

**Local Education Agency (LEA) Teacher Equity Plan
2023 – 2024 School Year**

Reach Cyber Charter School
LEA Name

July 1, 2023
Date

July 1, 2023
Date Revised

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EQUITY PLAN WORKSHEET

LEA: Reach Cyber Charter School

School	Accountability Status	Poverty %	Minority %	HQ Teachers		Non- HQ Teache rs		Teacher Experience	
				#	%	#	%	# Not New Teachers	# New Teachers
Reach Cyber	CSI	44%	48.1%	695	100%	0	0%	631	64

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

- **School Name: Reach Cyber Charter School**
- **School Accountability Status: CSI School**
- **School Poverty Percentage: 42% (Oct 1, 2022 snapshot)**
- **School Minority Percentage: 43% (Oct 1, 2022 snapshot)**
- **Number and Percentage of Highly Qualified Teachers: 100%**
- **Number and Percentage of Non-Highly Qualified Teachers: 0%**
- **Number and Percentage of “Not New Teachers” (one who has taught in a public school for three or more full academic years): 90.7 %**
- **Number and Percentage of “New Teachers” (one who has taught in a public school for less than three full academic years): 9.3%**

**CORE ACADEMIC SUBJECTS/GRADES WITH TEACHER VACANCIES
THAT CANNOT BE FILLED BY HIGHLY QUALIFIED TEACHERS**

School	Subject	Grade(s)	# of Vacancies Filled by Non-HQT

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.

Reach is one school and therefore all students receive the same high level of teacher quality and experience as their peers.

- **Describe how the LEA plans to implement a recruitment and retention program for highly qualified teachers in all schools (i.e. identifying strategies to be used):**

Reach Cyber Charter will advertise for—and every effort will be made to—recruit only highly qualified teachers. Once hired, teachers will be provided with professional development aligned with the school’s mission and vision statements. Teachers will participate in the planning and development of both student programs and their own professional development needs. Reach will pay for up to \$5250 per calendar year for position-related coursework to further benefit instructional practice and enhance student learning. In addition, Reach maintains a wellness committee to advance engagement and enhance connection with staff in an effort to improve teacher retention.

- **Describe how Title I, Title IIA, and other funds are used to support recruitment and retention of highly qualified teachers in all schools:**

Position salaries are supported with Title I and Title II funds. Title IV funds are used to provide high-quality professional development opportunities for staff.

- **How will the LEA determine whether or not the strategies are effective?**

We regularly review student achievement data and teacher observations to determine effectiveness of Federal funds.