FY17 Local Education Agency (LEA) Equity Action Plan

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Fiscal Year	2017	LEA Name	Wilkes	LEA Coordinator	Lisa Isham

Equity Gap #1 **(LEAs must select an Equity Gap that addresses the needs of poverty and minority students.)**		
Gap 1: CCRPI		
Equity Intervention Selected to Address Equity Gap #1		
PL-4: Offer Professional Growth Opportunities Designed to Produce Teachers and/ or School Leaders Prepared to Promote the Success of All Students		
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**
System-wide implementation of Professional Learning Communities (PLCs) to engage all teachers in collaborative groups Action Steps:		
1. Conduct book study with leadership to develop understanding of PLCs	District leaders	August 2016-October 2016
2. Establish PLCs at schools	School leaders	September 2016
3. Develop norms and protocols for PLCs	PLCs	September 2016
4. Provide professional learning based on group needs: (may include contracted services, RESA consultants, online PL) on best practices, data analysis, assessment, etc.	PLCs	September 2016-May 2017 (every 2 weeks
Monitoring Implementation		
School leadership (principals and coaches) will observe and monitor PLCs	Principals Instructional Coaches	September 2016-May 2017 (monthly)
Superintendent and Curriculum Director will meet with leaders monthly to discuss PLC implementation successes and challenges:	Superintendent Curriculum	September 2016-May 2017

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What is going well? , What changes need to be made? , What support do you need for your PLCs? , Is any outside help needed to make PLCs more successful?	Director	(monthly)
Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap	**Personnel Responsible**	**Timeline**
Professional learning surveys PLC documentation TKES data CCRPI scores	Title II-A Coordinator Principals Instructional Coaches Principals Superintendent Curriculum Director Instructional Coaches	May 2017 September 2016-May 2017 (ongoing) May, June 2017
Allocation of Resources and/ or Coordination of Funds Required to Implement Equity Intervention		
Title II-A funds for contracted professional services, stipends or substitutes as needed for professional learning Title II-A funds for online professional learning platform State PL funds for professional learning Local funds for online assessment and data management platform		

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Equity Gap #2 **(LEAs must select an Equity Gap that addresses the needs of poverty and minority students.)**		
Gap 2: Minority ISS		
Equity Intervention Selected to Address Equity Gap #2		
E-4: Evaluate and Monitor the Working Environment in Support of a Positive School Climate		
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**
System will begin full implementation of Positive Behavior Interventions and Support (PBIS). Training on PBIS will continue (Tier 2, Classroom training)	PBIS Coordinator PBIS school teams PBIS Coaches/Team at each school Administrators	August 2016-May 2017 (ongoing) August 2016-May 2017 (ongoing)
Monitoring Implementation	**Personnel Responsible**	**Timeline**
Walkthroughs will be conducted by PBIS coordinator/team/outside PBIS support.	PBIS Coordinator/Coaches	August 2016-May 2017 3 per year: Fall, Winter, Spring
Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap	**Personnel Responsible**	**Timeline**
Discipline data will be tracked to look for trends, issues that need to be addressed.	PBIS teams Leadership team	August 2016-May 2017 (monthly) August 2016-May 2017 (monthly)

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Allocation of Resources and/ or Coordination of Funds Required to Implement Equity Intervention
Title II-A funds for contracted professional services, stipends or substitutes as needed for professional learning Title II-A funds for online professional learning platform State PL funds for professional learning Local funds for online assessment and data management platform and discipline tracking software