**Discussion Group Meeting II: Ensuring the Equitable Distribution of Effective Teachers**

**February, 20 2014**[**Hall of the States**](http://www.sso.org/)**,** 444 North Capitol Street, NW | Washington, DC 20001

**Room 233/235**

Access to a high-quality education is vital for all students if they are to be successful in today’s global economy and 21st-century world. Within the education system, research has underscored the central and critical role teachers and school leaders play in student learning, with teacher quality surfacing as the most important school-related factor having an impact on student achievement. Yet, many of the nation’s low-income students and students of color lack access to highly effective teachers – teachers who are well-prepared and encouraged to teach in the primarily high-poverty schools these students reside in.

This discussion group meeting will focus on policies and practices that are addressing the equitable distribution of effective teachers, to ensure that students in schools with the highest need are supported in their educational journey to postsecondary success and civic engagement. The meeting will commence with an overview of the challenges and opportunities inherent in ensuring an equitable distribution of effective teachers. Presentations will follow that highlight some of the efforts states and districts are undertaking to ensure an equitable distribution of effective teachers. A final presentation and discussion of the role federal policy can play will round out the meeting. Prior to the meeting attendees will be provided with an overview PowerPoint presentation on Equitable Distribution, compiled by Kate Sullivan, Education First. They will be encouraged to read this and submit questions which will be incorporated into Sonja’s presentation.

**AGENDA**

8:30 AM **Breakfast Available**

8:45 AM **Welcome and Introductions**

9:15 AM **Overview Presentation: The Challenges and Opportunities of Ensuring Equitable Distribution of Effective Teachers**Moderator: **Loretta Goodwin,** Senior Director, AYPF  
Presenter: **Sonja Santelises,** Vice President for K-12 Policy and Practice, Education Trust

Issues to be addressed include:

* + - * Challenge of recruitment and preparation programs – of teachers and principals
      * Assignment of teachers in high-poverty, high minority schools
      * Induction and mentoring of teachers
      * Professional development of teachers, including cultural competency
      * Creating a sustaining school culture
      * Challenges of moving teachers across schools and districts

9:45 AM **Q & A Opportunity**

10:00 AM **Break**

10:15AM **Presentation on statewide efforts to ensure equitable distribution of effective teachers:**Moderator: **Rufina A. Hernández, Esq**., Executive Director, CHSE

Presenter: **Anne Marie Fenton,** Program Director, Assessment, Georgia Professional Standards Commission

Following the presentations participants will have an opportunity to engage in discussion.

11:00 AM **Presentation: District-level Programs to ensure equitable distribution**Moderator: **Andrew Valent,** Program Associate, AYPF  
Presenter: **Ann Clark**, Chief Academic Officer, Charlotte-Mecklenburg Schools, Charlotte, NC: Strategic Staffing Initiative, will talk about their Strategic Staffing Initiative.

Presenter: **Julie Severns,** Assistant Superintendent Professional Learning, Fresno Unified School DistrictFollowing the presentations participants will have an opportunity to engage in discussion.

12:00 PM **Networking Lunch**

12:45 PM **Presentation: The Role of the Federal Government**

Moderator: **Rufina A. Hernández, Esq**., Executive Director, CHSE  
  
Presenter: **Hon. Catherine E. Lhamon,** Assistant Secretary, Office for Civil Rights, U.S. Department of Education  
  
Following informal remarks by the Assistant Secretary, participants will engage in Q&A.

1:30 PM **Small Group Discussions: Implications for Policy and Advocacy**  
Based on the presentation by Catherine E. Lhamon, participants will discuss opportunities for collaboration between the federal government and the civil rights community to promote the equitable distribution of effective teachers. Staff from the U.S. Department of Education will participate in these small group discussions.

2:15 PM **Moderated Discussion:**   
Moderator: **Rita Pin Ahrens,** Senior Policy Analyst, CHSE

Returning to the large group, participants will share their learning from the small group discussions.

2:50 PM **Summary and Discussion of Next Steps**

3:00 PM  **Adjourn**