

## **North Schuylkill School District Equity Plan**

North Schuylkill's goal is equitable access for all students to the best instruction possible, provided by highly qualified teachers who are able to meet the diverse learning needs of all students. The North Schuylkill School System is committed to the following:

1. Implement best practices in all classrooms to improve the achievement of all students
2. Differentiate instruction to meet the needs of all students
3. Recruit and retain highly qualified teachers and paraprofessionals in core academic areas
4. Provide all students access to instruction by teachers who have equivalent teaching experience
5. Maintain comparable class sizes in all schools, regardless of student demographics
6. Provide instructional mentors to support teachers and improve student learning
7. Ensure teachers have achieved passing PRAXIS scores in core academic areas

North Schuylkill's equity plan focuses on the collaboration of all stakeholders including central office administrators, school administrators, teachers, paraprofessionals, parents and business partners. The needs assessment and planning process addresses equitable access of all students to highly qualified teachers and paraprofessionals, equity in teacher experience, equity in teacher training to meet the diverse needs of all learners, equity in class sizes, and recruiting and retaining highly qualified teachers which results in full equity for all students, regardless of the demographics of the students served. The LEA addresses class size equity by analyzing the individual class sizes within each school and across schools where grade levels are shared. If inequities are identified, the principal, along with central office administrators including the Title IIA system contact, will determine if students need to be moved to another class within the school to make the class sizes equitable or if a teacher must be hired to correct the discrepancy within the school or among the schools sharing common grade levels. All initiatives in the North Schuylkill School System are designed to assist in meeting our goal of providing a quality education for all children.

One of the most important factors in increasing student achievement is a highly qualified teacher. No Child Left Behind requires all teachers of core academic areas to be highly qualified. North Schuylkill actively recruits highly qualified teachers. 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 highly qualified, a Highly Qualified 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. Such teachers are notified of this obligation as a precondition of an offer of employment.

All students deserve access to instruction by teachers who have equivalent experience. North Schuylkill strives to ensure continued equal access to experienced teachers for all students regardless of the demographics of the students served. New and inexperienced teachers are placed throughout the system to ensure that low income and minority students are not taught more frequently than other students by inexperienced teachers. The Title I comparability report is used, as well as data from teacher assignments, to help in analyzing and monitoring that minority

and low income students are not taught at higher rates than other students by inexperienced and unqualified teachers.

In order to meet the diverse needs of our students, teachers are selected for employment based upon several factors including their ability to relate to the population of students we serve. Teachers participate in professional learning activities designed to better equip them to teach the students they serve. All teachers in the North Schuylkill Schools are in the process of being trained in differentiated instruction to enable them to meet the needs of all the students in their classroom. Data analysis of standardized test scores fosters this initiative as student strengths and weaknesses can be identified and instruction tailored to student needs. The district will also examine results by grade level and by subgroup to help make decisions regarding teacher placement and other curricular decisions designed to ensure the delivery of quality instruction. If it is determined that a teacher is not using the differentiation strategies necessary to meet the needs of the students, the building principals will observe the teacher and give him/her strategies to implement.

Retaining highly qualified teachers is a goal of the North Schuylkill School System. Teachers are provided tuition reimbursement as well as the opportunity to attend workshops and conferences designed to enhance teacher effectiveness, at district expense. The North Schuylkill Professional Education Contract provides for annual salary adjustments for teachers who complete satisfactory service. Besides tuition reimbursement, teachers are also afforded other fringe benefits including health, dental and life insurance. Such opportunities are offered as a way to retain highly qualified teachers. Teachers may earn extra income by teaching extended day, after school and/or summer school. They may also coach extracurricular activities to supplement their income.

# EQUITY PLAN WORKSHEET

## North Schuylkill School District 2009-2010

LIST of SCHOOLS	School Improvement Status	% of Poverty	% of Minority	# and % of HQ Teachers		# and % of non-HQ Teachers		Teacher Experience	
								# of "not new teachers" Completed 3 or more years of public school service	# of "new teachers" Less than 3 years of public school service
<i>North Schuylkill Elementary</i>	<i>Made AYP</i>	<i>44%</i>	<i>.030%</i>	<i>65</i>	<i>100%</i>	<i>0</i>	<i>0%</i>	<i>61</i>	<i>4</i>
<i>North Schuylkill Junior Senior HS</i>	<i>Warning</i>	<i>33%</i>	<i>.023%</i>	<i>64</i>	<i>100%</i>	<i>0</i>	<i>0%</i>	<i>47</i>	<i>17</i>

### October 2010 Enrollment

#### North Schuylkill Elementary- 1024 students

Free 152 students  
 Reduced 125 students  
 Direct Certified 176 students  
 Minority 32 students

#### North Schuylkill Junior Senior High School- 935 students

Free 101 students  
 Reduced 103 students  
 Direct Certified 105 students  
 Minority 22 students