Carroll County
FY19 Equity Plan

- Identify Needs
- Select Interventions
- Examine Progress
- Implement Plan
- Coherent Instructional System
- Professional Capacity
- Supportive Learning Environment
- Family & Community Engagement
- Effective Leadership
**Data Profile Variable Selected for Equity Gap #1**

<table>
<thead>
<tr>
<th>If applicable, indicate student achievement area of focus</th>
<th>All Content Areas</th>
</tr>
</thead>
<tbody>
<tr>
<td>If applicable, indicate grade level spans</td>
<td>All Grade Levels</td>
</tr>
<tr>
<td>If applicable, indicate subgroup focus</td>
<td>All Subgroups</td>
</tr>
</tbody>
</table>

Using the State Longitudinal Data System (SLDS), LEAs must analyze the data variable selected for focus in FY19. LEAs MUST focus on gaps that impact high poverty and/or high minority schools. Gaps may exist between GA data and LEA data, LEA high and low poverty schools and/or LEA high and low minority schools. LEAs without gaps should select areas for continuous improvement.

There is a significant gap in the number of principals leaving (resigning/transferring/retiring) in high minority schools (5) than low minority schools (0).

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

EI-5 Support the Retention of Effective Teachers & Effective School Leaders

Describe how the Equity Intervention will be 1) implemented, 2) monitored, and 3) measured for effectiveness in the current fiscal year.

<table>
<thead>
<tr>
<th>Describe the intervention ACTIVITIES/STRATEGIES the LEA will implement to address Equity Gap #1.</th>
<th>Personnel Responsible (by Position)</th>
<th>Timeline (Ex: weekly, monthly, quarterly)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. District Level Advocate assigned to all New Principals (new to a school and new to profession)</td>
<td>Dr. Christi Teal</td>
<td>Weekly</td>
</tr>
<tr>
<td></td>
<td>Dr. Dana Harman</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr. Scott Cowart</td>
<td></td>
</tr>
<tr>
<td>2. Administrative Coach assigned to all 1st year and 2nd Year Principals.</td>
<td>Dr. Christi Teal</td>
<td>Monthly</td>
</tr>
<tr>
<td></td>
<td>Dr. Dana Harman</td>
<td></td>
</tr>
<tr>
<td>3. Peer Cohort for all new Principals</td>
<td>Dr. Christi Teal</td>
<td>Monthly</td>
</tr>
<tr>
<td></td>
<td>Dr. Dana Harman</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mr. Scott Cowart</td>
<td></td>
</tr>
<tr>
<td>4. Grade Level Cohort for Principals</td>
<td>Mrs. Jennifer Shirley</td>
<td>Monthly</td>
</tr>
<tr>
<td></td>
<td>Mr. Travis Thomas</td>
<td></td>
</tr>
<tr>
<td>5. West Georgia RESA Cohort support for New Principals</td>
<td>Dr. Mark Wilson</td>
<td>Monthly</td>
</tr>
<tr>
<td>6. District Principal's Meetings</td>
<td>Dr. Christi Teal</td>
<td>Monthly</td>
</tr>
<tr>
<td></td>
<td>Dr. Dana Harman</td>
<td></td>
</tr>
</tbody>
</table>
### Data to be collected to monitor the **IMPLEMENTATION** of intervention activities/strategies for Equity Gap #1.

| **Persons Responsible** (by Position) | **Timeline**  
|--------------------------------------|---------------
| [Assigned Advocates]                 | Daily         
| Dr. Mark Wilson                      |               
| District Administrators              |               
| Dr. Christi Teal                     |               
| Dr. Dana Harman                      |               
| Mr. Scott Cowart                     |               |

### Data to be collected to measure the **EFFECTIVENESS** of intervention activities/strategies in reducing Equity Gap #1.

| **Persons Responsible** (by Position) | **Timeline**  
|--------------------------------------|---------------
| [Assigned Advocates]                 | Monthly—Formative 
| District Administrators              | Annually—Summative 
| Dr. Christi Teal                     | Annually       
| Dr. Dana Harman                      |               
| Mr. Scott Cowart                     |               |

### Describe how the LEA will **ALLOCATE/COORDINATE** Federal and/or nonfederal resources to implement equity interventions in order to reduce Equity Gap #1. If no resources are required – please state this.

