



Richard Woods, Georgia's School Superintendent  
"Educating Georgia's Future"

## FY17 Local Education Agency (LEA) Equity Action Plan

*The contents of this template were developed under a grant from the U.S. Department of Education. However, those contents do not necessarily represent the policy of the U.S. Department of Education, and you should not assume endorsement.*

<b>Fiscal Year</b>	2017	<b>LEA Name</b>	Utopian Academy for the Arts	<b>LEA Coordinator</b>	Yvette L Gates
--------------------	------	-----------------	------------------------------	------------------------	----------------

<b>Equity Gap #1</b> <b>(LEAs must select an Equity Gap that addresses the needs of poverty and minority students.)</b>
----------------------------------------------------------------------------------------------------------------------------

**Gap 1:** Teacher Average Years of Experience  
 Lack of teacher experience impacts student achievement due to the absence of experience of meeting the diverse needs of numerous students.

<b>Equity Intervention Selected to Address Equity Gap #1</b>
--------------------------------------------------------------

**PL-2 Provide Targeted Teacher Development on Content and Pedagogy**  
 To attain this target Utopian Academy for the Arts is adopting a two-fold approach. Continued professional's learning opportunities delivered primarily by quality professionals, Dean of Curriculum and the Principal to ensure that all teachers are reached with quality training in differentiated instruction will be coupled with efforts to measure teacher effectiveness based on student achievement outcomes. Data from various assessments including Student Learning Objectives (SLO) data for teachers of non-tested subjects will be disaggregated and evaluated to measure teacher effectiveness and the impact that differentiated teaching strategies promoted through professional learning have on student achievement. Professional learning will be differentiated based on teacher needs and goals set in regards to specific school and district improvement plan. Teachers who need assistance with these goals will be supported with a Professional Development Plan (PDP) developed collaboratively with the teacher and building level administration. The administrative team will support the teacher with targeted professional learning support based on the assessment data to improve the student achievement outcomes.

**Describe how the Equity Intervention will be 1) implemented, 2) monitored, and 3) measured for effectiveness in the current fiscal year. The description should include the personnel responsible by position and timeline for implementing, monitoring, and analyzing data to determine effectiveness of implementation. It should also include the data that will be gathered and analyzed to determine effectiveness.**

Implementation	Personnel Responsible	Timeline
First year teachers will be provided with numerous opportunities to receive support. Baseline data will be developed from the TKES- Self-Assessment and Goal Planning, monitoring through walk through and observations.	Dean of Curriculum/Principal	Weekly
Monitoring Implementation	Personnel Responsible	Timeline
All first year teachers will be closely monitored and have weekly supervision meeting to identify areas of growth.		Weekly



Richard Woods, Georgia's School Superintendent  
*"Educating Georgia's Future"*

## **FY17 Local Education Agency (LEA) Equity Action Plan**

*The contents of this template were developed under a grant from the U.S. Department of Education. However, those contents do not necessarily represent the policy of the U.S. Department of Education, and you should not assume endorsement.*

<b>Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap</b>	<b>Personnel Responsible</b>	<b>Timeline</b>
Progress will be measured through regular observation.	Dean of Curriculum/Principal/ Title II Director	Ongoing- Monthly
<b>Allocation of Resources and/or Coordination of Funds Required to Implement Equity Intervention</b>		
Title II Funds- will pay for GACE Testing and study materials, Georgia Charter School Association's TAPP program.		

## FY17 Local Education Agency (LEA) Equity Action Plan

*The contents of this template were developed under a grant from the U.S. Department of Education. However, those contents do not necessarily represent the policy of the U.S. Department of Education, and you should not assume endorsement.*

<b>Equity Gap #2</b>		
<b>(LEAs must select an Equity Gap that addresses the needs of poverty and minority students.)</b>		
<p><b>Gap 2: Principal Retention</b> Lack of consistent leadership upsets continuity of instruction and focus for the school; therefore impacting student achievement.</p>		
<b>Equity Intervention Selected to Address Equity Gap #2</b>		
<p><b>P-3 Support the Retention of Effective School Leaders</b> Newly created positions Dean of Curriculum and Dean of Students to distribute work load and responsibilities. Leadership based professional development designed to gain insight to the unique challenges of a State Charter LEA.</p>		
<p><b>Describe how the Equity Intervention will be 1) implemented, 2) monitored, and 3) measured for effectiveness in the current fiscal year. The description should include the personnel responsible by position and timeline for implementing, monitoring, and analyzing data to determine effectiveness of implementation. It should also include the data that will be gathered and analyzed to determine effectiveness.</b></p>		
Implementation	Personnel Responsible	Timeline
Both Dean positions have been filled thus providing additional support for the day to day operations.	Dean of Curriculum & Dean of Students	Ongoing
Monitoring Implementation	Personnel Responsible	Timeline
Leadership team consisting of both Deans, Principal and Superintendent will meet regularly to discuss areas of concern.		
Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap	Personnel Responsible	Timeline
Retention of Principal	Title II Coordinator	New Contract must be signed by March 30, 2017
<b>Allocation of Resources and/ or Coordination of Funds Required to Implement Equity Intervention</b>		
General Operating funds will be used for leadership professional development		