## GAP AREA: Students in poverty are more likely to be assigned to teachers rated Needs Improvement/Unsatisfactory (NI/U)

By meeting Massachusetts’s moral imperative to provide **all students with equitable access** to excellent educators, schools can also close gaps in educational outcomes.

## 

## I. [Use additional data](http://www.doe.mass.edu/edeffectiveness/equitableaccess/resources/templates-otherdata.docx)

* Analyze Student Learning Experience (SLE) [detailed reports](http://www.doe.mass.edu/edwin/gateway/slereport-supp.html), comparing rates of economically disadvantaged students’ assignment to:
  + lower rated teachers, by subject taught and by rating in each educator effectiveness standard; and
  + teachers with different SGP levels.
* Compare distribution of evaluation ratings across [schools](http://profiles.doe.mass.edu/statereport/educatorevaluationperformance.aspx), particularly schools with distinct demographics.
* Compare distribution of evaluation ratings across types of courses (such as remedial or advanced courses).

## II. [Ask self-assessment/ stakeholder engagement questions to explore root causes](http://www.doe.mass.edu/edeffectiveness/equitableaccess/resources/templates-rootcauseanalysis.docx)

* Are economically disadvantaged students overrepresented in certain courses? Could this be a root cause?
  + If, for example, they are overrepresented in lower-level classes, do evaluators understand what good teaching in such classes looks like?
* How well do all evaluators understand what good instruction of economically disadvantaged students looks like? Is this uniform across schools/departments? Could this be a root cause of differences in evaluation ratings?
* How well is evaluation calibrated across schools and classes with different demographics?
* Do the district’s induction and mentoring program and other training approaches provide sufficient support for effectively teaching students in poverty?
* Are teachers trained to succeed in family and community engagement (Standard III) with families in poverty?

## III. [Develop strategy starting points](http://www.doe.mass.edu/edeffectiveness/equitableaccess/resources/templates-strategies.docx) & [monitor progress](http://www.doe.mass.edu/edeffectiveness/equitableaccess/resources/templates-progress.docx)

* [Online training module](http://www.doe.mass.edu/sped/videos/povertyimpact/story_html5.html) for educators to better understand the impact of poverty on student performance
* The Educator Evaluation Rating District Summary in Edwin Analytics (EV319) shows district- and school-level data on the distribution of evaluation ratings and on student demographics, and can be sorted by standard
* The [Online Calibration Training Tool](http://www.doe.mass.edu/edeval/resources/calibration/tool/) helps evaluators come to a common understanding of what quality instruction looks like; users can select from a [calibration video library](http://www.doe.mass.edu/edeffectiveness/prof-learning/calibration/)
* [Profiles](http://profiles.doe.mass.edu/search/search.aspx?leftNavId=11238) and Edwin Analytics (EV901) reports on the preparation programs that supply your novice teachers
* The [Master Schedule Review](http://www.doe.mass.edu/edeval/guidebook/8b-masterschedreview.docx), a tool from the [Guidebook for Inclusive Practice,](http://www.doe.mass.edu/edeval/guidebook/) supports scheduling to meet the needs of diverse learners

## Resources

* Strategically screen and assign student teachers (prospective hires) to develop their skills in working with economically disadvantaged students in your district.
* Involve teachers, administrators, and community stakeholders in evaluating and enhancing training and supports for lower rated teachers.
* Train all school/district evaluators in how to uniformly evaluate instruction of economically disadvantaged students, to calibrate educator evaluations.
* Leverage educator evaluation to improve effectiveness; focus on [meaningful feedback](http://www.doe.mass.edu/edeffectiveness/prof-learning/calibration/protocols-activities.html).
* Develop a clear process for monitoring progress, with short-term and long-term metrics.

**Guides for other gap areas**