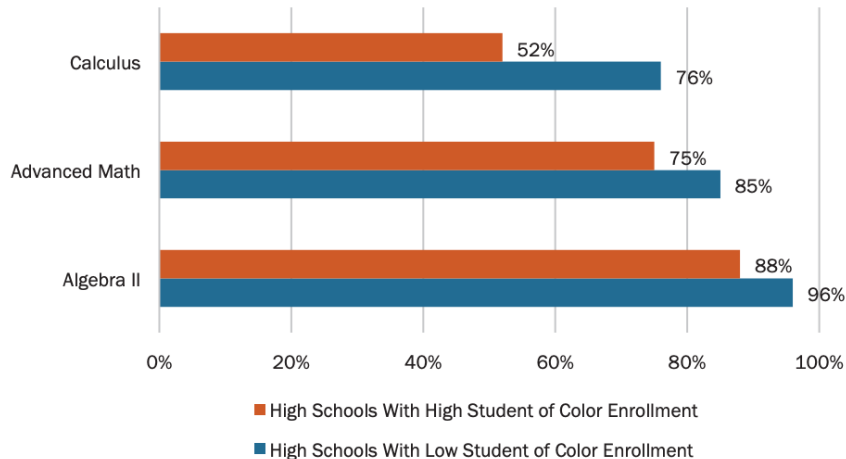
FEBRUARY 2020

The Anatomy of Inequality



Inequitable Access to Advanced Courses

Percentage of High Schools Offering Advanced Mathematics Courses by Student of Color Enrollment, 2018

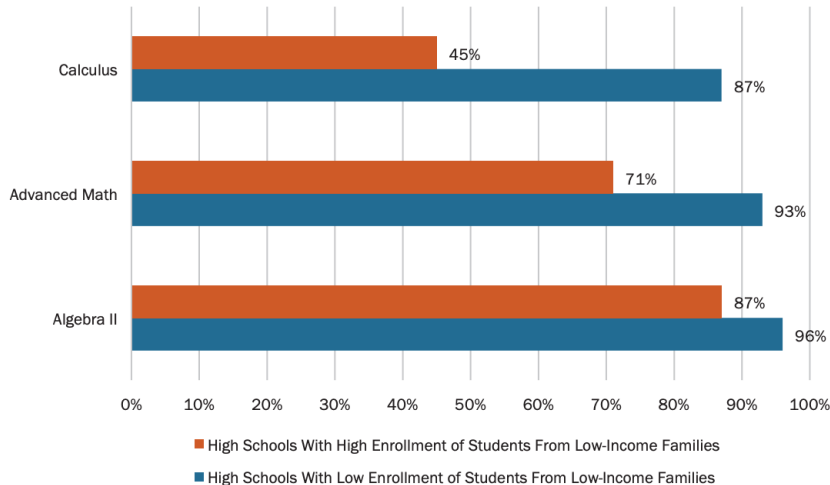


Note: Because the CRDC data are self-reported by local education agencies (i.e., school districts), there may be discrepancies between data reported for the CRDC and data from other sources.

Data source: U.S. Department of Education, Office for Civil Rights. (n.d.). Civil Rights Data Collection (public-use data files for 2018). <https://ocrdata.ed.gov/>.

Inequitable Access to Advanced Courses

Figure 3
Percentage of High Schools Offering Advanced Mathematics Courses
by Enrollment of Students From Low-Income Families, 2018

