

Hanford Elementary School District

Hanford Elementary School District (HESD)
Parent Advisory Committee
Meeting Minutes

Date of Meeting: January 19, 2021

Starting Time: 9:00 a.m. to 10:30 a.m.

Location: Zoom

Purpose of the Meeting: To consult, review, and comment on the Hanford Elementary Local Control Accountability Plan.

I.

II. Welcome

- a. Introductions: Mr. Carlton welcomed all and conducted introductions.
- b. Public Comments: There were no public comments

III. Approval of the Minutes from PAC Meeting #1

Members reviewed the minutes from the previous meeting. Ms. Cronk made a motion to approve. Ms. Ramirez seconded. All were in favor.

IV. The California School Dashboard

- a. Hanford Elementary's Performance on Local Indicators: Mr. Carlton explained the California Dashboard local indicators. Mr. Carlton explained that Due to the COVID-19 pandemic, state law has suspended the reporting of state and local indicators on the 2020 Dashboard. Although the local indicators have been suspended, the district continues to inspect and maintain facilities, ensure all students have the required instructional materials, and that credentialed teachers are in classrooms.

1. Instructional Materials: Mr. Carlton explained that All students have access to their own copies of standards aligned materials for use at school and home.

- Williams Inspection in September 2020 showed no findings. All students have access to the standards-aligned materials.
- Board Resolution on Sufficiency of Instructional Materials on 9/9/2020.

2. Facilities: Mr. Carlton explained that All facilities meet the "Good Repair" Standard.

- Williams Inspection in September 2020 showed no findings.
- Facilities Inspection Tool (FIT) in August 2019 showed the district's facilities to be in "Exemplary" condition.

3. Teacher Credentialing: Mr. Carlton reviewed the California Department of Education's Promoting Equitable Access to Teachers (PEAT) tools with the committee. Mr. Carlton reviewed the district data on each of the tools.

a. Review the California Equity Tools from the CDE

- i. Ineffective/misassigned teachers and low-income students
- ii. Ineffective/misassigned teachers and minority students
- iii. Out-of-field teachers and low-income students
- iv. Out-of-field teachers and minority students
- v. Inexperienced teachers and low-income students
- vi. Inexperienced teachers and minority students
- vii. Conditions and policies may have contributed to educator equity data

b. Discussion and Recommendations (Local Indicators)

Discussion:

- 80% of the students attending school in HESD are low-income students.
- The percentage of low-income students at individual school sites ranges from 46% to 94%.
- The percentage of ineffective teachers ranges from 0% to 5% . It is important to note that no individual school had more than two ineffective teachers on their school staff in 2020-2021.
- The school with the highest percentage of ineffective teachers is King Elementary at 4%. This represents one teacher out of a staff of 26. King has 79% low-income students, 1 percentage points less than the district average.
- 86% of the students attending school in HESD are minority students.
- The percentage of minority students at individual school sites ranges from 74% to 100%.

- The percentage of ineffective/out-of-field teachers ranges from 0% to 4. It is important to note that no individual school had more than one ineffective/out-of-field teachers on their school staff in 2020-2021.
- The school with the highest percentage of ineffective/out-of-field teachers is King Elementary at 4%. This represents one teacher out of a staff of 26. King has 93% minority students, 7 percentage points higher than the district average.
- The percentage of ineffective/out-of-field teachers ranges from 0% to 4. It is important to note that no individual school had more than one ineffective/out-of-field teachers on their school staff in 2020-2021.
- The out-of-field teachers at Jefferson are fully credentialed teachers, who are fluent in English and Spanish, and who are prepared to take the test for BCLAD, however, due to the COVID-19 pandemic, the test was not made available and these teachers were unable to meet the BCLAD credentialing requirement for 2020-2021. These teachers will complete the BCLAD requirements once the testing program resumes.
- The percentage of out-of-field teachers ranges from 0% to 5% (exclusive of Jefferson Academy, which has unique programmatic circumstances that are discussed below). It is important to note that, with the exception of Jefferson, no individual school had more than one out-of-field teacher on their school staff in 2020-2021.
- The school with the highest percentage of out-of-field teachers is Washington Elementary at 5% (excluding Jefferson-see below). This represents one teacher out of a staff of 21. Washington has 81% low-income students, one percentage point higher than the district average.
- Lincoln school has the highest percentage of inexperienced teachers and is at the high end of minority enrollment percentage.
- The percentage of inexperienced teachers ranges from 0% to 13%.
- No school has more than two inexperienced teachers on its staff. Lincoln school has the highest percentage of inexperienced teachers and is at the high end of low-income enrollment percentage.
- Lincoln school has the highest percentage of inexperienced teachers and is at the high end of minority enrollment percentage.

Conditions that Contribute to Teacher Equity Data

- The teachers' collective bargaining agreement contains very specific language governing both the voluntary and involuntary transfer of teachers from one school to another and may effect the distribution of ineffective teachers among the school sites.
- Staffing is based on estimates of student enrollment. Actual enrollment may differ from estimates requiring movement of teaching staff among schools.
- The timeline for staffing schools. (Late resignations may necessitate hiring from a diminished pool of candidates.)
- The district is in close proximity to a large military base, and a significant number of teachers are spouses of active military personnel. This may contribute to late resignations as active military are transferred. This may also contribute to some out-of-field teachers as military spouses who are experienced teachers sometimes do not meet some of California's specialized credential requirements (such as CLAD).

Recommendations:

- Continue to provide adequate instructional materials to all students.
- Continue to maintain facilities in exemplary condition.
- Continue efforts to hire and retain fully credentialed teachers.
- Distribute any inexperienced teachers equitably.

- c. Approval of Recommendations (Local Indicators): Ms. Salyer made a motion to approve the recommendations. Ms. Cronk seconded. All were in favor.
- d. Hanford Elementary's Performance on State Indicators: Mr. Carlton reviewed the district's performance on the state indicators. Mr. Carlton explained that these data are from the 2019 dashboard.
1. Chronic Absenteeism (Yellow)
 2. Suspension Rates (Green)

- e. LCAP Programs and Services Supporting School Climate (Effecting Absenteeism and Suspension Rates): Mr. Carlton reviewed some of the services and programs in the LCAP that are designed to support school climate and reduce suspensions and absenteeism. These include
- Learning Directors (Coordinate Services Elem. School)
 - Vice Principals (Coordinate Services Jr. High)
 - Student Specialist Each Elementary School
 - 5 Registered Nurses
 - LVN at Each School
 - 3 Counselors (Elementary School)
 - 1 Counselor at Each Jr. High
 - Social Worker
 - 2 School Resource Officers
 - Community School
 - Yard Supervisors
- f. Discussion and Recommendations
- Continue to maintain staff at school sites to support school climate, student health and social/emotional wellbeing.
 - Prioritize diversity when hiring school staff.
 - Continue to provide training for support staff in health and safety measures even after the COVID crisis has passed.
- g. Approval of Recommendations
Ms. Martinez made a motion to approve the recommendations.
Ms. Rodriguez seconded.
All were in favor.

V. Adjournment