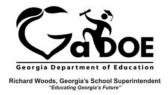


FY17 Local Education Agency (LEA) Equity Action Plan

The contents of this template were developed under a grant from the U.S. Department of Education. However, those contents do not necessarily represent the policy of the U.S. Department of Education, and you should not assume endorsement.

Fiscal Year	2017	LEA Name	Coffee County	LEA Coordinator	Kim Miller			
Equity Gap #1 (LEAs must select an Equity Gap that addresses the needs of poverty and minority students.)								
Gap 1: Teacher Retention (all schools; particularly secondary)								
Equity Intervention Selected to Address Equity Gap #1 P-2: Support the Retention of Effective Teachers								
				ted 2) monitore	d and 3) measure	od		
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.								
				Personn Responsi	Timelin	е		
Implementa	tion							
or pos togeth includ relatic facilita includ	sition) Title ner to coor es managin onships, fos ating a sup es 3 days (or Program	ademy (for teachers IIA Coordinator and dinate the New Teac ng the school enviro tering instructional portive school conte Two during preplan (for teachers/leaded Title IIA Coordinato	HR Director work cher Academy whi onment, building development, and ext. The academy ning; One in Janua rs new to system,	Title IIA Coordinator Asst. Superintende PL Coordinat ry) Principals/AP Mentors	or	– ary		
with n Progra expan and o requir coach oppor	nentors/me am/Handbo ds the Nev ffers suppo ed to meet them in th	edetermine mentors entees to overview N bok. This program co reacher Academy ort in TKES/LKES star weekly with mento eir classrooms, and he new teacher/leac eader.	Ventor ontinues and throughout the ye ndards. Mentors ar rs, observe and provide an		August – N Job embedded coaching - Monthly August – N	d -		
 New Teacher Incentives - provided for the most effective new teachers (1-3 years) at each level: elementary, middle, high school 				ve	Annually			



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Monitoring Implementation				
 New Teacher Academy – school leadership will monitor new teacher progress through TKES, walk-throughs, and lesson plans. 	HR Director Title IIA Coordinator A Superintendent	New Teacher Academy – July, January		
 Mentor Program – Title IIA coordinator, school leadership, and academic coach will monitor implementation of the program through the quarterly documentation required in the Mentor Handbook. 	Principals/APIs	Mentors – Monthly August – May		
 New Teacher Incentives – TKES, walk-throughs, growth measures 				
Measuring for Effectiveness of Implementation				
and Ability to Reduce Equity Gap				
 Data from exit surveys; Mentor/Mentee Program Evaluations 2016-17 and 2017-18 Retention rate of teachers measured over 2 years (2016- 17 and 2017-18) TKES data and annual student growth measures 	HR Director Title IIA Coordinator Principals/APIs	April – May 2017, 2018		
Allocation of Resources and/ or Coordination	of Funds Required			
to Implement Equity Intervent				
 Title II, Part A - Induction activities (NTA, Mentor Program, Incentives) stipends, contracted services, and PL books required for training. State Staff Dev funds – Induction activities (NTA and Mentor Program) stipends, contracted services, and PL books required for training (for Title II, Part A non-allowable staff) Local funds – Supplies for implementing action plans 				



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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 - LEA

Equity Intervention Selected to Address Equity Gap #2

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.

	Personnel Responsible	Timeline
Implementation		
 GLISI – target 2 schools yearly (teacher and leader training) Oct/Nov PLCs/RESA/LEA Trainings – specialized training in core content, standards, data use, rigor, DI TKES/LKES/CCRPI – additional support/training Diverse Learners – Incorporate strategies to meet the needs of at-risk and high achieving learners including Gifted, EL, STEM, Migrant, at-risk, ED, SWD Student engagement/classroom management – implement PBIS, Habitudes Academic coaches – provide academic coaches at every school 	Superintendent Title IIA Coordinator Principals/APIs Academic Coaches	Monthly (July- June)
Monitoring Implementation		
 GLISI school action plan; PLC minutes/agendas; Training PowerPoints/sign in sheets; PBIS and Habitudes Implementation Plans; formative data; summative data; 	Title IIA Coordinator Principals/APIs Academic Coaches	Monthly (July- June)
Measuring for Effectiveness of Implementation		
and Ability to Reduce Equity Gap		
 Formative data (benchmarks, CBMs, Lexiles, midterms/finals) 	Title IIA Coordinator Superintendent	Quarterly (July- June)



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 Summative (EOG and EOC), Endorsement data, lesson plans 	Asst. Superintendent Principals/APIs Academic Coaches				
Allocation of Resources and/ or Coordination of Funds Required to Implement Equity Intervention					
 Title II, Part A funds – GLISI, core content training, rigor/relevance, data use, DI, additional support for TKES/LKES/CCRPI, Diverse Learners 					
 State Staff Dev funds/ Title I, Part A (Title II, Part A non-allowable staff) - GLISI, core content training, additional support for TKES/LKES/CCRPI, Habitudes GaDOE – PBIS implementation, training and support 					
 Local funds – Supplies for implementing action plans 					