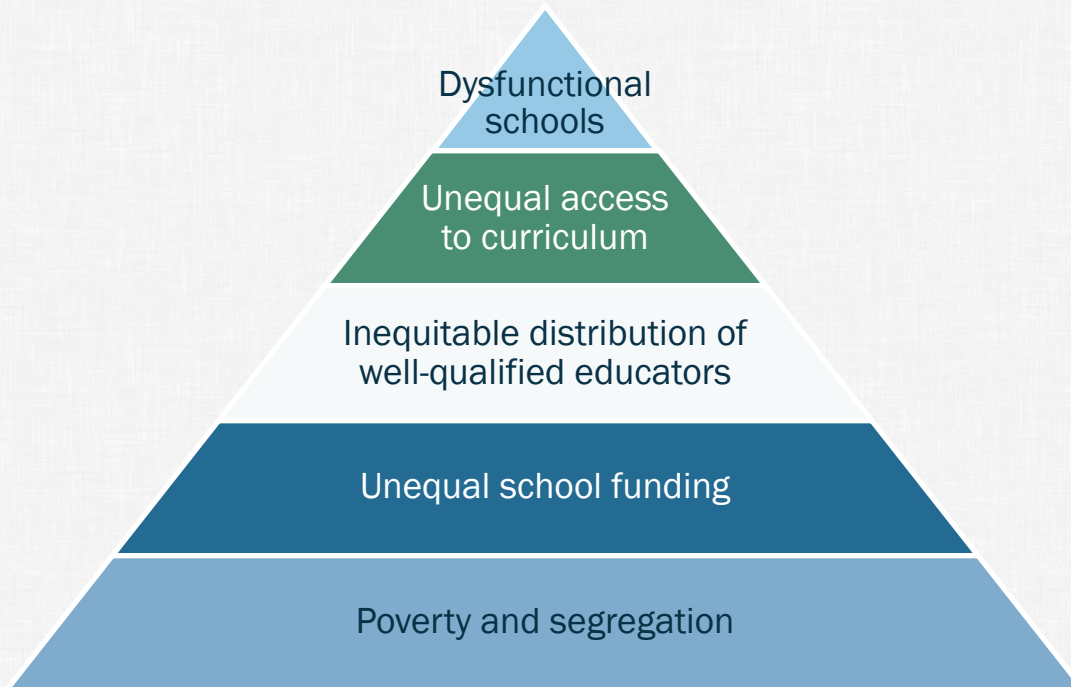


Note: Because the CRDC data are self-reported by local education agencies (i.e., school districts), there may be discrepancies between the data reported for the CRDC and data from other sources.

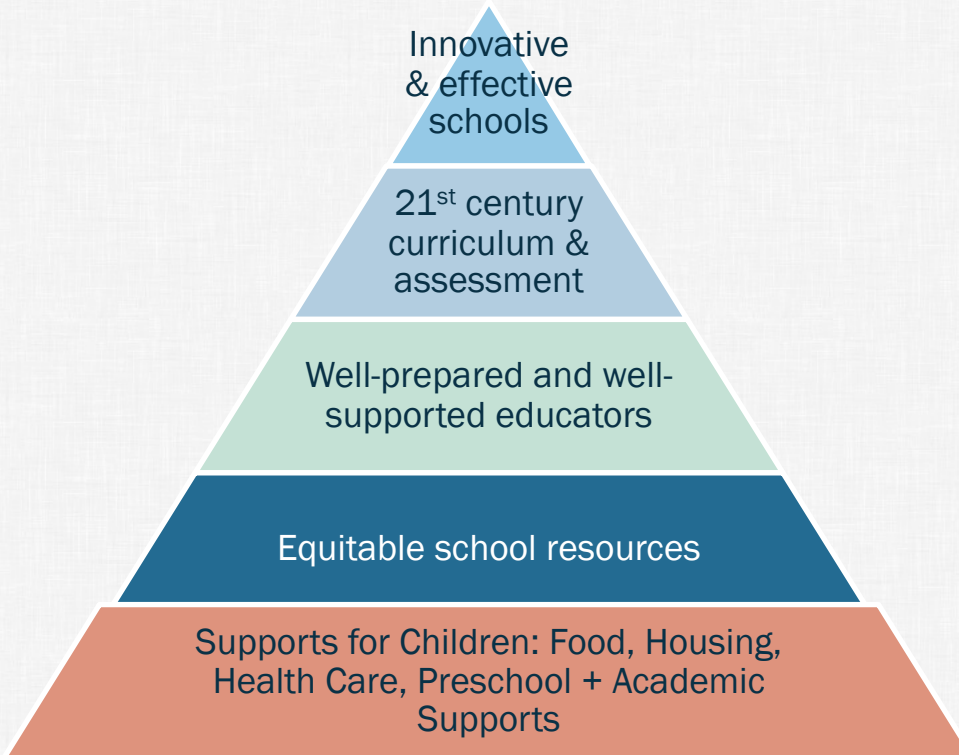
Data sources: U.S. Department of Education, Office for Civil Rights. (n.d.). Civil Rights Data Collection (public-use data files for 2018). <https://ocrdata.ed.gov/>; National Center for Education Statistics. (2018). Common Core of Data. <https://nces.ed.gov/ipeds/data/cocdata.asp> (accessed 11/20/20).

Source: Leung, M., Cardichon, J., Scott, C., & Darling-Hammond, L. (2020). *[Inequitable opportunity to learn: Access to advanced mathematics and science courses](#)*. Learning Policy Institute.

