

LCAP Federal Addendum System

Title I, Part A, Educator Equity

Every Student Succeeds Act (ESSA) Provisions Not Addressed in the LCAP

For the majority of LEAs, the ESSA provisions identified on this page do not align with state priorities. **Each provision identified on this page must be addressed**, unless the provision is not applicable to the LEA. If the provision is not applicable to the LEA, respond with "N/A".

The CDE emphasizes that the LCAP Federal Addendum should not drive LCAP development. ESSA funds are supplemental to state funds, just as the LCAP Federal Addendum supplements your LCAP. LEAs are encouraged to integrate their ESSA funds into their LCAP development as much as possible to promote strategic planning of all resources; however, this is not a requirement. In reviewing the LCAP Federal Addendum, CDE staff will evaluate the LEA's responses to the ESSA plan provisions. There is no standard length for the responses. LEAs will be asked to clarify insufficient responses during the review process.

To address these provisions, provide a narrative addressing each provision in the appropriate field below:

Educator Equity

ESSA SECTION 1112(b)(2)

Describe how the LEA will identify and address, as required under State plans as described in Section 1111(g)(1)(B), any disparities that result in low-income students and minority students being taught at higher rates than other students by ineffective, inexperienced, or out-of-field teachers.

Response from Hayward Unified:

Data collected from dataquest was from 18-19 for # of students enrolled at each site by ethnicity. The rest of information was gathered from district data for 19-20. Data includes the # of (LIS), the total # of (IT)s (IT), (OuF) (OUF), (IxT)(IxT) and # of Teachers per site. (LIS) are not taught at higher rates by (IT), (OuF) or (IxT). (MS) are not taught at higher rates by (IT) or (OuF) however, there is a discrepancy with (IxT) teaching (MS) at two elementary schools. In the area of (IxT) and (MS) at the Elementary, the highest percentage of (MS) in Elementary are at 2 sites, Tyrrell and Harder both at 99% and 98% respectively, both sites have (IxT) percentages at 28.57% and 11.11% respectively. The lowest percentage of (MS) is at East Ave. and Stonebrae both have (IxT) at 6.26% and 9.09% respectively. It's a concern that Harder has 8. HUSD will advise the DELAC on (IxT) teaching at higher rates to (MS) and will advise on next steps. The steps to remedy the situation will be the hiring of (IxT) which tends to happen as a result of changes in large #s of enrollment of students. When there are fluctuations in enrollment, there tends to be late hirings and HUSD needs to backfill positions with partial credentials, who are working under a waiver process. Due to teacher shortage in SPED, bilingual, Math and science teachers, we may recruit from our own substitutes and often need to place them in a credential pathway to ensure they acquire appropriate credentials. HR will work with impacted sites to establish a process so (IxT) are on track to have a credential and close the discrepancy gap. HR will map out a credential pathway that includes resources and a timeline to ensure (IxT) are on track to receive the appropriate credential. Credential specialists will track the credential process to ensure that there is no discrepancy in the placement of

(OuF) at the impacted sites. In addition, (IxT) receive Mentorship, coaching and additional PD opportunities. The Induction prog. provides support for teachers who need to clear their credential. HUSD will ensure we diminish the discrepancies so (MS) are not taught at higher levels with (IxT).1)name of the school,2)total enrollment 3)total(LIS),4)%of (LIS)5)total # of teachers,6) total of (IT)s,7)% of (IT)s,8)total (IxT), 9)% of(IxT),10)total(OuF)teachers,11)(OuF)teachers. 1)Longwood 2)6153)4974)81.815)316)07)08)19)3.2310)011)01)Park2)5103)4104)80.395)266)17)3.85 8)29)7.6910)011)01)Lorin Eden2)3703)2144)57.845)226)07)08)19)4.5510)011)0 1)Stonebrae 2)7423)3474)51.08 5)336)27)6.06 8)39)9.0910)011)01)LEA Total2)2,2373)1,4684)65.62 5)1126)37)2.688)79)6.2510)0 11)0 1) name of the school, 2) total enrollment 3) total (MS), 4)% of (MS) 5)total # of teachers, 6) total of (IT)s, 7) % of (IT)s, 8) total (IxT), 9) % of (IxT), 10) total (OuF)teachers,11) (OuF)teachers1)Harder2)466 3)4594)98.495)286)2 7)7.14 8)89)28.5710)211)7.14 1)Tyrrell 2)6403)6364)99.375)276)27)7.418)39)11.1110)011)01)EastAve2)5613)5034)89.615)326)2 7)6.258)29)6.2510)011)01)Stonebrae2)7423)3474)51.084)51.08 5)336)27)6.06 8)39)9.0910)011)01)LEA Total2)2,4093)2,2664)94.06 5)1206)87)6.67 8)169)13.33 10)211)1.671) name of the school,2) total enrollment 3) total (LIS), 4)% of (LIS) 5)total # of teachers, 6) total of (IT)s,7)% of (IT)s, 8) total (IxT), 9)% of (IxT),10)total(OuF)teachers, 11)% (OuF)teachers 1)Ochoa2)383)3614)67.105)236)27)8.708)5 9)21.7410)111)4.351)Bret Harte 2)6323)4264)67.415)306)27)6.678)39)10.0010)311)10.001)Chaves 2)5373)3994)74.305)316)17)3.23 8)29)6.4510)4 11)12.901)MLK2)7473)5234)70.01 5)336)37)9.09 8)49)12.1210)011)0 1)Winton2)5343)4204)78.65 5)236)27) 8.70 8)69)26.0910)111)4.351)LEATotal2)2,9883)2,1294)71.225)140 6)10 7)7.14 8)209)14.2910)911)6.43 1) name of the school, 2) total enrollment 3) total (MS), 4) %of(MS) 5)total # of teachers,6) total of(IT)s,7)% of (IT)s,8) total (IxT),9)% of(IxT),10)total(OuF) teachers,11)(OuF)teachers1)Ochoa 2)5383)5244)97.40 5)236)2 7)8.70 8)5 9)21.74 10)1 11)4.35 1) Bret Harte 2)6323)5874)92.88 5)306)2 7)6.67 8)3 9)10.00 10)311)10.001)Chaves 2)5373)5284)98.35)316)17)3.238)29)6.45 10)411)12.90 1)MLK2)7473)7184)96.12 5)336)3 7)9.09 8)4 9)12.12 10)0 11)01)Winton 2)5343)5244)98.13 5)236)27)8.708)6 9)26.09 10)1 11)4.35 1)LEA Total2)2,9883)2,8814)96.42 5)1406)10 7)7.14 8)20 9)14.29 10)9 11)6.43 1) name of the school, 2) total enrollment 3) total (LIS), 4) % of (LIS) 5)total # of teachers, 6)total of (IT)s, 7) % of (IT)s, 8) total (IxT), 9) % of (IxT), 10) total (OuF)teachers,11)(OuF)teachers1)Brenkwitz2)2163)1724)79.635)166)07)0.008)59)21.7410)111)6.2514)67.471)Hayward 2)16173)1091 5)746)77)9.46 8)39)10.0010)211)2.70 1)Mt. Eden2)19993)13204)66.03 5)856)57)5.88 8)29)6.4510)211)2.35 1)Tennyson2)15183)11624)76.555)656)27)3.088)49)12.1210)5 11)7.691)LEATotal2)5,3503)3,7454)705)2406)147)5.838)209)14.2910)1011)4.17

APPROVED BY CDE

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Identify the applicable program contact and their contact information in the fields below. The identified program contact will be notified of details related to submission, review, and approval of this section via email.

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