

## FY19 Local Education Agency (LEA) Equity Action Plan

Document must be uploaded as an attachment to the FY19 CLIP.

<b>Fiscal Year</b>	2019	<b>LEA Name</b>	Taliaferro	<b>LEA Coordinator</b>	Andreana Jones
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### Data Profile Variable Selected for Equity Gap #1

Student Achievement	
<b>If applicable, indicate student achievement area of focus</b>	<b>All Content Areas</b>
<b>If applicable, indicate grade level spans</b>	<b>All Grade Levels</b>
<b>If applicable, indicate subgroup focus</b>	<b>All Subgroups</b>
<b>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.</b>	CCRPI - FY16 Score = 73.6; FY17 69.6 (Many GA Milestones EOC/EOG not included due to Too Few Students. Student proficiency rates in all four content areas remain below the state average and targets (No content area proficiency rate is above 50%)

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

**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.**

<b>Describe the intervention <u>ACTIVITIES/STRATEGIES</u> the LEA will implement to address Equity Gap #1.</b>	<b>Personnel Responsible</b> (by Position)	<b>Timeline</b> (Ex: weekly, monthly, quarterly)
STUDENT ACHIEVEMENT IN ELA, MATH, SCIENCE, SOC. STUDIES: The district will provide professional development to teachers, paraprofessionals, and tutors in support of the four academic areas (ELA, Math, Science, Social Studies). Professional development will focus on differentiation and specialized instruction based on student data, supporting struggling students and advanced students, and implementing student intervention strategies. The district will fund registration fees or contract services to provide the professional development	Title II-A Coordinator; Instructional Coaches; Contracted Consultants	Quarterly
<b>Data to be collected to monitor the <u>IMPLEMENTATION</u> of intervention activities/strategies for Equity Gap #1.</b>	<b>Personnel Responsible</b> (by Position)	<b>Timeline</b> (Ex: weekly, monthly, quarterly)
Lesson Plans, Walkthroughs; Intervention & Progress Monitoring Logs	Teachers, paras, tutors	Quarterly
<b>Data to be collected to measure the <u>EFFECTIVENESS</u> of intervention activities/strategies in reducing Equity Gap #1.</b>	<b>Personnel Responsible</b> (by Position)	<b>Timeline</b> (Ex: weekly, monthly, quarterly)
GA Milestones EOC/EOG; Progress Monitoring Data; TKES Summary Reports	Principal; Leadership Team; Teachers;	Dec 2018 May 2019

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<b>Describe how the LEA will <u>ALLOCATE/COORDINATE</u> Federal and/or nonfederal resources to implement equity interventions in order to reduce Equity Gap #1. If no resources are required – please state this.</b>
Title II-A/SIG/Local" Contract fees; Registration Fees; Title I-A/SIG/RLIS/Local: Instructional supplies required for implementation

Data Profile Variable Selected for Equity Gap #2	
<b>Teacher Retention</b>	
<b>If applicable, indicate student achievement area of focus</b>	<b>All Content Areas</b>
<b>If applicable, indicate grade level spans</b>	<b>All Grade Levels</b>
<b>If applicable, indicate subgroup focus</b>	<b>All Subgroups</b>
<p><b>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.</b></p>	<p>Teacher Retention = FY17 88%; FY18: 1 special education position has yet to be filled; 2 teachers w/o clear, renewable licenses</p>

Equity Intervention Selected to Address Equity Gap #2
<b>EI-5 Support the Retention of Effective Teachers &amp; Effective School Leaders</b>

Describe how the Equity Intervention will be 1) implemented, 2) monitored, and 3) measured for effectiveness in the current fiscal year.		
Describe the intervention <u>ACTIVITIES/STRATEGIES</u> the LEA will implement to address Equity Gap #2.	Personnel Responsible (by Position)	Timeline (Ex: weekly, monthly, quarterly)
<p>*The LEA will support core academic content teachers in acquiring advanced degrees or teachers without certification in their core content area, where courses complement state academic and student achievement standards. The district waives certification but encourages teachers without a clear, renewable certificate to enroll in a program for professional and pedagogical training to support improvement in their effectiveness as teachers. The district increases the chance of retaining teachers if they are successful in providing instruction. The district will reimburse teachers for college courses taken and TAPP program fees up to \$4,000 per year per teacher. Teachers will have to remain employed with the district:</p> <p>a. One year for each year that courses are reimbursed for if the degree/certification program or TAPP program is not completed (The first year begins the year after the last class fee is reimbursed)</p> <p style="text-align: center;">or</p>	<p>Teachers, Principal, Title II Coordinator, HR Director</p>	<p>Dec 2018 May 2019</p>



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<p>b. A minimum of two years after the completion of the degree/certification program or TAPP program.</p> <p>The teacher will sign a binding contractual agreement to repay all or part of the funds the LEA has provided in the event the teacher does not maintain employment in the LEA for the specified period.</p>	<p>Title II Coordinator HR Director</p>	
<p><b>Data to be collected to monitor the <u>IMPLEMENTATION</u> of intervention activities/strategies for Equity Gap #2.</b></p>	<p><b>Personnel Responsible</b> (by Position)</p>	<p><b>Timeline</b> (Ex: weekly, monthly, quarterly)</p>
<p>*Teachers will submit a program title and description from the post-secondary institution, an official transcript, and a summary of how the courses taken during the year have led to them becoming more effective in improving student achievement.</p>	<p>Teachers, Title II Coordinator, HR Director</p>	<p>Dec 2018 May 2019</p>
<p><b>Data to be collected to measure the <u>EFFECTIVENESS</u> of intervention activities/strategies in reducing Equity Gap #2.</b></p>	<p><b>Personnel Responsible</b> (by Position)</p>	<p><b>Timeline</b> (Ex: weekly, monthly, quarterly)</p>
<p>Teacher Retention Rate TKES Summary Data</p>	<p>Principal Title II Coordinator</p>	<p>Dec 2018 May 2019</p>
<p><b>Describe how the LEA will <u>ALLOCATE/COORDINATE</u> Federal and/or nonfederal resources to implement equity interventions in order to reduce Equity Gap #1. If no resources are required – please state this.</b></p>		
<p>Title II-A Reimbursement of tuition; State/Local/Federal-No stipends, travel, or instructional materials paid</p>		