The Anatomy of Inequality



The Anatomy of Equity






SCHOOL FINANCE SERIES

Investing for Student Success

Lessons From State School Finance Reforms

Linda Darling-Hammond

 LEARNING POLICY INSTITUTE

APRIL 2019

Examples

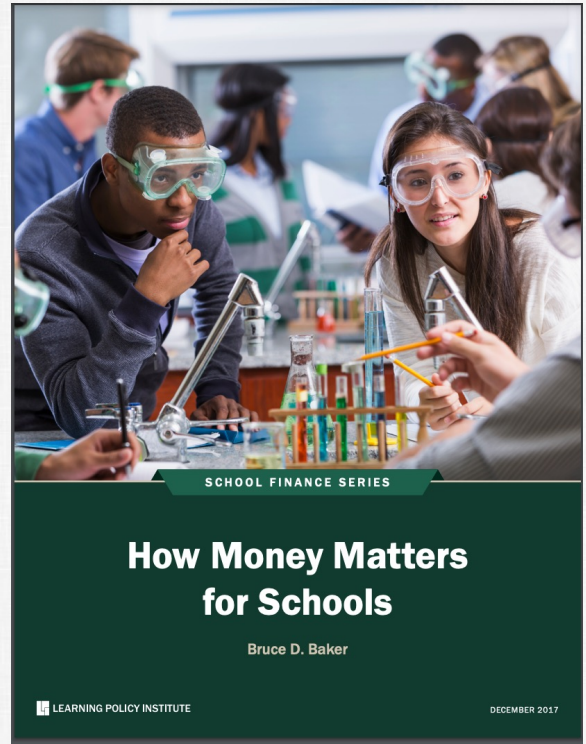
- ▶ New Jersey
- ▶ Massachusetts

Supports for Children: Food, Housing, Health Care, Preschool + Academic Supports

- Wrap around supports, community schools (e.g., VT, MD, NY, CA, NM)
- Preschool (e.g., MI, WV, NC, WA)
- Health care (e.g., leveraging Medicaid dollars) (e.g., MT)
- Universal meals (e.g., ME, CA, current federal waiver due to expire at end of this school year)

Equitable school resources

- Focus funding on pupil needs and the costs of meeting the state's standards
- Develop a reliable base of funding without an overreliance on categorical programs
- Leverage federal funds wisely and equitably



Well-prepared and well-supported educators

- Service scholarships/loan forgiveness (IN, NC, OR, CA)
- High-retention pathways into teaching
 - Teacher residency programs (PA, WV, CA)
 - Grow your own programs (TN, MN, NM, CA, WA)
- Mentoring/induction for novice teachers (IL, IA, NM)

State role in ensuring broad access to high-quality preparation & adequate supply of well-prepared educators

Supporting & Retaining Educators

Competitive Compensation

- Overall increases
- Increases for leadership roles/expertise
- Increases for high-need fields/schools
- Loan forgiveness as a strategy to boost compensation
- Including to attract adequate staffing (e.g., subs)

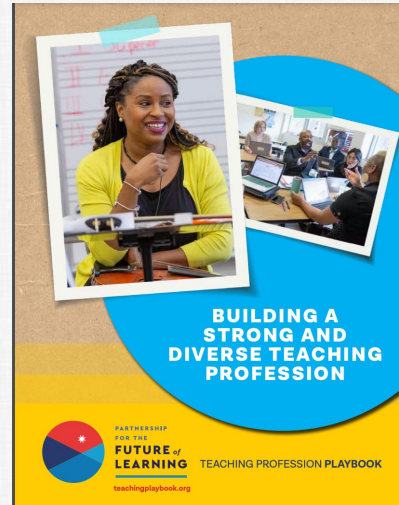
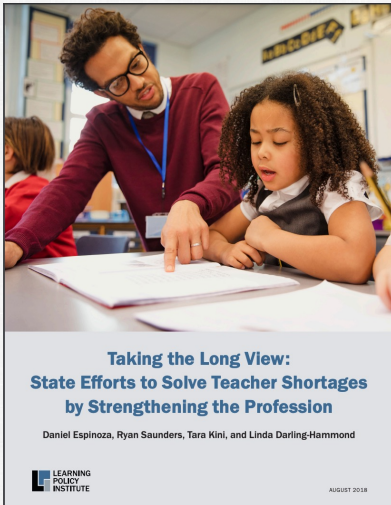
Opportunities to Learn, Grow, & Collaborate

- Invest in mentoring, professional learning, and feedback
- Redesign schools for strong relationships & collaboration
- Supports for teacher leadership, such as National Board Certification

Supportive & Inclusive School Leadership

- Supportive, effective, stable school leaders
- Opportunities for shared decision-making
- Community schools (including collaborative leadership and practices)

Resources



21st Century Curriculum & Assessment

- ▶ Standards, curriculum frameworks, instructional materials, assessments (including performance assessments), and professional development that support higher-order thinking and inquiry-based learning
- ▶ Profiles of a graduate (SC, VT, VA)
- ▶ Eliminate early tracking and ensure all students have access to rich learning experiences (WA)
- ▶ Accountability and continuous improvement systems that use multiple measures to evaluate school context, student achievement, and opportunities to learn (IA)

Innovative and Effective Schools

- ▶ Support relationship-centered school designs (KS)
- ▶ Replace zero-tolerance policies with evidence-based restorative approaches (MI, OH, CA)
- ▶ High-quality expanded learning time (MA, FL, NM)
- ▶ Integrated support systems/community schools



Design Principles for Schools

Putting the Science of Learning
and Development Into Action

Learning Policy Institute and Turnaround for Children
in partnership with the Forum for Youth Investment
and in association with the SoLD Alliance

SEPTEMBER 2021

The Costs of Inequality and the Benefits of Equity



If Hispanic and African American student performance grew to be comparable to white performance and remained there over the next 80 years, the ... impact would be staggering—adding some \$50 trillion (in present value terms) to our economy—more than three times the size of our current GDP. (This) represents the income that we forgo by not ensuring equity for all of our students.

— *For Each and Every Child*, Report of the Equity and Excellence Commission, 2013

Thank You!

Contact

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