

## **Assurance of Public Reporting: Equitable Access to Effective & Diverse Teachers 2018-2019**

### **Equitable Teacher Distribution**

One of Swan River Montessori Charter School's (SRMCS) greatest strengths is equal access highly educated, experienced teachers. Not only do all of our teachers hold a valid teaching license in the State of Minnesota, our school requires that each general education teacher be Montessori trained in the level s/he teaches. Depending on the ages/grades of the students being taught, each lead teacher must hold the equivalent Montessori certification - a minimum of 1-2 years of additional coursework beyond what is required for standard teacher licensure. Therefore, every child enrolled at SRMCS will receive a comparable education from a teacher with a Bachelor's Degree, valid licensure, and Montessori certification.

### **Access to Diverse Teachers**

Being a small charter school located in greater Minnesota, access to diverse teachers can be a challenge. However, given the school's student population and the population of the local and surrounding communities, the percentages relating to diversity are quite proportionate. Should the school need to hire new employees, access to diverse teachers is taken into consideration.

### **Assurance of Public Reporting**

SRMCS assures that data related to equitable access to effective and diverse teachers be shared publicly. This will be done at least annually via:

1. SRMCS' World's Best Workforce & Annual Report – This report is board-approved and submitted to the school's authorizer, Audubon Center of the North Woods. Once approved, this report is posted to the school's web site.
2. SRMCS' World's Best Workforce Summary – This annual report is provided to the SRMCS Board of Directors for review. It is submitted directly to the MN Department of Education.
3. Assurance of Public Reporting: Equitable Access to Effective & Diverse Teachers – This document will be revised as necessary by the School Director. It is posted to the school's web site.

### **2018-2019 Teacher Equity Data**

Total number of licensed teachers employed at SRMCS during the 2018-2019 school year: 14

Percentage of Experienced Educators (3+ years of experience)	12 of 14 = 85.7%
Percentage of Licensed Educators Teaching in the Area(s) in Which They Are Licensed	12 of 14 = 85.7%
Percentage of Educators with Advanced Degrees (a Master's Degree or more)	6 of 14 = 42.9%

Last Revised: 10/14/2019