



Los Angeles Unified Latino Equity and Representation Analysis

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Purpose and Agenda

Project purpose: Conduct background research, develop a short policy agenda, and write an associated pledge for LAUSD school board members, the superintendents, and other Los Angeles elected officials to support.

Presentation: Provide overview of findings, rationale for diversity in schools, and summary of recommendations

Agenda: (1) About LAUSD, (2) People Analysis (diversity analysis at all staffing levels), (3) Budget and Procurement Analysis, (4) Latino Student Academic Achievement Analysis, (5) Pledge Recommendations

Representation matters for all workplaces, but especially in education

Research shows...

- Latino students who attend schools with greater representation of Latino teachers are more likely to be take advanced courses and be represented in gifted education programs.
- Black boys are less likely to drop out with exposure to just one Black teacher in elementary school. Same results are expected to hold for Latino students.
- Latino students who had Latino math or science teachers in middle or high school are more likely to take STEM classes in college.
- Female students who have a female science or math teacher or even mother are more likely to perform better on science and math tests.

About Los Angeles Unified



Los Angeles Unified
Latino Equity and Representation Analysis



An aerial photograph of Los Angeles, showing the downtown skyline with several tall skyscrapers in the background and a dense residential neighborhood with many smaller buildings and streets in the foreground. The image is used as a background for the text.

\$20 billion budget

larger than 18 states' budgets, almost equivalent to the entire budget of New Mexico

575,000 students

second only to new york city, charter and district

3.7 million voting age

Of those, 2.8 million are citizens

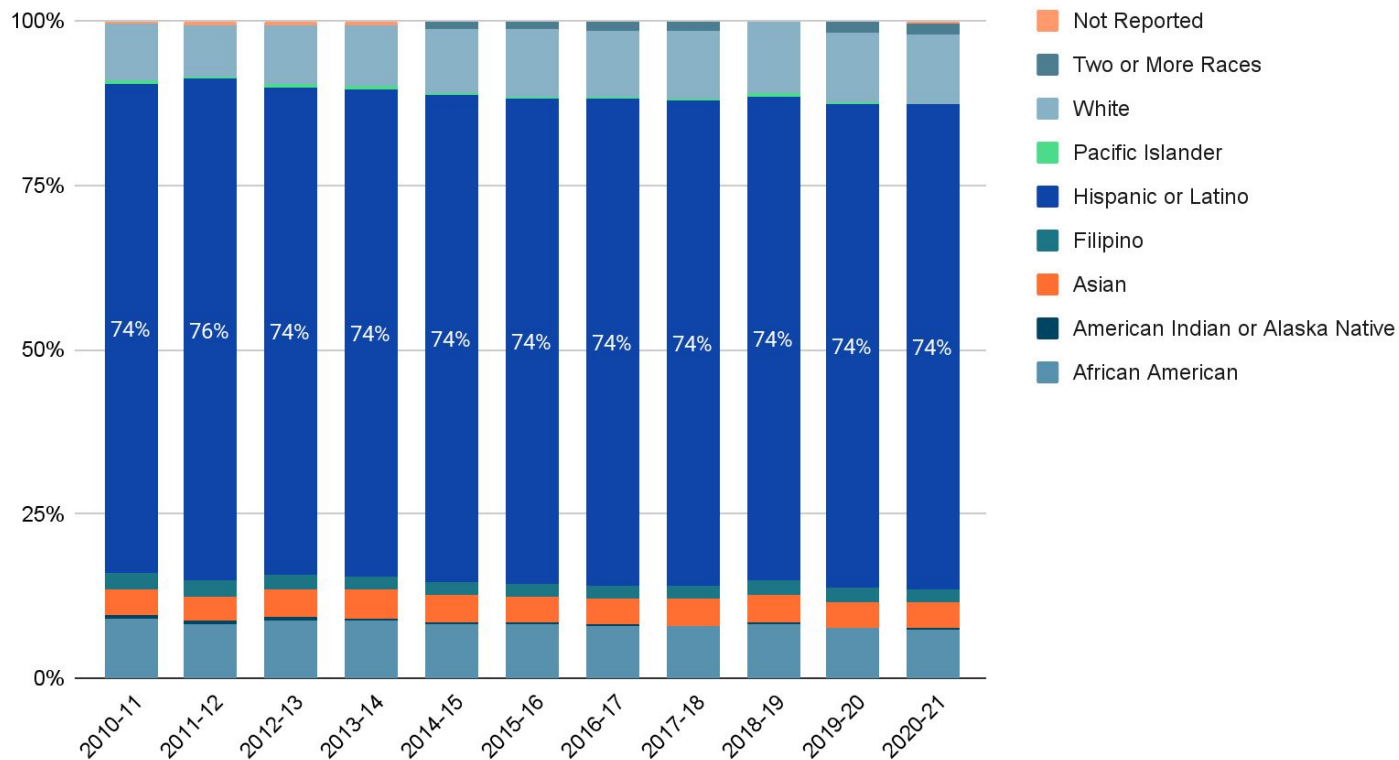


**Three out of every four
Los Angeles Unified
students are Latino**

Los Angeles Unified Enrollment, 2010-11 to 2021-21

Out of 460,000+ students, 340,000 students are Latino

Despite drops, Latinos are consistently three out of every four students in Los Angeles

