

East Stroudsburg Area School District Teacher Equity Plan 2019-2020 School Year

LIST of SCHOOLS	School Accountability Status	% of Poverty	% 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	69.0%	47.0%	35	100%	0	0%	3	8.7%	0	0%
East Stroudsburg Elementary	Non-designated	59.6%	48.5%	49.1	100%	0	0%	8	16.5%	0	0%
JM Hill Elementary	Non-designated	71.6%	60.9%	35.6	100%	0	0%	7.17	20.2%	0	0%
Middle Smithfield Elementary	Non-designated	69.4%	67.5%	37.8	100%	0	0%	0.16	0.4%	0	0%
Resica Elementary	Non-designated	55.5%	42.9%	40.9	100%	0	0%	4.34	10.6%	0	0%
Smithfield Elementary	Non-designated	55.1%	50.7%	30	100%	0	0%	6.83	22.8%	0	0%
District Elementary Schools AVERAGE	Non-designated	63.4%	52.9%	38	100%	0	0%	4.9	13.1%	0	0%
Non-Title I Schools											
JT Lambert Intermediate	Non-designated	57.0%	51.5%	76.4	100%	0	0%	8.5	11.1%	0	0%
Lehman Intermediate	Non-designated	65.6%	65.3%	61.6	97.6%	1.5	2.4%	11.38	18%	0	0%
East Stroudsburg High School North	ATSI*	59.0%	65.8%	82.8	99.4%	.5	0.6%	9	10.8%	0	0%
East Stroudsburg High School South	ATSI*	52.3%	51.6%	97.5	98%	2	2%	7.63	7.7%	0	0%
District Secondary Schools AVERAGE	Non-designated	58.5%	58.6%	78.6	98.8%	1	1.2%	9.13	11.9%	0	0%

*ATSI = Additional Targeted Support & Improvement School

Core Academic Subjects and Grades with Teacher Vacancies That Cannot be filled by Appropriately State Certified (ASC) Teachers			
List of Schools	Subject	Grades(s)	# of Vacancies Filled by Non-ASC
Lehman Intermediate	Spanish	6-8	0.5
Lehman Intermediate	Special Education	6-8	1
East Stroudsburg High School North	Spanish	9-12	0.5
East Stroudsburg High School South	Business Education	9-12	1
East Stroudsburg High School South	Special Education	9-12	1

Equitable Teacher Distribution Plan 2019-2020 (Last updated November 2019)

Source of data for Poverty – October 1, 2019 PIMS Snapshot / Source of data for Minority: Future Ready PA Index / Source of data for ASC/Teacher Experience – Munis, Teacher Assignment List, Definition of Teachers (Classroom – excluding nurses, guidance, secondary librarians, instructional coaches and technology coaches)

Summary of Findings & Considerations: There are no concerns of disparity involving *out of field* or *ineffective* teachers. However, JM Hill Elementary and Smithfield Elementary are significantly above the district average for *Inexperienced Teachers*. This may be due, in part, to recent staff turnover and their small staff size.

ESASD will take these factors into consideration during subsequent hiring decisions, and every attempt will be made to fill open positions in these buildings with more experienced teachers.

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
- Partner with East Stroudsburg University in the Professional Development School
- Adopt policies and procedures that foster a positive work environment
- Use resources wisely to retain teachers
- 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
- Collaborate with the East Stroudsburg Education Association to negotiate contractual language or memorandums of understanding that facilitates 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
- Strive for a 100% ASC Teacher rate

Committee Members:

Ryan Moran, Assistant Superintendent for Curriculum and Instruction K-12

Stephen Zall, Director of Human Resources

Angela Byrne, Coordinator of Federal Programs/Grants

Roserio Cirnigliaro, Administrative Assistant, Human Resources

Equitable Teacher Distribution Plan 2019-2020 (Last updated November 2019)

Source of data for Poverty – October 1, 2019 PIMS Snapshot / Source of data for Minority: Future Ready PA Index / Source of data for ASC/Teacher Experience – Munis, Teacher Assignment List, Definition of Teachers (Classroom – excluding nurses, guidance, secondary librarians, instructional coaches and technology coaches)