

Conemaugh Township Area School District

Equity Plan

2018 - 2019

(Data from 17-18)

Submitted by:

Thomas Kakabar, Superintendent

/Federal Programs Coordinator

814-479-3702

Thomas.kakabar@ctasd.org

Nicole Dull, Elementary Principal

Revised Date: May 2, 2017

2. Provide a general summary of findings outlining where possible inequities exist. Address these areas as they specifically relate to Title I school data:

- School Name
- School Accountability Status
- School poverty percentage
- School minority percentage
- Number and percentage of applicably certified teachers
- Number and percentage of not certified qualified teachers
- Number and percentage of “not new teachers” (one who has taught in a public school for three or more full academic years).
- Number and percentage of “new teachers” (one who has taught in a public school for less than three full academic years).
- Number and percentage of ineffective teachers

Conemaugh Township Elementary School is a Title I Building that serves 4240 students in grades K-5. It is a non-designated building with 41% of the student population receiving free/reduced lunches. The school minority percentage is 2%. There are 35 teachers in the building and 100% of them are applicably certified teachers. Of the 35 teachers in the building, only one of them is a new teacher (3%). The other 31 teachers are not new (97%). All of the teachers in the building are effective, therefore 0% are ineffective.

*Conemaugh Township Middle/High School is **not** a title I Building that serves 533 students in grades 6-12. It is a non-designated building with 38% of the student population receiving free/reduced lunches. The school minority percentage is 2%. There are 40 teachers in the building and 100% of them are applicably certified teachers. Of the 40 teachers in the building, three of them are new teachers (8%). The other 37 teachers are not new (92%). All of the teachers in the building are effective, therefore 0% are ineffective.*

3. Provide a brief description of strategies the LEA is implementing to ensure low-income and minority children enrolled in Title I schools are not served at disproportionate rates by ineffective, out-of-field, or inexperienced teachers.

The Conemaugh Township Area School District utilizes various strategies to ensure low-income and minority children enrolled in our Title I schools are not served disproportionately by ineffective, out-of-field, or inexperienced teachers. Those strategies include:

- *Advertising for, interviewing, and hiring teachers that are certified to teach in the areas we have vacancies in.*

- *Ineffective teachers are put on improvement plans and not issued permanent teaching certificates if they do not meet the high standards of teaching that we expect.*
- *Inexperienced teachers are dispersed throughout the building so that one grade level does not have a high concentration of newly hired teachers. Staff members receive frequent, meaningful professional development to meet the diverse needs of our student population.*
- *All teachers for the 2018-2019 school year are properly certified to instruct in assigned areas and grade levels.*

4. How will the LEA determine whether or not the strategies are effective?

In order for us to determine if the strategies are effective or not, we use a number of measures:

- *Teacher evaluation tool (82-1)*
- *Danielson model for observations*
- *Local and state assessments*
- *PVAAS data*

