



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

CREATING EQUITY AND EXCELLENCE IN GEORGIA'S SCHOOLS TO ELIMINATE DISPROPORTIONALITY

October 9, 2015

Our mission: To increase the awareness of equity gaps and improve the effectiveness of educational leaders to foster positive outcomes for all students.

Learning Targets

Each participant will be able to:

1. Discuss the meaning of equity in education and how equity gaps impact student outcomes.
2. Access and review state, district, and school level data to identify equity gaps.
3. Describe how the Title IIA Equity Plan and the Student Success Plan help address the equity gaps in my district.

Time	Activity	Facilitator
8:30-9:00	Registration Continental Breakfast	
9:00-9:45	Welcome Opening Comments Georgia's Disproportionality	Mr. Matt Jones, Chief of Staff, GaDOE Deborah Gay, Director, Special Education Services and Supports, GaDOE Jasolyn Henderson, Program Specialist, Special Education Services and Supports, GaDOE
9:45 – 10:15	Addressing Equity: Lessening the Impact of Poverty on Students with Disabilities	Dr. Hayward Cordy, Executive Director of Oconee RESA
10:15 – 10:30	Making Connection-Table Discussion 1. What role does poverty play in the over identification of minorities in special education? 2. How can we as educational leaders help teachers better understand how race, gender, disabilities and other factors including poverty interrelate and increase the likelihood of inequity?	
10:30 – 10:45	BREAK	
10:45 – 11:00	Georgia's Student Success Plan	Deborah Gay, Director, Special Education Services and Supports, GaDOE
11:00 – 11:15	Making Connections-Table Discussion 1. From your perspective, how does disproportionality in over-identification or discipline removals impact the graduation rate for SWD students?	

	<ol style="list-style-type: none"> 2. What data sets would you use to examine disproportionality to identify a root cause? 3. What potential action steps could be included in your Student Success Process Template to address disproportionality and improve graduation rates for students? 	
11:15-11:30	Georgia's Equity Plan	Julie Noland, Program Manager, Division of Teacher and Leader Effectiveness, GaDOE
11:30-11:45	<p>Making Connections-Table Discussion</p> <ol style="list-style-type: none"> 1. Rank your own district concerns compared to the state. 2. Select one equity gap to address. 3. List possible root causes of the equity gap that you have selected to address. 4. List possible strategies to reduce or resolve the equity gap that you have selected. 	
11:45 – 12:30	LUNCH	
12:30-1:00	Perspectives from a Juvenile Court Judge	The Honorable Deborah Edwards, Houston County Juvenile Court
1:00-1:15	Critical Conversations	Pamela Perkins Carn, Coordinator of Interfaith Children's Movement
1:15-1:45	Limitless Possibilities for Each Student	John O'Connor, Director of MTSS, Henry County Schools
1:45–2:15	<p>Making Connections-Table Discussion</p> <p>Each district will get a folder with 2014 and 2015 disciplinary actions by school.</p> <ol style="list-style-type: none"> 1. Are suspensions impacting one racial/ethnic group more than others in your district? Does this impact equity? 2. Are there schools in your district that have a higher rate of suspension (e.g., ISS or OSS) than others? 3. Are the suspensions at these schools ultimately reducing negative behaviors in the student body or are there higher rates of suspensions year after year? 4. How do the school climate ratings and the achievement gap scores compare with this analysis? 5. What could be done at the schools with the highest rate of suspensions? What expectations, support, and interventions can be provided at these schools? 	
2:15-2:25	BREAK	
2:25-3:00	Participant Sharing Activity	Ginny O'Connell, Program Manager, Special Education Services and Supports, GaDOE
3:00-3:30	<p>Evaluation and Wrap-up</p> <ul style="list-style-type: none"> • https://goo.gl/7cpBNq 	

Equity Summit Resources

Student Success: Imagine the Possibilities

<http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Special-Education-Services/Pages/SSIP-.aspx>

Disproportionate Impact of K-12 School Suspension and Expulsion on Black Students in Southern States

<http://www.gse.upenn.edu/equity/SouthernStates>

PBIS Recommendations for Addressing Discipline Disproportionality in Education

<https://www.pbis.org/Common/Cms/files/pbisresources/RecommendationsForAddressingDisciplineDisproportionality.pdf>

Equity Alliance

http://www.educateadvocateca.com/Documents/Distinguishing_Difference_from_Disability.pdf

GaDOE Title II, Part A Resources

<http://www.gadoe.org/School-Improvement/Teacher-and-Leader-Effectiveness/Pages/IIA-Resources.aspx>
<http://eq.gapsc.org/>

Georgia's State Personnel Development Grant

<http://www.gaspdg.org/>

For Each and Every Child: A Strategy for Education Equity and Excellence

<http://www2.ed.gov/about/bdscomm/list/eec/equity-excellence-commission-report.pdf>

Student Support Team Association for Georgia Educators

<http://sstage.org/>

GaDOE RTI Guidance Manual 2011

<http://public.doe.k12.ga.us/Curriculum-Instruction-and-Assessment/Curriculum-and-Instruction/Documents/RTI%20document%20Full%20Text.pdf>

GaDOE/SERVE RTI Guidance Series: Using Research to Select Interventions

<http://public.doe.k12.ga.us/Curriculum-Instruction-and-Assessment/Curriculum-and-Instruction/Pages/Response-to-Intervention.aspx>

GA Discipline Data

<http://www.gadoe.org/Curriculum-Instruction-and-Assessment/Curriculum-and-Instruction/Pages/Student-Discipline.aspx>

www.Gaappleseed.org

www.ed.gov/school-discipline Resource Guide for Superintendent Action

<http://safesupportivelearning.ed.gov/addressing-root-causes-disparities-school-discipline>. Educator's Action Planning Guide

<http://gosa.georgia.gov/> The Governor's Office of Student Achievement: School Performance and Report Card

<http://www.gadoe.org/External-Affairs-and-Policy/Policy/Pages/School-Climate.aspx> - School Climate
<http://www.gadoe.org/CCRPI/Pages/default.aspx> CCRPI- College & Career Ready Performance Index

Collection of articles/studies about link between academics and discipline

<http://www.centeril.org/reports/resources/Solution-Finding%20Report%20-%20Good%20Instruction%20and%20Decreased%20Suspensions%20and%20Expulsions.pdf>

School Climate and Discipline

<http://www2.ed.gov/policy/gen/guid/school-discipline/index.html>

Action Plan

Action Item	Person Responsible	Resources Needed	Date for Completion