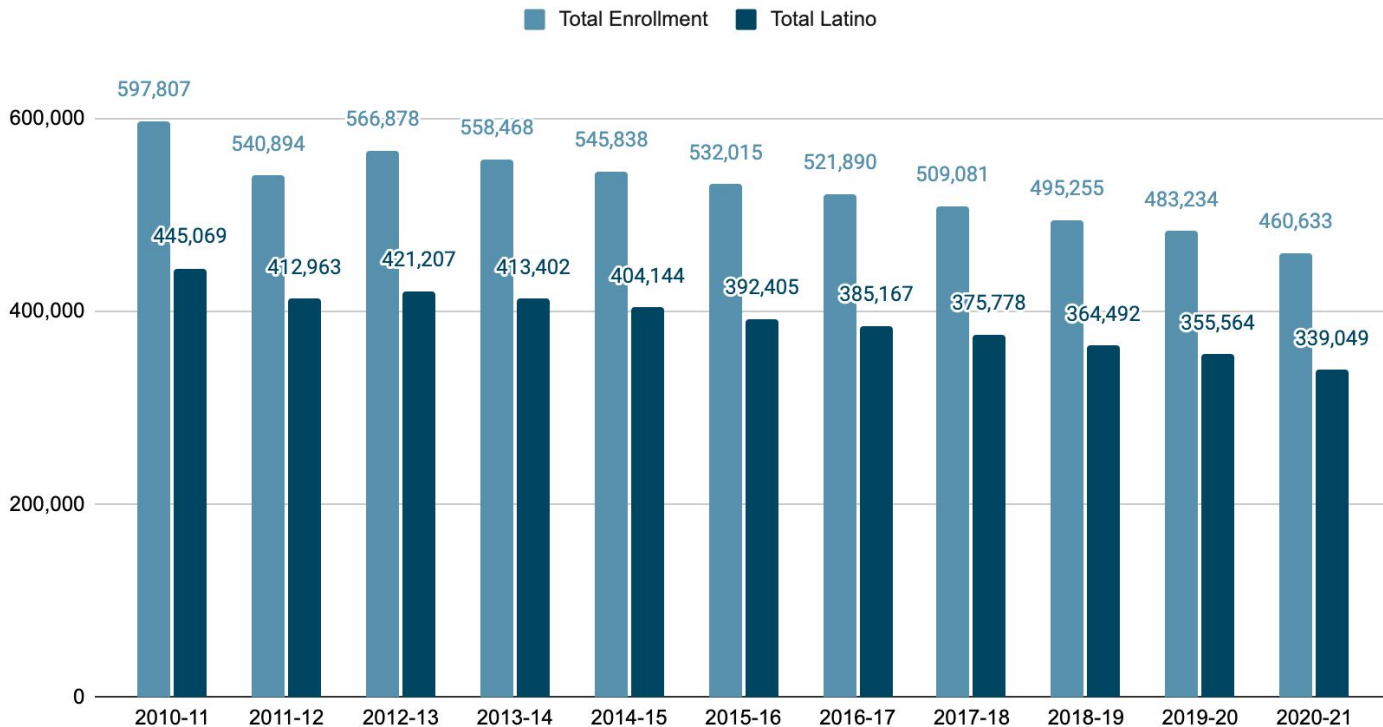


All enrollment is declining, even among Latinos.

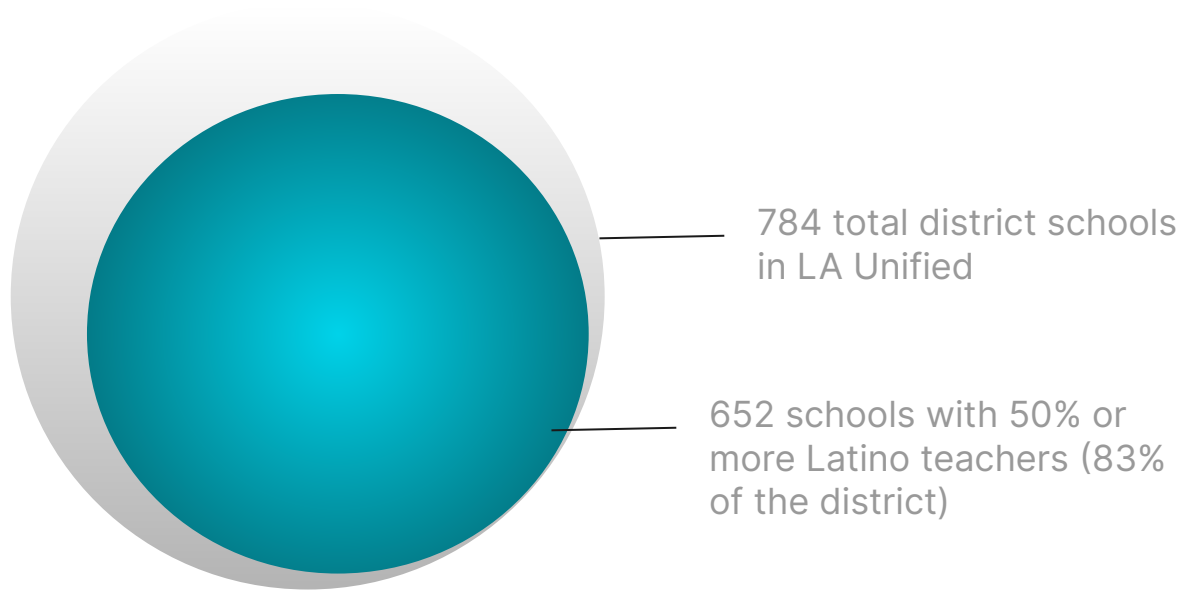
Los Angeles Unified's future depends on keeping Latino students.

