

Locating the Equitable Access Analysis Tool

OVERVIEW OF THE TOOL

The Equitable Access Analysis Tool is an Excel spreadsheet produced annually by the Department for individual districts and schools to use in local equitable access planning. The tool pulls information from two reporting systems; EMIS and eTPES/OhioES. The tool helps districts and schools to identify where, and to what extent, any inequities in access to excellent educators exist. The tool includes student measures, educator measures, and the Educator Workforce Strength Index. The description of each measure is listed in the table below.

Student Descriptors	
Poor	Reported to the Ohio Department of Education at the student level as economic disadvantage
Minority	Members of African-American, Multiracial, Hispanic, Native Hawaiian / Pacific Islander, American Indian / Alaskan Native, or Asian ethnic and racial groups
Positive Educator Descriptors	
Highly Effective Teacher*	A teacher receiving a final summative rating of “Accomplished” on the Ohio Teacher Evaluation System
Highly Effective Principal*	A principal receiving a final summative rating of “Accomplished” on the Ohio Principal Evaluation System
Educator Workforce Strength Index	<p>A value calculated at the state, district and building levels to provide information about the strength of the educator workforce in relation to equitable access planning.</p> <p>Calculate the Educator Workforce Strength Index by first adding the percentage point values for each available measure. Then divide that sum by the number of available measures and then subtracting from 100. A sample calculation for the district level is provided below¹.</p> <p>Index values range from 0 to 100, with 100 as the value representing the strongest educator workforce as it relates to equitable access planning. The department will calculate the Educator Workforce Strength Index annually at the state, district and building levels.</p>

Educator Measures					Index Calculation Steps		
% Out-of-Field	% Inexperienced Teacher	% Inexperienced Principal	% Ineffective Teacher	% Ineffective Principal	1. Total Measures	2. Divide Total by Number of Measures	3. Subtract from 100 (Index Value)
3.5	12.0	15.0	4.0	5.0	39.5	7.9	92.1

Step 1. Total measures (3.5+12.0+15.0+4.0+5.0=39.5)
 Step 2. Divide Total by Number of Measures (39.5 / 5 = 7.9)
 Step 3. Subtract from 100 (100 – 7.9 = 92.1)
 District Index Value = 92.1

Negative Educator Descriptors	
Out-of-Field Teacher	A teacher who is teaching a core academic course that he or she is not licensed to teach
Inexperienced Teacher	A teacher in his or her first or second year of teaching
Ineffective Teacher*	A teacher who received a final summative rating of “Ineffective” on the Ohio Teacher Evaluation System
Inexperienced Principal	A principal in the first or second year of leadership
Ineffective Principal*	A principal who received a final summative rating of “Ineffective” on the Ohio Principal Evaluation System

*Due to the COVID-19 ordered school building closure in the spring of 2020, districts and schools had the option to exempt educator evaluations for the 2019-2020 school year. The percent found in the district’s or school’s Equitable Access Analysis Tool is based on the evaluations that were reported in eTPES by the district or school.

Districts and schools will find three tabs in the tool: state, district, and building. The tabs provide data at various levels to inform planning and provide comparative information. Districts and schools will spend most of the analysis reviewing data in the building tab as it offers information to look at staffing across and within buildings, alongside student demographic information. Data for the FY21 Equitable Access Analysis Tool is from the 2019-2020 school year.

FINDING THE TOOL

The Equitable Access Analysis Tool is located in the Local Equitable Access Plan Program in the Data Submission Forms application in the [OH|ID Web Portal](#). Users with access to the application can find the tool in the **Compliance Docs** tab of the Local Equitable Access Plan survey.

USING THE TOOL

Once the tool has been downloaded, ensure the tool is shared with the stakeholder group who will develop the local equitable access plan.