



Exhibit A

DRAFT Focus Areas for 2023-2024

- 1) That potentially unequal learning needs among students require equitable, not equal, distribution of resources.**

By February 2024, district staff will develop a calculation to determine district spending per pupil which incorporates the following factors:

- Spending by learning needs
- Spending by program (TK, SPED, PreK, High School, Middle School, K-5)
- Spending by sub-group

By March 2024, this calculation shall be presented to the Board and used in the LCAP planning for 2024-2025 as a factor for increased and improved services.

- 2) That it is imperative that our workforce—our teachers, administrators, and other staff—represent the diversity of our students and families.**

By June 2024, district and site staff shall fully implement the LHPUSD hiring policy and achieve an increase in the diversity of the workforce in at least 75% of new hires.