Los Angeles Unified Total Latino vs. Total Enrollment

2010-11 to 2020-21, all district schools



A majority of schools are majority Latino students





People:

Are Latinos represented in high level appointments, positions, and throughout the LAUSD workforce?



**43% of Los Angeles Unified staff
at all levels are Latino**

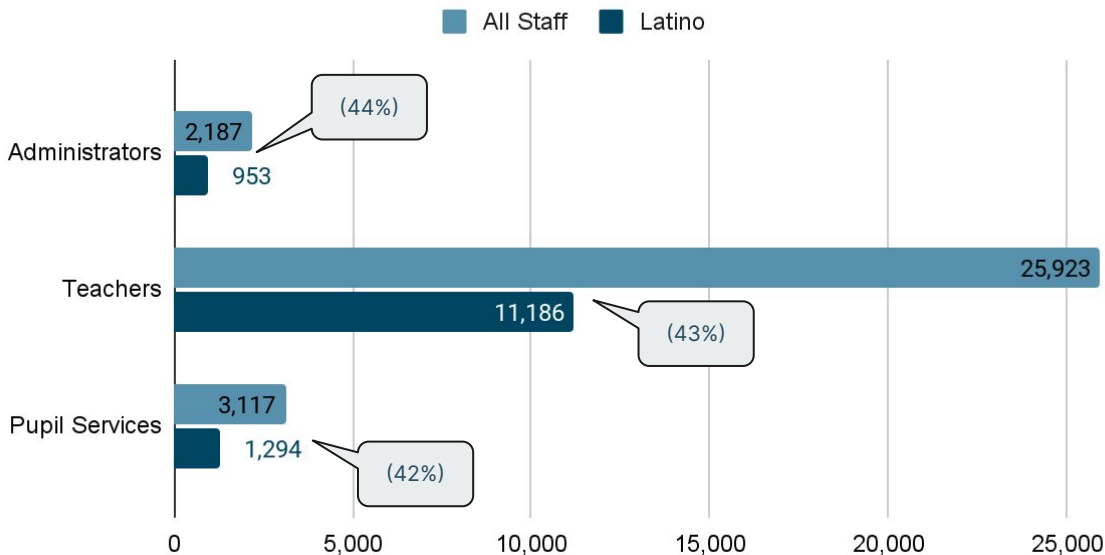
**Representation is even higher
among leadership positions in the
district**

Workforce: 43% of Teachers, Administrators, and Support/ District Staff are Latino

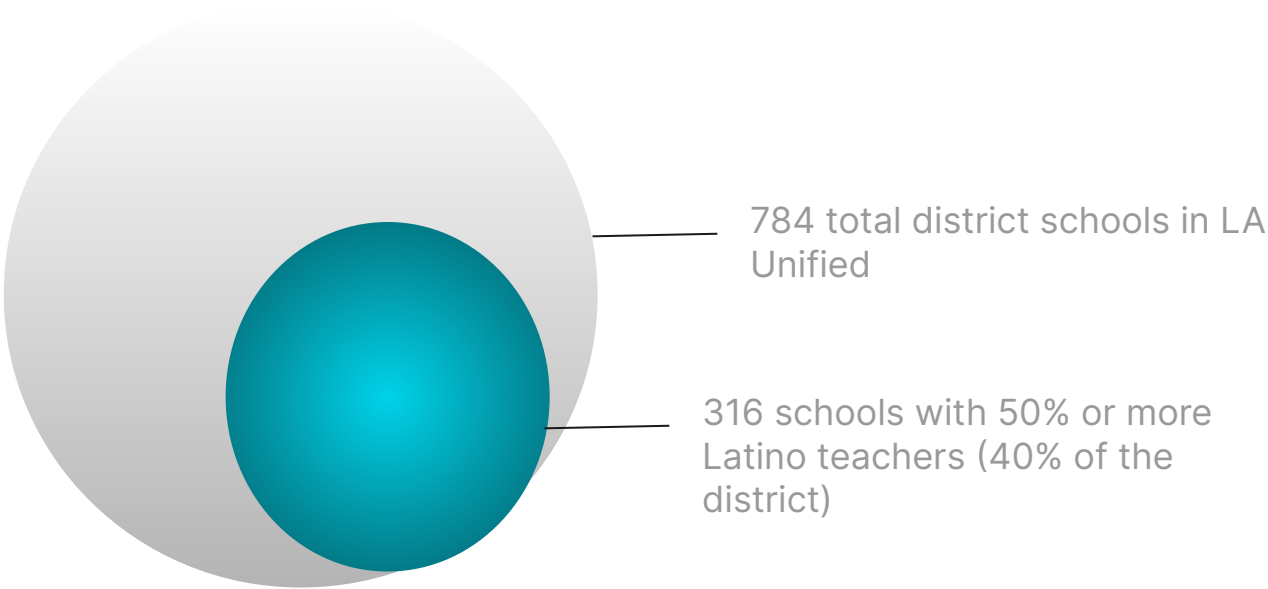


Los Angeles Unified Latino and Total Staff

Most recent data, 2018-19



High numbers of Latino teachers, but still well below the number of Latino students

