Georgia Department of Education
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.

Fiscal Year	2017	LEA Name	Morgan	LEA Coordinator	Jean Triplett

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

Gap 1: Out of school discipline concerns for subgroups. Morgan County has identified ED students as the subgroup for concern as 86% of OSS days were served by ED students. Academic achievement of ED students has been a focus for the district.

Equity Intervention Selected to Address Equity Gap #1

PL-1: Provide Targeted School Personnel Training on Student Supports and Interventions

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
Primary - Professional Development on use of Enrichment period utilizing data to plan interventions and monitor progress for all students	Data Team Meetings	Monthly
Elementary - Professional Learning on Guided Reading as a targeted intervention and progress monitoring tool.	Academic Coach and Team Leaders	Sept. and October
Middle - Continued professional learning on how to implement appropriate RTI interventions for struggling learners.	School SST Team	Monthly
High - Professional learning on 1) implementing RTI with fidelity 2) literacy focus with emphasis on reading and writing instruction 3) using technology to support student learning	RTI Team, literacy consultant and IT Department	Monthly Meetings

Monitoring Implementation	Personnel Responsible	Timeline
Primary - Dibels, MAP, common assessments and RTI	HPPLC/Principal	Monthly Meetings
Elementary - Dibels, MAP, ED Lexile Levels and use of guided reading data as a part of the new RTI process	RTI Committees	

Middle - Monitor by looking at the percentage of students who move down the RTI Tiers. High - MAP, RTI Process, and SRI Data All schools will review discipline data	School Support Team	
Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap	**Personnel Responsible**	**Timeline**
Each school has a committee - High Performing Professional Learning Committee who meet monthly to monitor the actions and initiatives in the school improvement plan. These target areas will be a focus in all school improvement plans.	Principals and HPPLC - High Performing Professional Learning Communities	Monthly Impact Check Meetings
Allocation of Resources and/ or Coordination of Funds Required to Implement Equity Intervention		
Each school is required to submit a budget that aligns to the initiatives of the school improvement plans. Allocations are given based on requested budgets. Title IIA funds will be used for professional development, travel and registration. Title I funds will be used for professional development primarily with Guided Reading. Title I will also be used for instructional materials related to the Guided Reading PL. Title IIA and Title I fund MAP which is used as our diagnostic tool to differentiate instruction.		

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Equity Gap #2 **(LEAs must select an Equity Gap that addresses the needs of poverty and minority students.)**		
Gap 2: In-School Suspension – Discipline. Morgan County has identified ED students as the subgroup for concern as 78% of ISS days were served by ED students. Academic achievement of ED students has been a focus for the district.		
Equity Intervention Selected to Address Equity Gap #2		
PL-2: Provide Targeted Teacher Development on Content and Pedagogy		
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**
Primary - Professional development for all core academic teachers on use of Guided Reading resources and strategies that supports mastery of GSE ELA standards.	Principal, Academic Coach	Monthly Observations of Implementation
Elementary- Professional Learning for science teachers on the use of STEAM & PBL strategies within the classroom.	Principal/STEAM Coordinator	Summer 2016.
Middle - Professional learning in all contents that includes training for increasing literacy & writing strategies. Learning opportunities via STEAM & Project Based Learning (PBL)	Principal, Asst. Principals, STEAM Coordinator and RESA Consultants	Fall 2016-Spring 2017
High - Professional Learning in content areas specific to 3-year Progression Plans, Vertical Alignment, PBL/STEAM initiatives, Standards & Unit Development, and transitioning to Block Scheduling.	Assistant Principal, Department Chairs, STEAM Coordinator and RESA	Fall 2016-Spring 2017
Monitoring Implementation	**Personnel Responsible**	**Timeline**
Improved student achievement through MAP results, Dibels, and benchmarks. Schools will also look at results of common assessments and discipline data.		
Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap	**Personnel Responsible**	**Timeline**
Each school has a committee - High Performing Professional Learning Committee who meet monthly to monitor the actions and initiatives in the school improvement plan. These target areas will be a focus in all school improvement plans	Principals and HPPLC - High Performing Professional Learning	Monthly Impact Checks

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Allocation of Resources and/ or Coordination of Funds Required to Implement Equity Intervention
Each school is required to submit a budget that aligns to the initiatives of the school improvement plans. Allocations are given based on requested budgets. Title IIA will fund professional learning, registration and travel to support the implementation of the three year plan for curriculum, instruction and assessment. Title I will fund the training and implementation for Guided Reading. Striving Reader will help fund some of the vertical work at all schools.