

Port Allegany School District Equity Plan

2018 - 2019



Local Education Agency (LEA) Teacher Equity Plan 2018 – 2019 School Year

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Port Allegany School District Equity Plan

The Port Allegany School District believes in equitable access to the best instruction for all students. The district is committed to implementing best practices in all classrooms to improve the achievement of all students.

The following items are included as part of the equity plan:

- School Accountability Status
- School Poverty Percentages (*Free/Reduced Lunch*)
- School Minority Percentage
- Teachers' applicable certification status
- Teacher experience percentage

Port Allegany School District chooses to accept Title I funding. In doing so, the District abides by the Every Student Succeeds Act (ESSA) of 2015 by developing an equity plan that ensures their poor and minority students in Title I schools are not being taught at a disproportionate rate by teachers who are ineffective, inexperienced (in PA, "experienced" means 3 or more years of teaching), or who are teaching out of field.

School Accountability Status based on PSSA and Keystone Assessments

Schools	Accountability Status
*Port Allegany Elementary School	Not designated
*Port Allegany Jr. Sr. High School	Not designated

*Title I School Buildings

School Poverty as determined by Free/Reduced Lunch (May, 2018 Statistics)

School	Free Lunch	Reduced Lunch	Total Students	Percent of F/R
PAES	303	13	503	62.8%
PAHS	170	11	382	47.3%
District	473	24	885	56.1%

School Minority Percentage (May, 2018 Statistics)

School	Number	Percent
PAES	9	1.7%
PAHS	16	4.1%
District	25	2.8%

ESSA Appropriately Certified Teachers

All public school teachers must meet appropriate state certification and licensure requirements of Pennsylvania.

Port Allegany School District's Position on Hiring and Retaining Appropriately Certified Teachers

In order to meet the diverse needs of our students, teachers are selected for employment based on several factors, including their ability to relate to the population of the students we serve. Teachers are recruited by posting vacancies on-line, in local and regional newspapers, and by advertising on college campuses.

If it becomes necessary to hire a teacher who is not appropriately certified, a plan is developed and closely monitored to ensure the teacher meets the plan's goal for obtaining appropriate certification within the first year of employment.

Teachers of all teaching levels are placed throughout the district to ensure that low income and minority students are not taught more frequently than other students by inexperienced teachers. The administration examines test results by grade level and subgroup in making decisions regarding teacher placement to ensure the delivery of quality instruction. Retaining highly qualified teachers is a goal of the Port Allegany School District.

Teachers are provided tuition reimbursement to enhance their effectiveness in the classroom. Professional development opportunities are offered throughout the school year and are designed to equip teachers with the latest research-based strategies aimed at meeting the needs of all students.

Parents may request information regarding the professional qualifications of their child's teacher(s), and of paraprofessionals who provide instructional services to their children.

Appropriately Certified Teacher Status for 2017-2018

School	% Appropriately State Certified
PAES	100%
PAHS	100%
District	100%

Teachers with Less than Three Years' Experience in 2017-2018

School	Number/Total Teachers Per Building	% < 3 Years' Experience*
PAES	6/41	14.6%
PAHS	4/34	11.7%
District	10/75	13.3%

*Definition of "not new teachers": one who has taught in public school for less than three years.

Summary Table

School	% Poverty	% Minority	% Appropriately Certified	% < 3 Years Experience	School Improvement Status
PAES	62.8%	1.7%	100%	14.6%	n/a
PAHS	47.3%	4.1%	100%	11.7%	n/a
District	56.1%	2.8%	100%	13.3%	n/a

Port Allegany School District

Strategies Being Implemented to Ensure Teacher Effectiveness

The Port Allegany School District lists goals and creates strategies recommended by the Comprehensive Planning Team to meet ACT 48 hours and certification requirements of the District's professional staff.

GOALS

- To provide opportunities for professional development designed to prepare staff for the implementation of curriculum, instruction and assessment based on PA Standards, PA Core Standards, and Assessment Anchors.
- To provide ongoing opportunities for professional development in the effective utilization of all technology as outlined in the District's Technology Plan.
- To identify, design, and implement programs to ensure a safe and responsible environment for learning.
- To provide ongoing opportunities for professional development for teachers and staff in strategies to accommodate the diverse needs of students.
- To provide opportunities for professional development in topics that will improve and promote professional responsibility and accountability.

The district suggests the following list of professional education options may be used to fulfill the six credits and/or 180 – hour requirements. Methods of delivery to meet these goals may include, but shall not be limited to the following:

STRATEGIES

- Collegiate studies
- Continuing professional education courses taken for credit
- Approved continuing education credits
- Curriculum development and other programs designed to deliver activities to departments or grade levels as determined by and/or approved by district administration
- Participation in professional conferences and workshops
- Education in the Workplace where the work is related to the professional educator's area of assignment and is approved by the administration and board of directors
- Review, redesign and restructuring of school programs, organizations and functions as determined by the school entity and approved by the school board
- In-service programs that comply with the professional education criteria
- Early childhood, Elementary, and Child Development activities for professional educators whose area of assignment includes kindergarten through fourth grade
- Other continuing professional education courses, programs activities or learning experiences sponsored by the Department of Education, Intermediate Units throughout the state, and Pennsylvania school entities

- Preparation of continuing professional education courses, in-service programs, or workshops for school districts, the Department of Education, professional conferences, or Intermediate units.
- Teachers, educational specialists, and administrators involved in approved councils, programs, or learning experiences occurring on a regular basis throughout the school year
- Induction professional development activities acquired through a district or intermediate unit defined induction plan
- Individualized projects/pilot programs which are defined as individually created projects designed to improve instruction and/or student achievement. The purpose, procedures, and timeline to be followed in order for successful completion and awarding of Act 48 credit will be determined collaboratively by the individual and supervisor prior to beginning the project
- On-line courses and webinars
- Presentation by staff for the entire school entity
- State-sponsored/developed professional education courses, programs, activities or learning experiences
- Training by textbook companies for the adoption of a program of study by district staff
- Training provided through grant participation

Potential providers, courses, programs, and activities

The following list includes, but is not limited to, approved providers the Port Allegany School District:

- The Pennsylvania Department of Education
- Providers approved by the Pennsylvania Department of Education
- Seneca Highlands Intermediate Unit 9
- Providers approved by the Pennsylvania Intermediate Units
- Pennsylvania Universities and Colleges including but not limited to; Penn State University, Temple University, Saint Bonaventure University, Clarion University, University of Pittsburgh-Bradford, Mansfield University, Northern Pennsylvania Regional Community College.
- Community, County, and State Agencies and Organizations including but not limited to; American Red Cross, American Heart Association, United Cerebral Palsy, DARE, Keystone State Reading Association.

The methods of Port Allegany School District in determining the effectiveness of the strategies may include, but shall not be limited to the following:

- Successful completion of the professional activity
- Completion of the appropriate documentation and paperwork associated with the professional activity
- Administrative observations
- Completion of appropriate surveys
- Review and reflection meetings