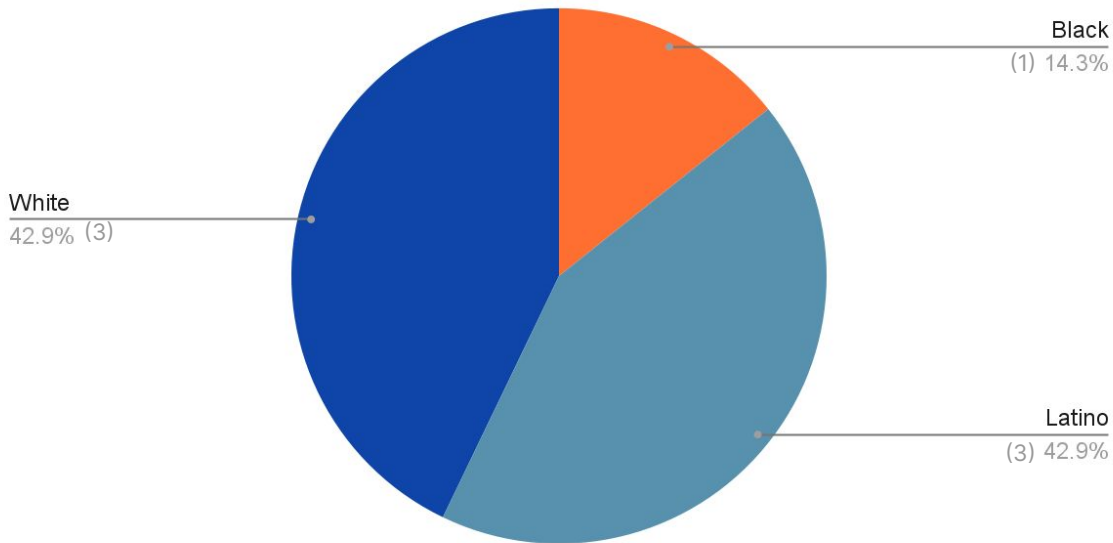


Local District	Parity Between Latino Students & Teachers
Central	3.55%
East	5.19%
Northeast	6.42%
Northwest	10.92%
South	1.54%
West	12.50%
Citywide Average	6.69%
<i>*includes charters</i>	

High-level Positions: Elected Board Leadership

Los Angeles Unified Board Member Diversity

Total by Visible Race/ Ethnicity, 2022



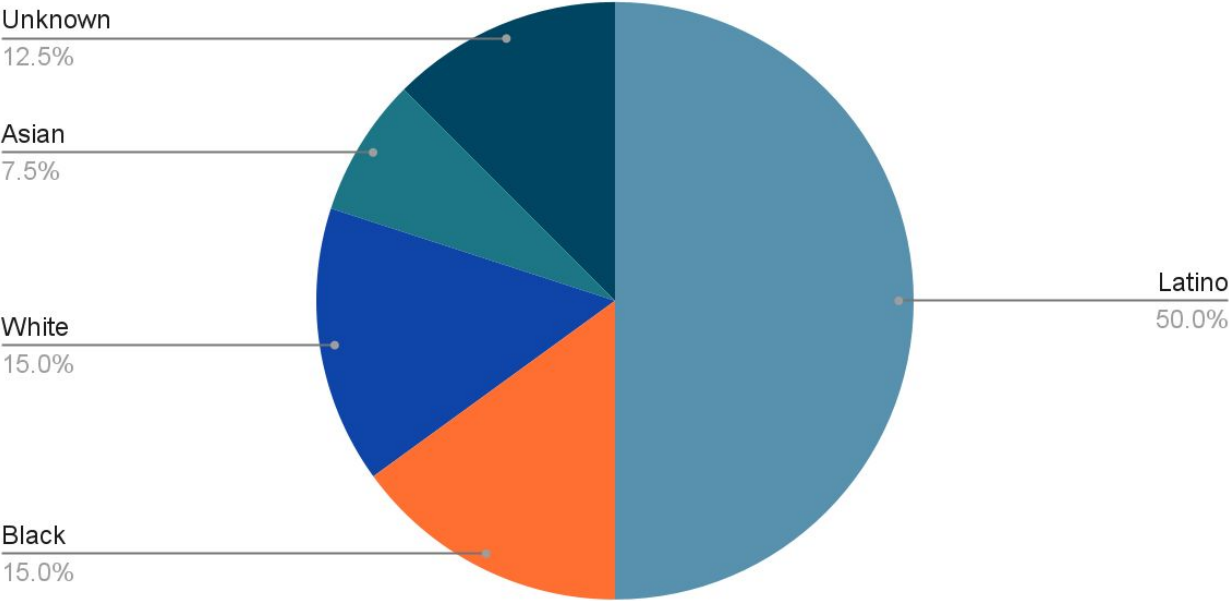
Three of the seven
board members are
Latino

