

## **FAQ's Regarding Equity Plans**

### ***What is an equity plan?***

An equity plan is an LEA's plan for ensuring low-wealth, minority, learning disabled or English language learners are just as likely to be taught by highly qualified and experienced teachers as are students who do not fall into these categories.

### ***Who must submit an equity plan?***

Regardless of the LEA's current HQ status, each LEA must submit an equity plan with its Title II, Part A application.

### ***What must be included in an equity plan?***

Equity plans must include the following:

- a. A description of the distribution of highly qualified and experienced teachers to low-wealth, minority, learning disabled or English language learners which identifies inequities in teacher distribution
- b. Strategies to address each inequity including an evidence for the probable success of each strategy
- c. A plan for the assessing how the strategies will be evaluated

### ***What constitutes "evidence for probable success?"***

Evidence for probable success is research data that reinforces why the strategies you listed are likely to be successful. You may cite educational research, local data, or other evidence that suggests or reinforces why the strategies will be successful.

Example of citing local data:

Listed as a strategy is a plan for the LEA to pay for Praxis II testing for non-HQ teachers. As the evidence for probable success, you could show that last year the LEA paid for 150 Praxis II tests; of the teachers who took those tests, 120 are HQ as a result.

Example of citing educational research:

A plan for the LEA to "distribute HQ and experienced teachers to schools so that learning disabled, low-wealth, minority, and English language learners are as likely to be taught by HQ and experienced teachers as those students who do not fall into these categories" is listed on your plan as a strategy. As evidence for probable success of this strategy, you could cite the following research, "Schools in Hamilton County, Tennessee, as part of the Benwood Initiative, improved in 5 years from ranking in the lowest 25% in student achievement in the state to the top 10% ranking when schools were reorganized to move highly effective teachers to low performing schools."

[www.ed.gov/admins/tchrqual/learn/nclbsummit/murrah.html](http://www.ed.gov/admins/tchrqual/learn/nclbsummit/murrah.html)

### ***How many strategies must be given?***

There is no limit on the number of strategies that must be provided.