

FY17 Local Education Agency (LEA) Equity Action Plan

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Fiscal Year	2017	LEA Name	Grady	LEA Coordinator	Jackie McCurry
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Equity Gap #1		
(LEAs must select an Equity Gap that addresses the needs of poverty and minority students.)		
<p>Equity Gap 1: Mean Growth Percentile (MGP)-Grady County Schools will address the equity gap for poverty and minority students in the area of mean growth percentile.</p>		
Equity Intervention Selected to Address Equity Gap #1		
<p>E-1: Schedule Class Size Reduction Teachers at a Level That is Evidence Based</p>		
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.		
	Personnel Responsible	Timeline
Implementation	Principal, Title II, Part A Director	FY17, FY18, & FY19. The district will analyze data over a three-year period.
<p>In order to decrease the equity gap in the mean growth percentile, specifically in the area of ELA (reading comprehension, Lexile Levels) and math (numbers and operations, problem solving), class size reduction will be utilized at the elementary level. As a result, this will allow teachers to implement the following:</p> <ol style="list-style-type: none"> 1. the ability to include innovative strategies, including cross-curricular activities 2. provide more frequent feedback 3. recognize learning problems more effectively 4. provide more individualized instruction <p>This also will ensure equitable class sizes at all schools.</p>		
Monitoring Implementation	Principal, Title II, Part A Director	FY17, FY18, & FY19. The district will analyze data over a three-year period.
<p>Monthly monitoring of the effectiveness of implemented programs will be conducted at the school level and reported to the Title II Director for additional review. This monitoring will include reviewing data to determine if strategies that have been utilized are decreasing the equity gap in student achievement as reflected in the mean growth percentile. Schools will review the following data to make this determination: student achievement (9-weeks and midterm reports, SLO results,</p>		



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<p>formative and summative assessment results, GA Milestones), TKES evaluations and walk-through reports, and subgroup data analysis. Summaries of the results of the monthly monitoring meetings will describe the effect implemented strategies are having and/or changes that are needed.</p>		
<p>Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap</p>	<p>Principal, Title II Director</p>	<p>FY17, FY18, & Fy19. The district will analyze data over a three-year period.</p>
<p>Data collected from monthly monitoring reports will be used to determine the effectiveness of implemented programs to increase student achievement as reflected in the mean growth percentile. This includes student achievement data (CCRPI, GA Milestones, 9-week and mid-term grades, SLO results, and formative and summative assessment results), TKES observations, administrative walk-throughs, and subgroup data analysis to monitor changes in the equity gap.</p>		
<p>Allocation of Resources and/ or Coordination of Funds Required to Implement Equity Intervention</p>		
<p>Title II, A funds will be used for salaries and benefits of class size reduction teachers.</p>		

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Equity Gap #2		
(LEAs must select an Equity Gap that addresses the needs of poverty and minority students.)		
<p>Equity Gap 2: Discipline: Minority Out-of-School Suspension</p> <p>Grady County Schools will address the equity gap for poverty and minority students in the area of discipline: out-of-school suspension. Reducing the percentage gap for in-school suspension will be an additional district focus.</p>		
Equity Intervention Selected to Address Equity Gap #2		
<p>PL-4: Offer Professional Growth Opportunities Designed to Produce Teachers and/ or School Leaders Prepared to Promote the Success of All Students</p>		
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.		
	Personnel Responsible	Timeline
<p>Implementation</p> <p>In order to reduce the percentage of students who receive out-of-school suspension at all grade levels, professional learning opportunities will be developed to improve teacher effectiveness in the classroom. These professional learning opportunities include the following:</p> <ol style="list-style-type: none"> 1. increasing the use of differentiation 2. improving instruction to meet the diverse needs of students, and address specific needs as identified through the comprehensive needs assessment 3. meeting state certification requirements to ensure that all teachers have the qualifications to provide high quality instruction 4. implementing PBIS at all schools. 	<p>Title II Director, Assistant Superintendent of Curriculum and Learning, Principals, School Curriculum Coordinators</p>	<p>FY17, FY18, & Fy19. The district will analyze data over a three-year period.</p>
<p>Monitoring Implementation</p> <p>Professional learning opportunities will be evaluated in the following ways:</p> <ol style="list-style-type: none"> 1. Evaluations will be completed and reviewed by the Assistant Superintendent of Curriculum and Learning for each professional learning session. 	<p>Title II Director, Assistant Superintendent of Curriculum and Learning, Principals</p>	<p>FY17, FY18, & Fy19. The district will analyze data over a</p>



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<ol style="list-style-type: none"> 2. Implementation of strategies will be monitored by school administrators and will be included in personnel evaluations. 3. Achievement data and discipline data will be reviewed and analyzed at the school level during monthly meetings and reported to the Title II director for additional review. <p>Data collected will be presented at Administrative meetings by the Title II director to analyze effectiveness and determine next steps. Data will include summaries of evaluations, student achievement data and discipline data collected monthly throughout the year.</p>		<p>three-year period.</p>
<p>Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap</p>		
<p>Data collected during monthly meetings and after the completion of professional learning sessions will be used to determine the effectiveness of strategies implemented as a result of the trainings. This will include the following:</p> <ol style="list-style-type: none"> 1. Improved teacher effectiveness as determined by TKES evaluations, TAPP monitoring reports, GACE results, walk-throughs, and administrative observations. 2. Increased student achievement as determined by 9-weeks and midterm reports, SLO results, formative and summative assessments, and standardized test results. 3. Improved student behavior as determined by discipline data (decreases in office referrals, out-of-school and in-school suspension rates). 4. A reduction in the equity gap as determined by an analysis of subgroup student achievement and discipline data. <p>Documentation will include sign-in sheets, agendas, minutes, evaluation summaries, and reports from professional learning opportunities; achievement and discipline data reports; sign-in sheets, agendas, and minutes from monthly monitoring meetings.</p>	<p>Title II Director, Assistant Superintendent of Curriculum and Learning, Principals</p>	<p>FY17, FY18, & Fy19. The district will analyze data over a three period.</p>
<p>Allocation of Resources and/ or Coordination of Funds Required to Implement Equity Intervention</p>		



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Title II, Part A funds - Professional learning workshops, TAPP and GACE fees, travel, materials, registration fees, substitutes, consultants.