And a Latina Board
President

High-level Positions: Board staff are majority Latino

Los Angeles Unified Board Staff Diversity

Total by Visible Race/ Ethnicity, 2022



High-level Positions: Superintendents

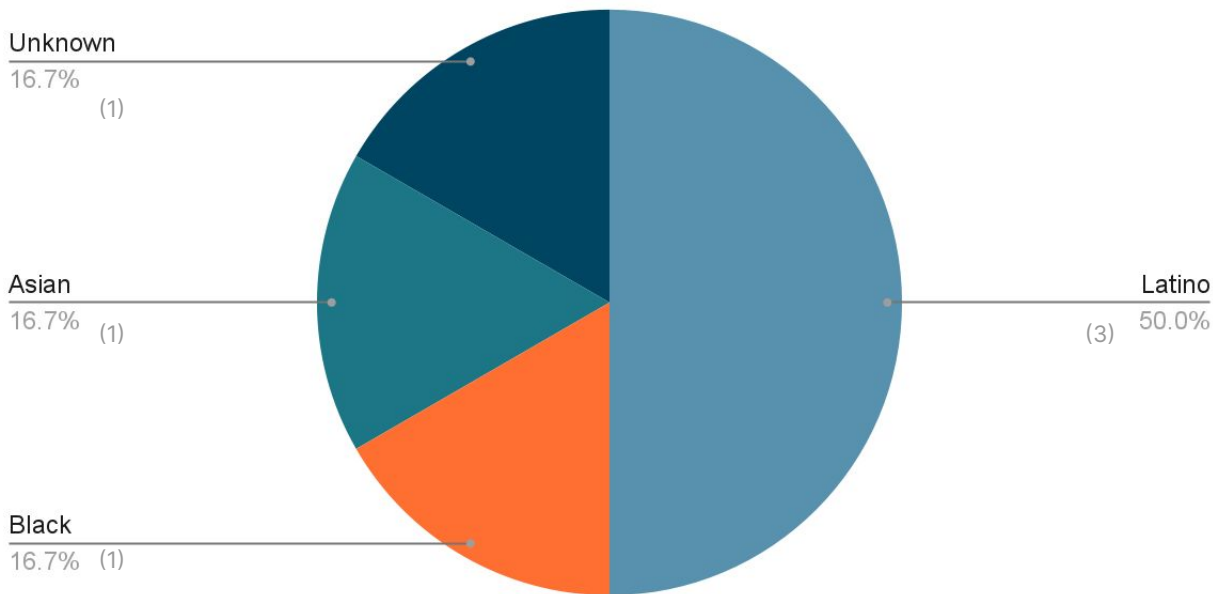
Superintendent Alberto Carvalho identifies as a Portuguese-American

Three Local District Superintendents are Latino.

The majority of their staff are also Latino, but the data is too incomplete to report.

Los Angeles Unified Local District Superintendent Diversity

Total by Visible Race/ Ethnicity, 2022



Summary of People

- **Latinos are represented at all levels of Los Angeles Unified, especially within board officers, in high-level leadership like local district superintendents, and in the largest workforce: teachers.**
- **Current levels of Latino representation are worthy of celebration, but are still inadequate given the number of Latino students in the district.**
- **Only 37% of schools in Los Angeles Unified have parity between Latino students and teachers/ staff, and that is mostly for schools with smaller Latino populations.**



LOS ANGELES UNIFIED SCHOOL DISTRICT

Budget Services & Financial Planning Division



Budget:

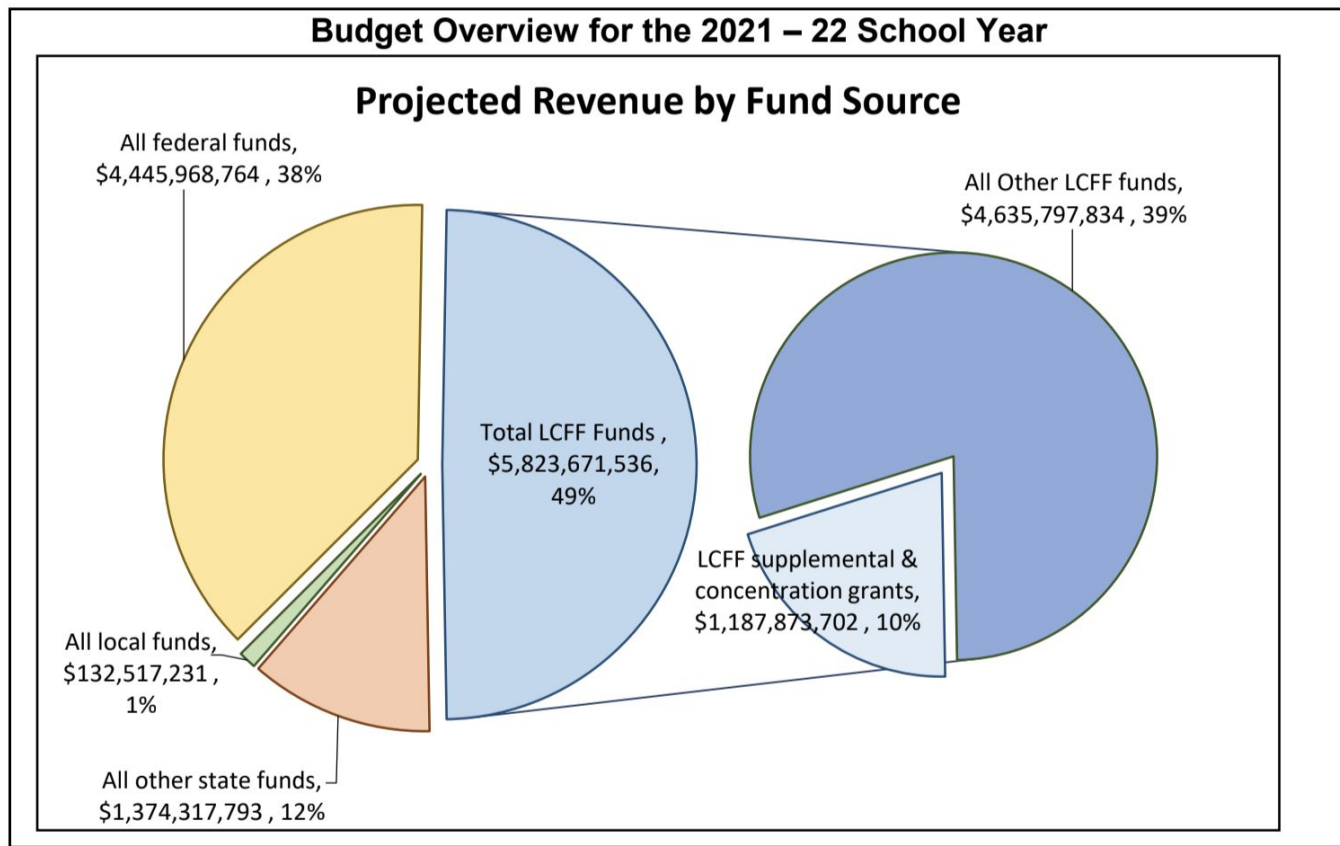
Are resources targeted to meet academic goals for Latino students, and are Latino-led business represented in Los Angeles Unified's expenses?

