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	Taliaferro	LEA Coordinator	Andreanna Jones

Equity Gap #1 **(LEAs must select an Equity Gap that addresses the needs of poverty and minority students.)**		
Gap 1: CCRPI Score		
Equity Intervention Selected to Address Equity Gap #1		
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**
The district will continue contracting services for a curriculum and instruction specialist to provide professional development to school leaders and teachers in the four academic areas, differentiation, instructional rigor, student engagement, formative assessments, and constructive/extended response writing. Whole group sessions will take place quarterly and teachers will receive individual job-embedded coaching monthly during 2016-2017.	Title II Coordinator, Curriculum & Instruction Specialist, Principal	August 2016 - June 2017
Monitoring Implementation	**Personnel Responsible**	**Timeline**
The curriculum & instruction specialist will report progress/barriers in implementation to the superintendent, Title II coordinator and school principal monthly. The specialist has also developed an electronic coaching documentation form to be submitted after each teacher coaching session. Those are shared with school and district leaders.	Title II, Coordinator, Curriculum & Instruction Spec., Principal	Monthly August 2016 – June 2017
Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap	**Personnel Responsible**	**Timeline**
Georgia Milestones EOC & EOG student data, SLO student data, Classworks Benchmark data, TKES Evaluation reports, informal walkthroughs	Principal, School Leadership Team, Superintendent, Testing Coordinator, Teachers	*GM EOC (Dec. 2016 & June 2017) *GM EOC (Summer 2017) *SLO (June 2017)

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		Classworks benchmarks (May 2017) *TKES (Dec. 2016 & June 2017)

Allocation of Resources and/ or Coordination of Funds Required to Implement Equity Intervention
Title II, Part A funds – Contracted Service fee for the curriculum and instruction specialists Title I, Part A, & School Improvement funds – instructional supplies for implementing strategies & stipends for school leaders and teachers off contract during professional development Local funds – Content specialist fees: Consultants report directly to the curriculum and instruction specialist and provide specific content coaching with teachers.

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Equity Gap #2 **(LEAs must select an Equity Gap that addresses the needs of poverty and minority students.)**		
Gap 2: Teacher Retention		
Equity Intervention Selected to Address Equity Gap #2		
P-2: Support the Retention of Effective Teachers		
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**
*The LEA will support core academic content teachers in acquiring advanced degrees or TAPP teacher certification completion sought in their core content area, where courses complement state academic and student achievement standards. The district will reimburse teachers for college courses taken and TAPP program fees up to $3,000 per year per teacher. Teachers will have to remain employed with the district: a. One year for each year that courses are reimbursed for if the degree/certification program or TAPP program is not completed (The first year begins the year after the last class fee is reimbursed) or b. A minimum of two years after the completion of the degree/certification program or TAPP program.	Teachers, Principal, Title II Coordinator, Finance/HR Director	June 2017
The teacher will sign a binding contractual agreement to repay all or part of the funds the LEA has provided in the event the teacher does not maintain employment in the LEA for the specified period of time.	Title II Coordinator, Finance/HR Director	May 2017
* The district will provide an honorarium for mentor teachers to provide professional development for new or struggling teachers in the areas of content and pedagogy, instructional practices, intervention strategies and instructional technology.	Mentor Principal Title II Coordinator	July 2016 – June 2017
Monitoring Implementation		

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*Teachers will submit a program title and description from the post-secondary institution, an official transcript, and a summary of how the courses taken during FY17 have led to them becoming more effective in improving student achievement. *Mentors will maintain and submit documentation of sessions with teachers that detail dates, time, and areas of support. Documentation will be approved by the principal and submitted to the Title II Coordinator.	Teachers, Title II Coordinator, Finance/HR Director Mentor Principal Title II Coordinator	May 2017 July 2016 – June 2017
Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap	**Personnel Responsible**	**Timeline**
Teacher Retention Rate TKES Summary Data	Principal, Curriculum & Instruction Specialist, Title II Coordinator	June 2017
Allocation of Resources and/ or Coordination of Funds Required to Implement Equity Intervention		
Title II, Part A Funds – Reimbursement of course or program fees for teachers seeking advanced degrees, certification or enrolled in a TAPP program; Honorarium and benefits for mentor teachers State/Local/Federal Funds – No stipends, travel or instructional materials will be paid for relating to the commute or completion of courses/programs.		