

McKeesport Area School District Teacher Equity Plan

2023-2024 School Year

McKeesport Area School District
LEA Name

11/15/2023
Date

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1. LEA EQUITY WORKSHEET: Enter LEA data from the 2021-2022 school year for the following elements:

EQUITY PLAN WORKSHEET

LEA: McKeesport Area School District

LIST of SCHOOLS	2019-2020 Continuous School Improvement	Total Enrollment per Building	% of Economically Disadvantaged	% of Economically Disadvantaged with CEP multiplier	% of Minority	# and % of ASC Teachers		# and % of Non-ASC Teachers		Teacher Experience	
										# of new teachers 3 or less years	# of not new teachers 4 or more years
Twin Rivers Elementary School	No Designation	672	70.24%	>100%	75.00%	67	100%	0	0%	8	59
Francis McClure Elementary School	No Designation	696	51.29%	82.064%	64.51%	50	90.9%	5	9.1%	8	47
Founders' Hall Middle School	Comprehensive Support and Improvement	636	68.40%	>100%	67.76%	67	95.7%	3	4.3%	26	44
McKeesport Area Senior High School	Additional Targeted Support and Improvement	1,051	61.37%	98.192%	63.65%	62	93.9%	4	6.1%	12	54

- Economically Disadvantaged Data and % of Minority provided by October 2, 2023, PIMS ACS. McKeesport Area School District is a Community Eligibility School district and thus economically disadvantaged data is based on Directly Certified families. In a CEP school district, there is an assumption that for every 1 student who is Directly Certified there is an additional 0.6 student not Directly Certified but should receive a free lunch and thus be counted in the economically disadvantaged data.
- Teacher Information provided by PIMS October 2, 2023, Staff upload; data obtained for the 2023 Comparability Report.
- The following professional employees at each building were not included on the Equity Plan Worksheet: Principals, Assistant Principals, School Counselors, Literacy and Math Coaches, Dean of Students, Psychologists and School Nurses.

2. **Provide a general summary of findings outlining where possible inequities exist. Address these areas as they specifically relate to LEA data:**

- **School Name:** McKeesport Area School District has 4 schools. Two elementary schools that each have Kindergarten through 5th graders. The Middle School and the High School are separate buildings but housed on one campus. The Middle School also houses 4 Pre-K Classrooms.
- **School Accountability Status:** Francis McClure and Twin Rivers Elementary have no designation. The High School, which does not receive Title I funding and has the lowest poverty rate. During the 2018-2019 school year, Founders' Hall Middle School received the designation of "Comprehensive Support and Improvement" and the High School received the designation of "Additional Targeted Support and Improvement"
- **School Poverty Percentage:** All schools within the McKeesport Area School District experience poverty at a very high level. All of our students receive a free breakfast and lunch due to our involvement in the Community Eligibility Program and with the 1.6% multiplier given to school districts from CEP all buildings are 100% free and reduced.
- **School Minority Percentage:** McKeesport Area School District's percentage of minority students throughout the district does not vary much from school to school. The percentage of minority students is slightly higher at Twin Rivers Elementary School, but not overly remarkable. All district students attend Founders' Hall Middle School and McKeesport Area Senior High School, thus the minority numbers are a true reflection of the district population.
- **Number and percentage of ASC and non-ASC teachers:** McKeesport Area School District has 95.83% of their teaching staff Appropriately State Certified in all K-8th grade schools. 93.93% of the 9th – 12th grade teachers are Appropriately State Certified.
- **Number and percentage of "not new teachers" (one who has taught in a public school for three or more full academic years), and number and percentage of "new teachers" (one who has taught in a public school for less than three full academic years).** McKeesport Area School District has 122 teachers at the Kindergarten through 5th grade level and 16 (13.11%) teachers at this level have three or less years of experience. At the secondary level, there are 136 total teachers, 38 teachers (27.94%) with three or less years' experience in teaching.

3. **Collect and report data on core academic subject teaching vacancies that are difficult to fill with ASC teachers, by LEA, school, and grade level.** At this time, we do not have any vacancies for CORE Academic Subjects that need filled. However, substitute teachers are extremely difficult to hire, and thus professional development does not occur as often as we would like. Furthermore, without enough substitute teachers, staff is required to coverage classrooms and then their plan periods are often eliminated. Due to a chronically young female staff at the elementary level, MASD has had employee many long-term substitutes due to pregnancy related extended absenteeism. However, with that said, we have been able to consistently fill all positions with ASC teachers. Additionally, COVID-19 has caused an additional level of need for substitute teachers.