Revenue

District budgets are based on student enrollment and attendance.

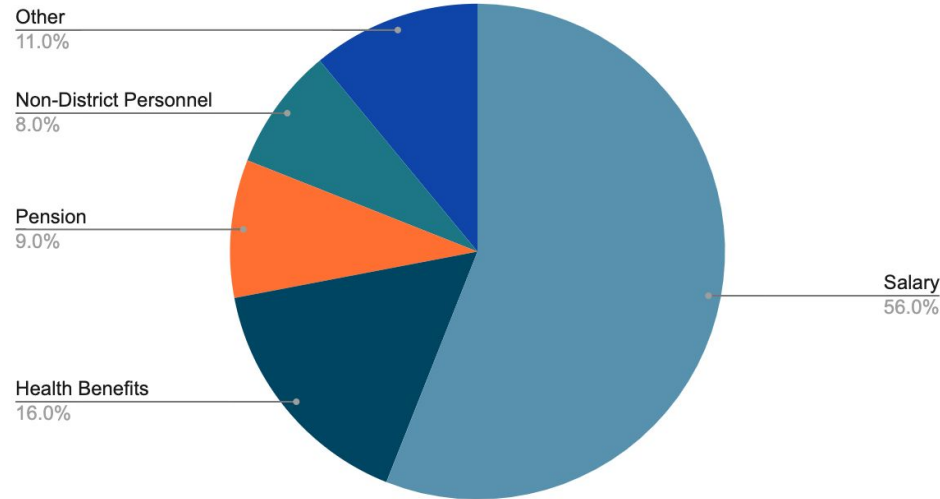
LAUSD has an estimated \$18-\$20 billion in revenue

Due to Latino enrollment, \$8.5 billion of district funds are generated by Latinos



Expenditure

2021-22 Budget Expenditure by Category



2021-22 Final Budget Book rev.2 8.10.21

Total Los Angeles Budget \$20,000,000,000

89% of Los Angeles Unified spending is on people

District Personnel	81%
Non-district Personnel	8%

2021-22 Budget Expenditure by Category

Salary	56%
Health Benefits	16%
Pension	9%
Non-District Personnel	8%
Other	11%
	100%

In dollars

Total district personnel \$16,200,000,000

% Latino Staff 42%

Total dollars spent on Latino staff \$6,804,000,000

Procurement

Of the 227 vendors represented in 2021-22 public LAUSD vendor contracts, 27 are Latino-led vendors.

12% of contracts go to Latino-led vendors

This represents between \$1.7-\$5 million of \$800 million (less than 1%) allocated to Latino-led organizations by Los Angeles Unified in 2021-22.

Contract Analysis - LAUSD Fiscal Year 2021-22

Contracts folder

[Link here](#)

Latino Vendor Representation Analysis

Total individual vendors represented	227
Latino led (identifiable)	27
Unclear	74
Not Latino led	126

Latino Vendor Representation

<i>High estimate</i>	
Removing unclear vendors	17.65%
<i>Most likely estimate</i>	
Including all non-city or revenue vendors	11.89%

Exclusions

LA City + LACOE	5 contracts, 2 LACOE, 3 LA City	5
All revenue contracts	1 LA City contract, other vendors	19

Total Allocation to Latino-Led Organization Estimates

		Total contract amount	% of total
Total contract allocation going to Latino identifiable vendors	Low estimate Excludes multivendor contract totals	\$1,774,752	0.22%
	High estimate Partially and proportionally includes multivendor contract totals	\$5,006,549	0.63%
Total allocation 2021-22 across all contracts	Total	\$799,082,511	

Summary of Budget

- Latino students generate a major part of Los Angeles Unified's revenue – roughly \$8.5 billion annually. Keeping Latino students in the district is essential of the district's future.
- The district also spends a significant amount employing Latino staff, with salary and benefits being the biggest drivers of the district's expenses.
- Diversity in vendor contracts is where the district falls short for Latinos. Latino-led organizations make up 12% of all district vendors, and less than 1% of the funding allocated to all vendors goes to Latino-led organizations.



Academic achievement:

Are Latino students in Los Angeles Unified academically succeeding? How do they compare to other racial groups?



In spite of this tremendous representation at the staff level, academic achievement for Los Angeles Latino students is deeply troubling.

