

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	Clinch County	LEA Coordinator	Dane Heard
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Equity Gap #1		
(LEAs must select an Equity Gap that addresses the needs of poverty and minority students.)		
Gap 1: Principal Retention		
Equity Intervention Selected to Address Equity Gap #1		
P-3: Support the Retention of Effective School Leaders		
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		
<ul style="list-style-type: none"> Provide Professional Learning opportunities, along with peer mentoring within system and RESA Partial funding of advanced degrees for leaders/aspiring leaders out of professional learning funds Monthly, job embedded coaching 	Assistant Superintendent for Teaching and Learning Assistant Superintendent	Monthly, beginning July 2016 through May 2017 Job embedded coaching for Principals and Assistant Principals, monthly beginning July 2016 and ending June 2017
Monitoring Implementation		
<ul style="list-style-type: none"> Superintendent will observe monthly and meet with leaders every other month as part of LKES process Surveys of leaders LKES observations Follow up after Professional Learning, agendas, sign in sheets 	Superintendent Assistant Superintendent	Monthly, beginning August 2016 through May 2017



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<ul style="list-style-type: none"> • Monitoring of whether or not strategies taught are being implemented • Assistant Superintendent of Teaching and Learning will follow up monthly to ensure that strategies learned are effective • 	Assistant Superintendent	
Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap		
<ul style="list-style-type: none"> • Data from exit surveys for 2016/2017, if applicable • Retention rate of leaders, measured over 3 years 2016-17, 2-17-18 and 2018-19. 	Superintendent and Assistant Superintendent will collect and analyze data.	Survey and retention data as applicable will be reviewed by July 15 th , 2017
Allocation of Resources and/ or Coordination of Funds Required to Implement Equity Intervention		
<ul style="list-style-type: none"> • Professional Learning state funds. (specific to sending leaders for advanced leadership degrees) • Title IIA funds-Contracted services for professional development and books required for training 		

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Equity Gap #2		
(LEAs must select an Equity Gap that addresses the needs of poverty and minority students.)		
Gap 2: CCRPI		
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.		
	Personnel Responsible	Timeline
Implementation		
<ul style="list-style-type: none"> Core content ELA/Reading and Math teachers at Clinch Elementary, Clinch Middle and Clinch High School will attend professional learning opportunities related to their specific subject area to increase knowledge of content and pedagogy. Core content ELA/Reading and Math teachers will participate in Professional Learning Communities to review data of students and to ensure Georgia Standards of Excellence are being taught and implemented with fidelity. 	Assistant Superintendent of Teaching and Learning, Building level Administrators, Teachers, Instructional Coach, Graduation Coach, Title I Interventionist	Professional Learning will occur beginning August 2016 and ending May 2017. PLC's will occur monthly beginning in August 2016 and ending in May 2017.
Monitoring Implementation		
<ul style="list-style-type: none"> Professional learning training agendas, meeting minutes, monthly monitoring to ensure PL is working. PLC meeting agendas, meeting minutes and monthly monitoring of PLC's to ensure PLC's are effective Building level and District administrators will meet monthly to discuss progress of professional learning and PLC's and to discuss any possible barriers that exist in the implementation of action plans. 	Assistant Superintendent of Teaching and Learning, Federal Programs Coordinator, Instructional Coach, District Administrative team	Monthly, beginning in August 2016 and going through June 2017



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Measuring for Effectiveness of Implementation and Ability to Reduce Equity Gap		
<p>Monthly data meetings will be held by the Title I Interventionist:</p> <ul style="list-style-type: none"> • GRASP Data (benchmarking and progress monitoring tool) • MAP Data (standards based benchmarking tool) • CCRPI Achievement Data • Content Mastery Indicators at Elementary, Middle and High • Lexile levels • Attendance data 	<p>Building level administration, Instructional Coach, Title I Interventionist, Teachers</p>	<p>Monthly beginning August 2016 and going through May 2017.</p>
Allocation of Resources and/ or Coordination of Funds Required to Implement Equity Intervention		
<ul style="list-style-type: none"> • Title IIA funds to cover the cost of contracted services for professional learning, registration, travel, substitutes and professional books required for training. • Local funds will be utilized for any supplies and/or technology needed for the implementation of the PLC's. 		