

East Stroudsburg Area School District Teacher Equity Plan 2023-2024 School Year

LIST of SCHOOLS	School Accountability Status	% Econ. Disadv.	% of Minority	# and % of Appropriately State Certified Teachers		# and % of Out of Field Teachers		# and % of Inexperienced Teachers		# and % of Ineffective Teachers	
Title I Schools											
Bushkill Elementary	Non-designated	70.90%	62.5%	35.23	97.2%	1	2.8%	13	35.9%	0	0%
East Stroudsburg Elementary	Non-designated	57.87%	51.3%	45.55	95.8%	2	4.2%	6	12.6%	0	0%
JM Hill Elementary	Non-designated	71.19%	69.5%	35.75	100%	0	0%	9	25.2%	0	0%
Middle Smithfield Elem.	Non-designated	66.42%	65.1%	34.53	87%	4	10.4%	11	28.6%	0	0%
Resica Elementary	Non-designated	60.99%	64.3%	37.78	100%	0	0%	6	15.9%	0	0%
Smithfield Elementary	Non-designated	54.98%	57.4%	33.2	100%	0	0%	5	17.3%	0	0%
District Elementary Schools AVERAGE	Non-designated	63.73%	61.7%	37	97.1%	1.2	2.9%	8.3	22.2%	0	0%
Non-Title I Schools											
JT Lambert Intermediate	Non-designated	57.86%	57.4%	72	96%	3	4%	13	17.3%	0	0%
Lehman Intermediate	Non-designated	54.95%	63.7%	51.75	86.6%	8	13.4%	15	25.1%	0	0%
East Stroudsburg High School North	ATSI*	56.12%	68.5%	77.25	97.5%	2	2.5%	15	18.9%	0	0%
East Stroudsburg High School South	ATSI*	49.57%	58.6%	99	99%	2	1%	13	13%	0	0%
District Secondary Schools AVERAGE	na	54.63%	62.1%	75	94.8%	3.5	5.2%	14	18.6%	0	0%

*ATSI = Additional Targeted Support & Improvement School

Core Academic Subjects/Grades That Are Not filled by Appropriately State Certified (ASC) Teachers			
List of Schools	Subject	Grades(s)	# of Vacancies Filled by Non-ASC
Bushkill Elementary	Special Education	K-2	1
East Stroudsburg Elementary	Special Education	1-2	1
East Stroudsburg Elementary	Regular Education	5	1
Middle Smithfield Elementary	Special Education	K-5	2
Middle Smithfield Elementary	Regular Education	3	1
JT Lambert Intermediate	Special Education	7-8	1
JT Lambert Intermediate	English (ELA)	8	1
Lehman Intermediate	Special Education	6-8	4

Equitable Teacher Distribution Plan 2023-2024 (Updated November 2023)

Source of data for Poverty & Minority – October 1, 2023 PIMS Snapshot / Source of data for ASC/Teacher Experience – CSIU, Teacher Assignment & New Hires Lists

Definition of Teachers (Classroom – excluding nurses, secondary librarians, school psychologists/speech therapists, instructional coaches and technology coaches)

Lehman Intermediate	Science	6-7	2
Lehman Intermediate	English (ELA)	6	1
East Stroudsburg High School North	Special Education	9-12	2

Summary of Findings & Considerations: The district, as a whole, has high numbers of minority and economically disadvantaged students, who are spread fairly evenly among all buildings. Two elementary schools have much higher than average percentages of economically disadvantaged students (Bushkill & JM Hill). A careful review of student and staffing data indicates that possible inequalities exist in the percentage of economically disadvantaged students being taught by inexperienced teachers at Bushkill Elementary, JM Hill Elementary, and Lehman Intermediate. Lehman and Middle Smithfield Elementary have a possible disparity in the number of out-of-field teachers.

Lehman and Bushkill are in the district's remote north campus, where acquiring experienced teachers has historically been a challenge. There is currently a shortage of qualified teacher candidates, so most new hires are newly certified teachers. Higher than usual numbers of inexperienced staff in several of our buildings is likely the combined result of staffing shortages, increased staff turnover (retirements, resignations), and the creation of several new positions to meet increased student enrollment. In addition, several special education classrooms/programs have been added in the past year based on student need, and experienced special education professionals are in even shorter supply than classroom teachers.

Teachers are assigned to buildings based upon where the vacancies occur, and in all assignments, the district secures the highest qualified teachers available.

Strategies to Recruit and Maintain Appropriately State Certified Teachers:

- Maintain modern educational facilities and infrastructure
- Participate in recruiting/job fairs to promote the district and attract highly qualified and diverse candidates as the need arises.
- Develop strong collaborations with colleges and universities to promote and support the teaching profession.
- Adopt policies and procedures that foster a positive work environment and use resources wisely to increase teacher retention rates.
- Use experienced teachers as mentors and classroom coaches for novice teachers, and involve experienced teachers in decision-making.
- Collaborate with the East Stroudsburg Education Association to provide a professional contract that is fiscally responsible with a competitive salary and benefits package, including tuition reimbursement for pursuing higher education degrees, and to negotiate contractual language or memorandums of understanding that facilitate both voluntary and involuntary transfer of teachers throughout the district as needed.
- Provide opportunities for teachers to not only share their passions and talents but also receive additional compensation by becoming involved in extra-curricular and co-curricular activities.
- Provide opportunities for leadership roles and career advancement within the district.
- Offer professional development opportunities (i.e., attendance at workshops, conferences, and participation in collaborative supervision)
- Use Title I, Title IIA, and other funds to provide professional development on effective teaching and learning strategies, as well as purchase supplementary materials to enrich the educational environment and increase participation in workshops and conferences.

Process for On-going Evaluation:

- Collect data to update the Equitable Teacher Distribution Chart on an annual basis on or around November 15th of each school year.
- Maintain a district committee and review school-level data to identify any inequities or needs.
- Analyze data on teacher turnover and conduct exit interviews to identify characteristics of teachers who have left, and whether or not they move to another school or leave the profession.
- Monitor rates of teacher retention.
- Strive for a 100% ASC Teacher rate.

Committee Members:

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