**Equity Gap #1**

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

**Gap1: CCRPI – increase score by school and by district**

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

**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>Implementation</th>
<th>Personnel Responsible</th>
<th>Timeline</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Align curriculum maps, pacing guides and assessments for each grade level and content area</td>
<td>Curriculum director Academic Coaches Principals Teachers</td>
<td>Summer 2016 Fall 2016</td>
</tr>
<tr>
<td>• Provide targeted job-embedded professional learning focused on providing appropriate rigor and relevancy for grades K-12 teachers in all core content areas</td>
<td>Academic Coaches Grade/content chairperson Principals</td>
<td>Ongoing; August 2016 – May 2017</td>
</tr>
<tr>
<td>• PL on differentiated instruction to enhance teachers’ ability to meet the needs of all learners</td>
<td>Academic Coaches Teachers Principals</td>
<td>Ongoing; August 2016 – May 2017</td>
</tr>
<tr>
<td>• Monitor fidelity of standards-based best practices</td>
<td>Principals Asst. Principal Academic Coaches</td>
<td>Ongoing; August 2016 – May 2017</td>
</tr>
</tbody>
</table>
## Monitoring Implementation

- Data from administrative focus walks
  - Principals
  - On-going, August 2016 – May 2017
  - Quarterly reports

- Agendas and sign-in sheets from PL activities
  - Academic coaches
  - Monthly reports

- Quarterly student assessment data analysis
  - Teachers
  - Academic coaches
  - Principals
  - Quarterly spreadsheet reports

- Student and teacher attendance data
  - School attendance clerk
  - Principals
  - Monthly reports

## Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap

- Increased student achievement on GA Milestones
  - Superintendent Curriculum Director
  - Principals
  - Teachers Academic Coaches
  - Data reporting is due on or before May 26, 2017
  - 2017 CCRPI report (Summative data)

## Allocation of Resources and/or Coordination of Funds Required to Implement Equity Intervention

- Title II-A funds – contracted services for PL for Math and Science teachers
- Title I & Title II-A funds – pay salary and supplement for academic coaches to provide job-embedded PL and coaching for core content teachers
- Title II-A funds – registration fees and mileage reimbursements for attending PL activities related to each school improvement plan off-campus
- State PL funds - registration fees and mileage reimbursements for attending PL activities related to each school improvement plan off-campus
- State PL funds – PL activities for support staff who have roles in the implementation and monitoring of this plan
**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**

**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.

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<tr>
<th>Implementation</th>
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</tr>
</thead>
<tbody>
<tr>
<td>• Implement Positive Behavior Intervention System (PBIS)</td>
<td>District PBIS Coordinator School PBIS Coordinators Principals</td>
<td>Monthly or quarterly reports</td>
</tr>
<tr>
<td>district-wide for uniformity and consistency of school-wide discipline/behavior management</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Communicate behavior management expectations to teachers, students, and parents.</td>
<td>Curriculum Director Superintendent Principals Mentor teachers</td>
<td>Varies, dependent on time of exit</td>
</tr>
<tr>
<td>• Conduct exit interviews for teachers and leaders who leave the system</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Utilize shared decision-making to build relationships with all stakeholders and maintain positive school morale;</td>
<td></td>
<td>2x/per school year – Formative and Summative Evaluation Conferences</td>
</tr>
<tr>
<td>• Build leadership capacity in faculty members</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• (School leaders) Promote and maintain a collegial environment and support staff members</td>
<td>Principals Curriculum Director</td>
<td>On-going; August 2016-May 2017 Collected quarterly as schools plan and host activities – may vary</td>
</tr>
<tr>
<td>• Seek consultation for school leadership development and contract with organization to provide training to each school’s leadership team</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Monitoring Implementation

- PL calendar of activities
- Agendas and sign-in sheets
- Monthly PBIS meeting agendas/minutes
- Monthly ISS/OSS reports
- Monthly teacher attendance data

<table>
<thead>
<tr>
<th>Academic coaches</th>
<th>School and district PBIS Coordinators</th>
<th>ISS instructor School Attendance clerks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monthly</td>
<td>Monthly</td>
<td>Monthly</td>
</tr>
</tbody>
</table>

## Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap

- Increased teacher retention rate
- Increased Star Climate Rating per school
- Data from exit interviews
- Monthly meeting logs and associated documentation of meetings

<table>
<thead>
<tr>
<th>Title II Director will collect and analyze exit interview and retention data</th>
<th>Interview and retention data is due to the Title II-A Director by June 2, 2017.</th>
</tr>
</thead>
</table>

## Allocation of Resources and/or Coordination of Funds Required to Implement Equity Intervention

- Title II-A Funds - Contracted services for school leadership development
- Title II-A Funds – Registration fees for attending allowable professional learning activities and professional books that may be associated with such activities
- State PL funds - Stipends for mentors of new teachers
- State PL funds –PL activities for support staff who have roles in the implementation and monitoring of this plan