



IMAGINING
the possibilities.
MAKING THEM HAPPEN.



**Indiana
Department of Education**

Glenda Ritz, NBCT
Indiana Superintendent of Public Instruction

Retaining Excellent Educators in Title I Focus and Priority Schools

Excellent Educators for All

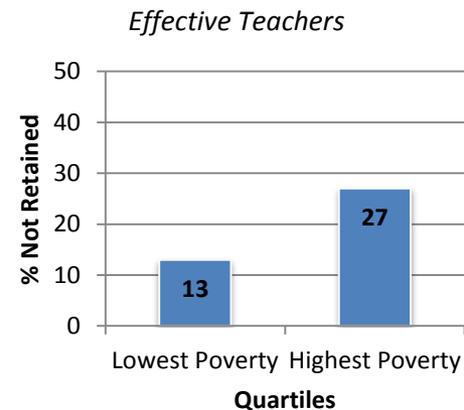
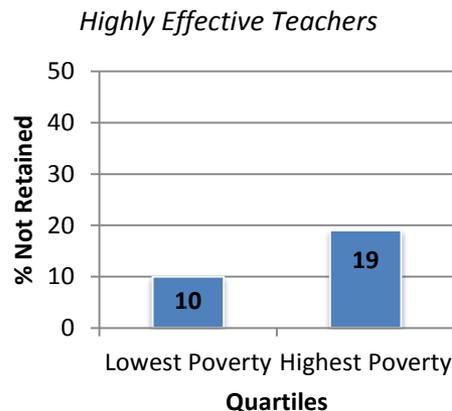
- The federal initiative required that all states develop “Equity Plans” to ensure equitable access to excellent educators for *all* students
- Plans include:
 - information on “equity gaps” between poor and minority students’ access to great teachers and the access had by their peers
 - strategies for addressing equity gaps

Excellent Educators for All: Indiana's Equity Plan

- information on “equity gaps” between poor and minority students’ access to great teachers and the access had by their peers



teacher turnover



- strategies for addressing equity gaps



induction and mentoring



Induction and Mentoring Strategies

- **Standards or Guidelines**
 - common framework and qualifications
 - training to support consistency
- **Continue/Strengthen Existing Programs**
 - collaboration with IHEs
- **Program Components**
 - compensation for mentors
 - pre-professional development for new teachers (“boot camp”)
 - job-embedded professional development
 - resource sharing

Spotlight on Schools

- **Coaching Cycles**
 - Stephen Decatur Elementary School
 - Clarence Farrington Elementary School
- **Exemplary Teacher Panel**
 - Cedar Hall Community School
- **Career Development Model**
 - Beech Grove City Schools

Getting Support

Caitlin Beatson

Coordinator of Teacher Recruitment and Retention

Division of Educator Effectiveness

Indiana Department of Education

cbeatson@doe.in.gov

(317) 232-9173

www.doe.in.gov/equity

www.doe.in.gov/blueribbon