Title II funds will be used to provide PL opportunities for administrators. Dr. Mark Wilson will be contracted with to provide support to new principals (1st year and 2nd year). Dr. Wilson’s contract will be funded with Title II, Part A Funds. Supplemental Title I, Part A IDEA, Title III, Part A, and Title IV, Part A funds will be used to support interventions and strategies to improve student achievement efforts.
Data Profile Variable Selected for Equity Gap #2

<table>
<thead>
<tr>
<th>Teacher Retention</th>
</tr>
</thead>
<tbody>
<tr>
<td>If applicable, indicate student achievement area of focus</td>
</tr>
<tr>
<td>If applicable, indicate grade level spans</td>
</tr>
<tr>
<td>If applicable, indicate subgroup focus</td>
</tr>
</tbody>
</table>

Using the State Longitudinal Data System (SLDS), LEAs must analyze the data variable selected for focus in FY19. LEAs MUST focus on gaps that impact high poverty and/or high minority schools. Gaps may exist between GA data and LEA data, LEA high and low poverty schools and/or LEA high and low minority schools. LEAs without gaps should select areas for continuous improvement.

There will be a significant gap in the number of new teachers in schools considered high minority than schools identified as low minority for the FY19 school year.

Equity Intervention Selected to Address Equity Gap #2

EI-1 Provide Targeted Teacher Development on Content, Pedagogy and 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.

<table>
<thead>
<tr>
<th>Describe the intervention ACTIVITIES/STRATEGIES the LEA will implement to address Equity Gap #2.</th>
<th>Personnel Responsible (by Position)</th>
<th>Timeline (Ex: weekly, monthly, quarterly)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Teacher Induction Program for New Teachers</td>
<td>Dr. Christi Teal</td>
<td>Summer</td>
</tr>
<tr>
<td>2. District Professional Learning Dates</td>
<td>Dr. Dana Harman</td>
<td>Quarterly</td>
</tr>
<tr>
<td>3. Collaborative Instructional Planning Meetings After School</td>
<td>Dr. Dana Harman</td>
<td>Monthly</td>
</tr>
<tr>
<td>4. Mentoring Programs in Schools</td>
<td>Dr. Christi Teal</td>
<td>Daily</td>
</tr>
<tr>
<td>5. Climate Plans</td>
<td>Mr. Scott Cowart</td>
<td>Monthly</td>
</tr>
</tbody>
</table>

Data to be collected to monitor the IMPLEMENTATION of intervention activities/strategies for Equity Gap #2.

<table>
<thead>
<tr>
<th>Personnel Responsible (by Position)</th>
<th>Timeline (Ex: weekly, monthly, quarterly)</th>
</tr>
</thead>
<tbody>
<tr>
<td>School Admin</td>
<td>Daily</td>
</tr>
</tbody>
</table>

Data to be collected to measure the EFFECTIVENESS of intervention activities/strategies in reducing Equity Gap #2.

<table>
<thead>
<tr>
<th>Personnel Responsible (by Position)</th>
<th>Timeline (Ex: weekly, monthly, quarterly)</th>
</tr>
</thead>
<tbody>
<tr>
<td>School Admin</td>
<td>Annually</td>
</tr>
<tr>
<td>Describe how the LEA will ALLOCATE/COORDINATE Federal and/or nonfederal resources to implement equity interventions in order to reduce Equity Gap #1. If no resources are required – please state this.</td>
<td></td>
</tr>
<tr>
<td>---</td>
<td></td>
</tr>
<tr>
<td>Title I, Part A, Title II, Part A, Title III, Part A, and Local Extended Day funds will be used to support the professional learning opportunities for teachers. The above funding sources will also be used to purchase technology, software, materials, and resources to support teacher effectiveness.</td>
<td></td>
</tr>
</tbody>
</table>