***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: |