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**	Graduation Achievement Charter High School	**LEA Coordinator**	Gerda Louizi

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

Gap 1 - Effective Teacher and Leader Recruitment (Graduation Achievement Charter High School)

Equity Intervention Selected to Address Equity Gap #1

P1- Support the Recruitment of Effective Teachers and Leaders through the development and implementation of a strategic recruitment plan

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
Hire a Title II specialist to focus on Title II allowable duties including equity gaps	Chief Academic Officer, Director of Federal Programs, Chief Human Resource Officer	July-September**:** Hire Title II specialist
Develop and Implement a Recruitment strategic plan to hire and retain effective teachers and leaders working directly with students virtually and at the GACHS centers throughout the state.	Title II Specialist, Chief Academic Officer, Director of Federal Programs, Chief Human Resource Officer	Sept-October: Develop Recruitment, Induction and Retention Plan for teachers and leaders
Create a marketing and recruitment materials targeting specific high need areas including ESOL, Special Education and Math	Title II Specialist, Director of Federal Programs, Chief Human Resource Officer	Sept-October: Develop Recruitment, Induction and Retention Plan for teachers and leaders
Develop relationship with local colleges and universities to identify and retain teacher and leader candidates as interns	Title II Specialist, Director of Federal Programs, Chief Human Resource Officer	Nov-Dec: Develop recruitment materials

Participate in job embedded leadership professional learning sessions focused on LKES standards 4,5 and 6	Title II Specialist, Director of Federal Programs, Chief Human Resource Officer	Sept-October: Semester 1 Evaluations
Participate local job fairs	Chief Academic Officer	August 2016-April 2017 Participate in HR training
Monitoring Implementation	**Personnel Responsible**	**Timeline**
Exit surveys will be given to all teachers and leader interns. Data will be disaggregated and reviewed	Chief Human Resource Officer, Title II Specialist	Twice a year
Collect data on Interns who apply for available positions	Chief Human Resource Officer, Title II Specialist	Dec. 2016
Data from recruitment fair participants	Chief Human Resource Officer, Title II Specialist	April 2017
HR training agendas progress/ evaluation forms, sign in sheets	Chief Human Resource Officer, Title II Specialist	May 2017
Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap	**Personnel Responsible**	**Timeline**
Data from exit surveys, PL logs, Recruitment fair applications Percent of positions filled, MYSpa	Chief HR Officer will collect and analyze exit survey, stay interviews and retention data Academic Coach will analyze Pl log data	Survey and retention data reports due to Title II-A specialist by June 1, 2017 PL log data due Title II A specialist by July 1, 2017
Allocation of Resources and/ or Coordination of Funds Required to Implement Equity Intervention		
Title II, Part A funds - Contracted Services for PL for instructional staff Title II, Part A funds – conferences for school leaders and instructional		

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.

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		
PL4 - Develop and implement a strategic retention strategy to include 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**
1) Develop and Implement a retention strategic plan to retain effective teachers and leaders working directly with students virtually and at the GACHS centers throughout the state 2) Hire and retain an Academic Coach to provide training and coaching support for instructional staff 3) Develop induction program for new teachers 4) Provide Targeted Teacher Development on Content and Pedagogy for teachers 5) Provide Targeted Leader Development training and coaching for school leaders	Chief Human Resource Officer	July 2016 Hire Academic Coach
Monitoring Implementation	**Personnel Responsible**	**Timeline**
1) A survey mid-year and end of the year survey will be given to all teachers and leaders. Data will be disaggregated and reviewed (2) stay interviews will be conducted mid -year and end of year Teacher Induction Cohort Data will be disaggregated and reviewed 3. Data from exit surveys 2016-2017 and 2017-2018 Retention rate of teachers measured over 2 years (2016-2017 and 2017-2018) 4) Professional learning logs will be examined 5)Consultant reports progress/ evaluation forms 6)School Leaders observe teachers monthly and meet with the teachers to discuss barriers in implementing the information taught in the PD	Chief Human Resource Officer Academic Coach Chief Academic Officer	Monthly - Aug - May 2017

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.

Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap	Personnel Responsible	Timeline
Data from TKES and LKES Data from exit and Stay surveys	Academic Coach	Survey data due to Title II, Part A Coordinator by June 2017
Allocation of Resources and/ or Coordination of Funds Required to Implement Equity Intervention		
Title II, Part A funds - Contracted Services for Professional Learning and professional books required Title I, Part A fund - Stipend for teachers off contract during July Professional Development		