



August 22, 2016

Michael Kirst, President
California State Board of Education
1430 N Street, Suite 5111
Sacramento, CA 95814

Re: ESSA State Plan — California's State Plan to Ensure Equitable Access to Excellent Educators

Dear President Kirst:

On behalf of the following organizations representing parents, teachers, community, civil rights, business and others with an interest in improving education, we write to urge the State Board of Education to update California's 2015 State Plan to Ensure Equitable Access to Excellent Educators so that California's low-income and minority students have equal access to effective, qualified, and experienced teachers.

As part of the Every Student Succeeds Act (ESSA) State Plan being developed this fall, the State Board must address SEC. 1111(g)(1)(B) of ESSA, which requires each State plan to describe, "how low-income and minority children...are not served at disproportionate rates by ineffective, out-of-field, or inexperienced teachers, and the measures the State educational agency will use to evaluate and publicly report the progress..."

The current 2015 State Plan to Ensure Equitable Access to Excellent Educators does not fulfill these ESSA requirements and needs to be significantly revised to ensure low-income and minority students are not served at disproportionate rates by "ineffective, out-of-field, or inexperienced teachers." While the 2015 plan provided a clear vision for improving educator recruitment, preparation, training and retention at the macro level, it is erroneous to think that will automatically translate into equitable distribution of qualified and effective educators. Therefore, the plan should be updated to include a meaningful approach for monitoring and addressing the equitable distribution of educators at the local level.

It is important to note that the April 11, 2016 California Department of Education memorandum to the State Board explained how ESSA no longer requires "Highly Qualified Teachers" (HQT) in all schools. The memorandum further describes how the HQT associated Compliance Monitoring, Intervention, and Sanctions (CMIS) program will be eliminated this year, a program that once provided oversight and monitoring for school districts failing to meet HQT requirements. What replaces that CMIS monitoring program as a mechanism to ensure equity?

We urge the State Board to adopt a revised Plan to Ensure Equitable Access to Excellent Educators that includes local plans and monitoring to ensure low-income and minority students have equal access to effective, qualified, and experienced teachers.

Sincerely,

Berkeley Organizing Congregations for Action
Alan Roselius, Board Chair

California Alliance of African American Educators
Debra Watkins, Executive Director

Bohbot & Riles, PC
Elizabeth Riles, Managing Shareholder

California Chamber of Commerce
Karen Sarkissian, Policy Advocate

Butte County Child Abuse Prevention Council
Margie Ruegger, Executive Director

Children Now
Ted Lempert, President

Educators 4 Excellence
Ama Nyamekye, Executive Director

Orange County United Way
Michelle Murphy, Advocacy Coordinator

EdVoice
Bill Lucia, President and CEO

Parent Revolution
Seth Litt, CEO

First 5 Sonoma County
Angie Dillon-Shore, Executive Director

Restorative Schools Vision Project (RSVP)
Stella Connell Levy, President

Half Moon Bay Brewing Company
Lenny Mendonca, Owner

Student Success California (A 50CAN Affiliate)
Jim Blew, State Director

Issokson and Associates
Judy Issokson, Owner

Students Matter
Hillary Moglen, Policy & Advocacy Director

Kids' Own Wisdom
Nini White, Founder / Presenter

Teach Plus
Mike Stryer, CA Senior Executive Director

KidsFirst
Sandra Reyes, Program Manager

The Education Trust-West
Ryan Smith, Executive Director

Krause Center for Innovation
Gay Krause, Executive Director

The GreenHouse
Brian Heller de Leon, Executive Director

Making Change For Children
Patricia Alcalá, Director/Founder

United Way of Greater Los Angeles
Sara Mooney, Education Coordinator

Omnific Pictures
Christina Walkup, Co-Owner

United Ways of California
Bryan Ha, Director of Government Affairs

cc:

Members, California State Board of Education

Karen Stapf Walters, Executive Director, California State Board of Education

Judy Cias, Chief Counsel, California State Board of Education

David Sapp, Deputy Policy Director and Assistant Legal Counsel, California State Board of Education

Barbara Murchison, Every Student Succeeds Act (ESSA) State Lead

Carrie Roberts, Director of Professional Learning Support Division, California Department of Education

Jeff Bell, Program Budget Manager, Education, Department of Finance

Cathy McBride, Deputy Legislative Secretary, Governor's Office

Glen Price, Chief Deputy Superintendents of Public Instruction, California Department of Education

Debra Brown, Director, Governmental Affairs Division, California Department of Education