Latino Student Achievement on Key Academic Milestones

	Early Learning				Language Mastery
	Meeting Early Literacy Benchmarks in Kindergarten 2020-21	-/+ District Avg.	Meeting Early Literacy Benchmarks in Second Grade 2020-21	-/+ District Avg.	Annual reclassification 2020-21
All students - statewide					8%
All students - LAUSD	49%		62%		6%
Latino students - LAUSD	41%	-8%	56%	-7%	
Highest-achieving group - LAUSD	82%		90%		
	Asian		Asian		
Source	LAUSD Open Data Platform				CDE DataQuest English Learner Data

Latino Student Achievement on Key Academic Milestones

	On Grade Level - Reading and English				Mathematics Achievement			
	Third Grade 2018-19	-/+ State Avg.	All grades 2018-19	-/+ State Avg.	Fifth grade On grade level 2018-19	-/+ State Avg.	All grades On grade level 2018-19	-/+ State Avg.
All students - statewide	49%		51%		38%		40%	
All students - LAUSD	43%		44%		31%		33%	
Latino students - LAUSD	37%	-12%	39%	-12%	25%	-13%	27%	-12%
Highest-achieving group - LAUSD	74%		76%		69%		73%	
	Asian		Asian		Asian		Asian	
Source	Smarter Balanced Summative Assessment				Smarter Balanced Summative Assessment			

Latino Student Achievement on Key Academic Milestones

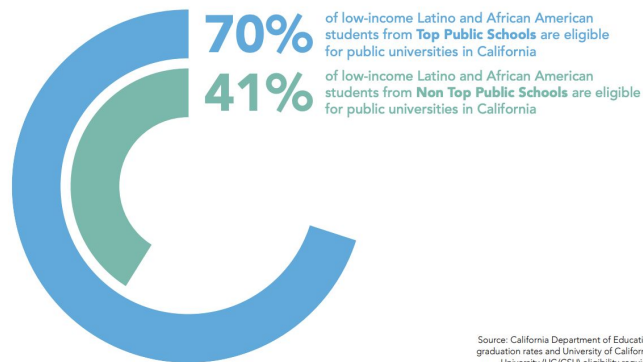
	High School Outcomes				Higher Education Attainment				Undegraduate Completion
	High School Graduation 2019-20	-/+ State Avg.	A-G Completion 2019-20	-/+ State Avg.	Percent of students going to college (12-16 months after high school) 2017-18	-/+ State Avg.	Percent of students going to four-year institutions (12-16 months after high school) 2017-18	-/+ State Avg.	
All students - statewide	84%		51%		66%		29%		**Not reported publicly
All students - LAUSD	83%		56%		51%		27%		
Latino students - LAUSD	82%	-2%	54%	3%	48%	-18%	25%	-4%	
Highest-achieving group - LAUSD	93%		77%		73%		53%		
	Asian		Asian		Asian		Asian		
Source	CDE DataQuest				CDE Postsecondary Enrollment Report				

Latino Student Achievement on Key Academic Milestones

	<i>Chronic Absenteeism</i>		<i>Suspensions</i>	
	<i>Chronic Absenteeism Rate 2019-20</i>	<i>-/+ State Avg.</i>	<i>Suspension Rate 2019-20</i>	<i>-/+ State Avg.</i>
All students - statewide	12%		2.5%	
All students - LAUSD	18%		0.40%	
Latino students - LAUSD	18%	6%	0.40%	-2%
Highest-achieving group - LAUSD	8%		0.1%	
	Asian		Asian	
Source	CDE DataQuest		CDE DataQuest	

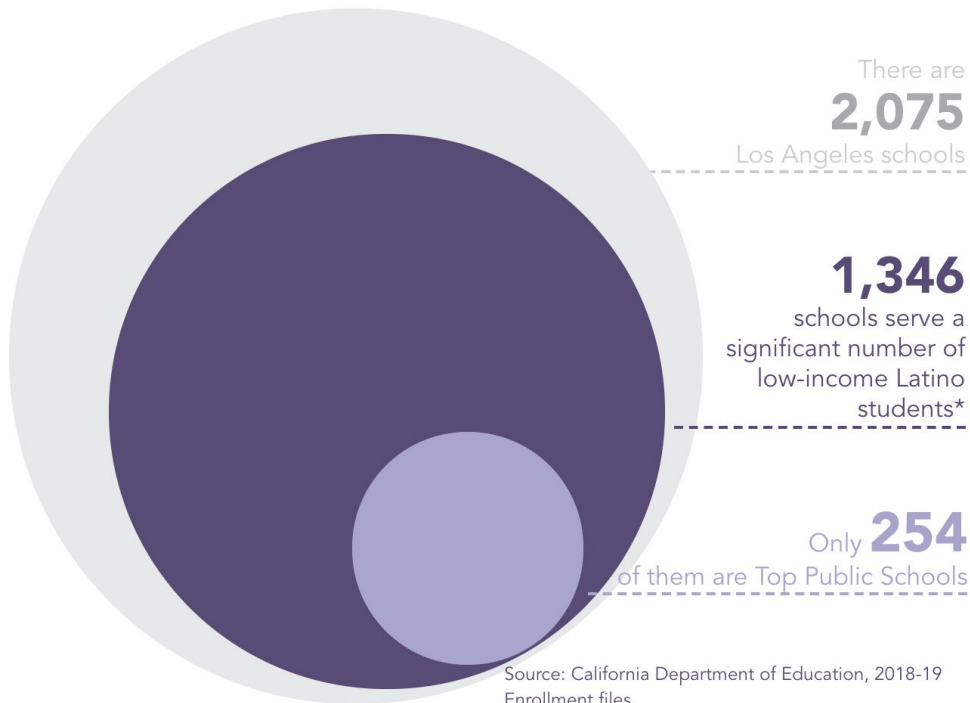
Top Schools for Latino Students in 2020

Low-income Latino and African American students attending Top Public Schools in Los Angeles County have a better chance of getting into college



Source: California Department of Education, four-year cohort graduation rates and University of California / California State University (UC/CSU) eligibility requirements, 2018-2019.

