***Plan for Addressing Disproportionality in Student Access to Effective, In-field and Experienced Teachers***

Under ESEA Section 1112(b)(2), Local Education Agencies (LEAs) are required to identify and address any disparities that result in low-income and minority students being taught at higher rates than other students by ineffective, out-of-field, and inexperienced teachers in Title I, Part A (Title IA) schools.

**Upload completed plan to Title I, Part A Program Review Item 1.11.
Steps 1**

Complete the following boxes

|  |  |
| --- | --- |
| **Name of Local Educational Agency (LEA)**  |  |
| **Name of LEA’s Lead Implementing Plan** |  |

**Step 2**

* Review the data in the “Student Access to Educators” section for your district on [State Report](https://reportcard.ospi.k12.wa.us/)
* [Card](https://reportcard.ospi.k12.wa.us/). The most recent data identified disproportionality in the following areas:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | % Low-Income Students | % Non-Low-Income Students | % Students of Color | % White | Disproportionate? |
| **Inexperienced**  |  |  |  |  |  |
| **Limited Certificate** |  |  |  |  |  |
| **Out-of-field** |  |  |  |  |  |
| **Ineffective** |  |  |  |  |  |

**Step 3**

To address the disproportionality identified above, conduct a Root Cause Analysis to determine the reason(s) for the disproportionality. Then respond to the question below.

|  |  |
| --- | --- |
| Category | Selections |
| Root Cause Analysis (Check all that apply) | ☐ Limited applicant pool ☐ Hiring/assignment policy gaps ☐ Lack of endorsement pathways ☐ Retention issues in high-need areas [ ]  Other:  |

**Step 4**

After the LEA has identified disproportionality, which strategies will the LEA implement? Check the boxes that apply:

|  |  |
| --- | --- |
| Category | Selections |
| Increase Access to Experienced Teachers | * Support job-embedded learning walks or peer observations.
* Stipends for teachers to attend instructional rounds or lesson study groups outside of the contracted day.
* Provide mentor stipends and release time for mentors and mentees.
* Instructional coaching for novice teachers.
* Other:
 |
| Increase Access to Fully Certificated Teachers | * Fund endorsements (testing/tuition)
* Partner with state-approved universities for grow-your-own pipelines.
* Reimburse teacher certification program costs.
* Other:
 |
| Increase Access to In-Field Teachers | * Reimbursement of test fees to add an endorsement.
* Tuition reimbursement to add endorsement(s) through a state-approved program.
* Differential pay to attract fully endorsed teachers to high-need schools.
* Other:
 |
| Increase Access to Effective Teachers | * PD aligned to evaluation outcomes.
* Implement co-teaching models in struggling classrooms.
* Trauma-informed or culturally responsive teaching PD.
* Other:
 |