

# California Department of Education Updated Equity Data Definitions

## California Definitions for Purposes of Collecting Equity Data under Every Student Succeeds Act

Under Every Student Succeeds Act (ESSA) Section 1112(b)(2), each local educational agency (LEA) is required to submit a plan to the state educational agency (SEA) that describes how it will identify and address any disparities that result in low-income students and minority students being taught at higher rates than other students by ineffective, inexperienced, or out-of-field teachers. On   
November 6, 2019, the State Board of Education approved updated definitions for “ineffective” and “out-of-field” teachers to be included in the amended California ESSA Consolidated State Plan.

| **Term** | **Definition** |
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| Ineffective teacher | An ineffective teacher is any of the following:   * An individual whose assignment is legally authorized by an emergency permit that does not require possession of a full teaching license; or * A teacher who holds a teaching credential but does not possess a permit or authorization that temporarily allows them to teach outside of their credentialed area (misassigned) * An individual who holds no credential, permit, or authorization to teach in California.   Under this definition, teachers with the following limited emergency permits would be considered ineffective:   * **Provisional Internship Permits,** * **Short-Term Staff Permits** * **Variable Term Waivers** * **Substitute permits or Teaching Permits for Statutory Leave (TSPL) holders serving as the teacher of record** |



| **Term** | **Definition** |
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| Out-of-field teacher | A credentialed out-of-field teacher is:  A credentialed teacher who has not yet demonstrated subject matter competence in the subject area(s) or for the student population to which he or she is assigned. Under this definition, the following limited permits will be considered out of field:   * General Education Limited Assignment Permit (GELAP) * Special Education Limited Assignment Permit (SELAP) * **Short-Term Waivers** * **Emergency English Learner or Bilingual Authorization Permits** * **Local Assignment Options** |
| Inexperienced teacher | A teacher who has two or fewer years of teaching experience. |
| Minority student | A student who is American Indian/Alaska Native, Asian, African American, Filipino, Native Hawaiian/ Pacific Islander, Hispanic, or Two or More Races Not Hispanic. |
| Low-income student | A student who is eligible to receive Free or Reduced-Price Meals. |

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