Low-income Latino



Source: California Department of Education, 2018-19 Enrollment files

*Schools were considered in this analysis if they had at least 20 low-income Latino students and this sub-group comprises 43% or more of the school's overall enrollment.

Summary of Academic Indicators

- Latino student academic achievement mirrors the reality for most of the district. Performance lags behind the lackluster statewide averages, and the majority of Latinos are not being prepared for higher education.
- Latinos lag in performance starting at the early literacy levels, and these gaps remain through higher education enrollment.
- Latinos are more chronically absent in Los Angeles Unified.
- 18% fewer Latinos in LA Unified move on two higher education than the statewide average.
- It is possible for Latinos to achieve at higher levels, and many schools in Los Angeles County were showing that prior to the pandemic.

Pledge recommendations

Recommendations to be included in the Latino equity and diversity education pledge

Pledge timing:

- Align recommendations below with Superintendent Alberto Carvalho's contract which starts February 2022 and ends February 2026. This includes three academic school years: 2022-23, 2023-24, and 2024-25.

Reporting

- Improve reporting of diversity and representation of Latinos in all high-level leadership positions, vendors and contracts, and the district's central office, local districts, board districts, and schools.
- Complete a Latino equity report that shares the state of Latino students and LA Unified employees, partners and vendors including all of the areas in this analysis.
- Request a Latino equity and fairness analysis in procurement processes to address the small total allocation to Latino-led organizations and small percentage of Latino-led vendors from the Inspector General to be publicly reported to the Los Angeles Unified Board by the end of the 2022-23 school year.

Representation

- Commit to the goal that LA Unified students attend schools in which staff are reflective of their own identities.
- Specifically, develop, approve, and be ready to implement a plan to ensure that Latino students have access to Latino teachers, administrators, counselors, and support staff by February 2026. This plan should include measurable goals, a program, and budget allocation focused on increasing the pipeline of Latino administrators and educators, by 2025 and include, at minimum, these metrics:
 - Increase the number of schools with majority Latino educators above 2018-19 levels (to exceed 37%)
 - Increase in the number of schools led by Latino administrators.

Pledge recommendations continued...

Budget and Procurement

- Commit to increasing representation and total allocation of Latino-led organizations in LA Unified's vendor partnerships. Create a plan to address disparity in Latino vendors by February 2026 following the Office of the Inspector General analysis.
- Support more equitable student funding for the entire LA Unified budget.

Academic Achievement

- Establish a Latino Student Achievement Task Force and Related Academic Intervention and Budget Committee. The focus of this taskforce is to develop a plan with meaningful growth targets that far exceed the current academic growth trajectory for Latino students in L.A. Unified.
- At minimum, commit to academic growth trajectory for Latino students matching Miami-Dade County's Public Schools' growth in math and Fresno Unified's trajectory in English Language Arts, which indicates growing at least at the rate double of L.A. Unified.
- Invest in high quality high-dosage tutoring for all students who are academically behind by 2022-23 school year.
- Support the scaling up of effective dual language programs and effective school practices for all English language learners. Dual language immersion is recognized as one of the most effective ways to close literacy gaps for language learners and value biliteracy in the native language.
- Commit to continuing the practices of protecting all personal information of undocumented families and having schools be deportation free zones to provide undocumented students with safe learning environments.
- Commit to furthering equitable student funding for the entire L.A. Unified budget.

BLACK STUDENT ACHIEVEMENT PLAN

The Black Student Achievement Plan (BSAP) provides supplemental services and supports to 53 schools that have high numbers of Black students and high need indicators, specifically Math and English Language Arts proficiency rates below the district average, higher than average referral and suspension rates or identified as a Humanizing Education for Equitable Transformation (HEET) School. BSAP is primarily funded by reinvestment of funds from the Los Angeles School Police Department's budget.

The goals of the Black Student Achievement Plan are to:

- 1) Ensure materials and instruction are culturally responsive to Black students and provide additional support and intervention to students to close literacy and numeracy skill gaps,
- 2) Work with community groups that have demonstrated success with Black students and families to improve readiness, and
- 3) Reduce over-identification of Black students in suspensions, discipline, and other measures through targeted intervention to address students' academic and social-emotional needs.

The table below shows the investment details for BSAP.

Administrative Support (schools)	\$525,313
Central Office Support	592,641
Climate and Wellness Grant	4,987,359
Community Contract Services	204,701
Community Representatives	25,942
Coordinators	6,386,712
Counselors (at secondary schools only)	3,921,750
Curriculum Grant	2,000,003
Instructional Materials	647,265
Literacy/Math Coach and Differential	315,153
Professional Development	2,583,597
Pupil Services and Attendance Counselors (at elementary schools only)	4,066,478
Psychiatric Social Workers	8,366,776
School Climate Advocates*	12,914,980
Total	\$47,538,670

*\$9.9 M has not been implemented as of the printing of this book.

Example Black Student Achievement Goals and Budget to draw from

Growth trajectory in Reading

Average NAEP Scale Score Differences in Grade 8 Reading for All Students, 2011-2019



Average NAEP Scale Score Differences in Grade 4 Reading for All Students, 2011-2019



Growth trajectory in Math

Average NAEP Scale Score Differences in Grade 8 Math for All Students, 2011-2019



Average NAEP Scale Score Differences in Grade 4 Math for All Students, 2011-2019





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GROUP

Any Questions?