4. **Provide a brief description of strategies the LEA is implementing to ensure that poor and minority students are not taught at higher rates than other students by inexperienced, unqualified and/or out of field teachers.** 54 (20.93%) teachers have three or less years' experience within the district (defined as a public-school contract), and a large majority of those teachers were substitutes or facilitators prior to obtaining contracts. A further breakdown reveals the exact areas in which MASD has teachers with three or less years' experience.

Founders Hall Middle Sch	26
Chemistry	3
Family/Consumer Sciences, Secondary, 7-12	1
Health	1
Mathematics, 10-12	1
Middle Level English, 7-9	5
Middle Level Mathematics, 7-9	1
Middle Level Science, 7-9	3
Middle Level Social Studies, 7-9	2
Music, Elementary, PreK-6	1
Music, Secondary, 7-12	1
Social Science	1
Special Ed, Resource PreK-12	6
Francis McClure EI Sch	8
Diagnostic/Prescriptive Reading, Elementary, PreK-6	1
Elementary, Intermediate Grades 4-6	2
Elementary, Primary Grades 1-3	1
School Social Worker	1
Special Ed, Resource PreK-12	3

McKeesport Area SHS	12
Chemistry	1
English/Communication, 10-12	1
German, 7-12	1
Mathematics, 10-12	2
Military Science (ROTC)	1
Social Studies, 10-12	1
Special Ed, Resource PreK-12	5
Twin Rivers El Sch	8
Elementary, Intermediate Grades 4-6	3
Elementary, Primary Grades 1-3	1
School Social Worker	1
Special Ed, Resource PreK-12	2
Speech Correction, Elementary, PreK-6	1
Grand Total	54

As a note: all students in the district attend the same schools 6th through 12th grades.

- **Describe how the LEA plans to implement a recruitment and retention program for ASC teachers in all schools (i.e. identifying strategies to be used).** McKeesport Area School District research has showed that a diverse employment pool positively affects the work place and student achievement. The district will work in many ways to achieve this goal. Methods included:
 - MASD will expand our advertising efforts for all positions by continuing to post on our website and at the unemployment office. In addition, we will add available positions to our social media posts, advertise in the Pittsburgh Courier, and send postings to local churches, American Legions, and local government offices.
 - Creating a career ladder for teacher advancement within the teaching staff
 - Flyers to increase awareness for the requirements of our available positions
 - Continue to follow School Board Policy #304.1 “Hiring Guidelines”
 - District personnel continues to contact Historically Black Colleges in Pennsylvania
 - Attend the Pennsylvania teacher recruitment fairs
 - Work with local colleges/universities to enhance our recruitment of student teachers
 - Expand our outreach to the National Alliance of Black School Educators
 - Expand our outreach to the National Alliance of Black Social Workers

- **Describe how Title I, Title IIA, and other funds are used to support recruitment and retention of ASC teachers in all schools.** At this time since we are not experiencing a shortage of Appropriately State Certified teachers. We will not be using Title I or Title IIA for recruitment and retention, however if in the future this becomes an issue we will address it through the Consolidated Application, Title I and Title IIA Grant applications.

5. **How will the LEA determine whether or not the strategies are effective?** McKeesport Area School District will continually monitor the number of teachers who leave the district and the reasons why they leave, the number of minority teachers that we are able to recruit and hire to our district and continue to be mindful of having 100% of our teachers Appropriately State Certified at all times.

What Can LEAs do...

Identify where inequities in teacher assignments exist

Review school-level data on teacher turnover to identify characteristics of teachers who have left and whether or not they move to another school or leave the profession

Tap into pools of teachers and individuals who would be willing to be teachers and then distribute them equitably - paraprofessionals

Use resources wisely to retain teachers

Advertise federal loan forgiveness for teachers who agree to work in Title I schools for 5 years

Seek support from business and industry to implement teacher scholarships and other incentives

Improve conditions in hard-to-staff schools - working as well as classroom environment

Streamline district recruitment and hiring practices

Develop strong collaborations with colleges and universities to develop "grow your own" teacher recruitment strategies to encourage high school students to pursue the teaching profession

Build the capacity of school leaders to support teachers in hard-to-staff schools

Assign teachers to areas where they will be ASC teachers

Encourage non-ASC teachers to participate in online PRAXIS preparation program offered by PaTTAN

Work with local union representatives

Establish professional development schools with nearby college or university

Involve experienced teachers in decision-making

Promise to pay for advanced educational pursuits if experienced teachers agree to work in hard-to-staff schools

Use experienced teachers as mentors and classroom coaches for novice teachers

Collaborate with schools that have similar student populations to learn what steps they are taking to recruit and retain ASC and experienced teachers

(*Please be sure to document the plan process, e.g., agendas, sign-in sheets, etc.)