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

**Gap 1: Discipline: Minority Out-of-School Suspension**

**Equity Intervention Selected to Address Equity Gap #1**

**PL-1: Provide Targeted School Personnel Training on Student Supports and Interventions**

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.

<table>
<thead>
<tr>
<th>Personnel Responsible</th>
<th>Timeline</th>
</tr>
</thead>
<tbody>
<tr>
<td>BCPS Directors (PL, Curriculum, Student Services)</td>
<td>Initial PLC - July 2016, <em>Face to face meetings</em> – January/May – Principals - monthly <em>Online collaboration</em> – August 2016 – May 2017</td>
</tr>
<tr>
<td>BCPS Curriculum/PL Directors and School</td>
<td>Redelivery – Sept. – May</td>
</tr>
</tbody>
</table>

- BCPS administrative team (principals, assistant principals) will participate in a District-wide Admin PLC to include district data discussions and other professional learning tasks focused on student identification and targeted assistance.

- Admin Teams will also participate in training with PAGE (PAGE/Burke Initiative and APTLA) to focus on climate and culture – a desire to learn, refocusing on quality instruction, the development of protocols, and emphasizing the need to address student needs.

- Teachers will be involved in site-based or district-wide professional development offerings that focuses on student engagement (instructional framework, instructional technology), creating a positive learning environment (Love
and Logic, instructional strategies, and cultural awareness in the classroom), and root cause analysis. | Instructional Team | Job embedded coaching/ PLCs – Aug – May PL Offerings - Ongoing
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### Monitoring Implementation
- Online collaboration and data analysis – monthly
- School level leadership meetings – quarterly
- “Pulse Check” Surveys - EOY
- Discipline Data analysis – quarterly
- PL Reports and surveys – when applicable

<table>
<thead>
<tr>
<th>Monitoring Implementation</th>
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</thead>
<tbody>
<tr>
<td><strong>BCPS Curriculum/PL and Student Services Directors, Superintendent, Asst. Sup.</strong></td>
</tr>
<tr>
<td>Monthly – September - May</td>
</tr>
</tbody>
</table>

### Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap
- Data from discipline program – Educator’s Handbook
- TKES data – Standards 3, 4, 7, and 8
- Other data identified from leadership meetings and needs analysis

<table>
<thead>
<tr>
<th>Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap</th>
</tr>
</thead>
</table>
| **BCPS Directors – SIS/Student Services/ Instructional Technology** will collect and analyze student discipline data  
**TKES/LKES Super Users will collect and analyze TKES data**  
**Other data - TBD** |
| **Discipline Data due by June 15, 2017**  
**TAPS Summative Data due to Title IIA by June 1, 2017**  
**Other data - TBD** |

### 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 for training; stipends for off contract participants; supplies
- State PL funds – Stipends for teachers and any school leader off contract during July professional development
- Local funds – Supplies for implementing action plans

<table>
<thead>
<tr>
<th>Allocation of Resources and/ or Coordination of Funds Required to Implement Equity Intervention</th>
</tr>
</thead>
</table>
| **Title II, Part A funds**  
**State PL funds**  
**Local funds** |

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### Equity Gap #2
(LEAs must select an Equity Gap that addresses the needs of poverty and minority students.)

**Gap 2: Mean Growth Percentile (MGP)**

#### Equity Intervention Selected to Address Equity Gap #2

**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.

<table>
<thead>
<tr>
<th>Personnel Responsible</th>
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</tr>
</thead>
<tbody>
<tr>
<td><strong>Implementation</strong></td>
<td></td>
</tr>
<tr>
<td>Teachers will participate in grade level, content, and vertical PLCs. Teachers will participate in content specific professional development (Math, ELA/Reading, Writing, Science and Social Studies), to include training on the instructional framework, standards deconstruction, training on new Science and Social Studies standards, meaningful and rigorous tasks creation, and</td>
<td>BCPS PL Directors, School Instructional Leaders, Instructional Coaches</td>
</tr>
<tr>
<td>Support and training for new teachers and mentors.</td>
<td>BCPS PL Directors,</td>
</tr>
<tr>
<td>BCPS administrative team (principals, assistant principals) will participate in a District-wide Admin PLC to include a book study, <em>Never Underestimate your Teachers: Instructional Leadership for Excellence in Every Classroom</em>, addressing effective feedback and courageous conversations, and the power of professional learning communities.</td>
<td>BCPS PL Directors and Assist. Sup.</td>
</tr>
</tbody>
</table>

#### Monitoring Implementation

- PLC agendas, minutes, and sign-in sheets
- Consultant agendas and sign-in sheets
- New Teacher monthly calendars and reflections
- Administrators online collaboration and feedback

| BCPS PL Directors, School Instructional | Monthly – Aug 2016 – May 2017 |
### Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap

- Data from PL and new teacher surveys
- TKES data – Standards 2, 3, 4, and 8
- Benchmark and state standardized and local assessment data

**Leaders**

- TKES/LKES Super Users will collect and analyze TKES data
- BCPS Curriculum Directors

**Data from professional learning activities, benchmarks, local assessments to measure student growth, and state assessments will be reported by June 15, 2017**

- New teacher data analysis due by June 15, 2017
- TAPS Summative Data due to Title IIA by June 1, 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 for training; stipends for off contract participants; registration and travel costs for train-the-trainer model/ conferences; Mentor and new teacher stipends for core content teachers
- **State PL funds** – Stipends any school leader off contract during July professional development
- **Local funds** – Supplies for implementing professional learning activities, resources and/or books for PLCs, registration and travel costs for train-the-trainer model/ conferences