

Requirements to Address Inequity in Teacher Qualifications

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.

Steps to Identify and Address Disproportionality

Step 1: Review

Examine teacher assignment data using the [OSPI Report Card](#) and the [Teacher Qualification Comparison Workbook](#). LEAs can also review the following document when it becomes available: *Data Guidance for Students' Equitable Access to Effective Educators (coming soon)*. If one or more areas of disproportionality are identified, create a plan to address it.

Step 2: Complete the Teacher Equity Checklist Plan

The district can create its own plan or use the [Plan for Addressing Disproportionality 2025.docx](#).

Step 3: Provide the plan during the Program Review process, if disproportionality exists.

Additional Guidance

A Root Cause Analysis can help identify the underlying factors contributing to inequitable access to experienced, in-field, and fully certificated teachers. Integrating this analysis into the Comprehensive Needs Assessment (CNA) process is recommended. Then, LEAs and schools can begin to identify strategies to address the disproportionality in their Title I and improvement planning.

Category	Selections
Root Cause Analysis (Check all that apply)	<input type="checkbox"/> Limited applicant pool <input type="checkbox"/> Hiring/assignment policy gaps <input type="checkbox"/> Lack of endorsement pathways <input type="checkbox"/> Retention issues in high-need areas <input type="checkbox"/> Other:

The Comprehensive Needs Assessment and root cause findings should inform the selection of **strategies** aimed at eliminating educator access gaps. LEAs are encouraged to choose relevant, sustainable actions that align with their overall improvement plans. Here are some strategy options to consider:

Category	Selections
Increase Access to Experienced Teachers	<input type="checkbox"/> Support job-embedded learning walks or peer observations. <input type="checkbox"/> Stipends for teachers to attend instructional rounds or lesson study groups outside of the contracted day. <input type="checkbox"/> Provide mentor stipends and release time for mentors and mentees.

Category	Selections
	<input type="checkbox"/> Instructional coaching for novice teachers. <input type="checkbox"/> Other:
Increase Access to Fully Certificated Teachers	<input type="checkbox"/> Fund endorsements (testing/tuition) <input type="checkbox"/> Partner with state-approved universities for grow-your-own pipelines. <input type="checkbox"/> Reimburse teacher certification program costs. <input type="checkbox"/> Other:
Increase Access to In-Field Teachers	<input type="checkbox"/> Reimbursement of test fees to add an endorsement. <input type="checkbox"/> Tuition reimbursement to add endorsement(s) through a state-approved program. <input type="checkbox"/> Differential pay to attract fully endorsed teachers to high-need schools. <input type="checkbox"/> Other:
Increase Access to Effective Teachers	<input type="checkbox"/> PD aligned to evaluation outcomes. <input type="checkbox"/> Implement co-teaching models in struggling classrooms. <input type="checkbox"/> Trauma-informed or culturally responsive teaching PD. <input type="checkbox"/> Other: