



Avon Grove Charter School
Equity Plan
2023-2024

Avon Grove Charter School Teacher Equity Plan
2022-2023 School Year

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| <u>LEA</u> Avon Grove Charter School | | <u>Revision Date</u> 10.27.22 |
| <u>Contact Person</u> Jen Weaver: Director of Teaching and Learning & Federal Programs Coordinator | <u>Contact Phone</u> 484.667.5000 | <u>Contact Email</u> jweaver@agcharter.org |

The Equity Plan was reviewed by the following Committee:

| | |
|-------------------|-----------------------------------|
| Kristen Bishop | Head of School |
| Bryan Brutto | Chief Academic Officer |
| Tosha Bowers | Chief Personnel Officer |
| Jen Weaver | Director of Teaching and Learning |
| Ryan Taylor | Student Services Supervisor |
| Kelly Hendrickson | Principal-Grades K-3 |
| Sharon Ray | Principal-Grades 4-6 |
| GeriAnn Lambert | Principal-Grades 7-8 |

Matt Messick

Principal-Grades 9-12

1. LEA Equity Worksheet

LEA: Avon Grove Charter School

| List of Schools | School Improvement Status | % of Poverty | % of Minority | ASC Teachers (appropriate state-certified) | | Non-ASC | | Teacher Experience | |
|----------------------------------|---------------------------|--------------|---------------|--|------------|---------|------------|-------------------------|---------------------------------------|
| | | | | Number | Percentage | Number | Percentage | # of "not new" teachers | # of "new" teachers (3 years or less) |
| Avon Grove Charter School (K-12) | n/a | 39.07% | 31.2% | 135 | 96% | 6 | 4% | 122 | 19 |

2. Summary of Findings

*The Avon Grove Charter School's poverty rate is 39.07%, while the minority rate is 31.2%. In grades K-12, there are 135 instructional staff members. 96% of the teachers are appropriately state-certified. New teachers are defined as those with three or fewer years of experience. We have a total of **19** new teachers. New teachers make up 13.5% of the teaching staff. Poverty rates have increased from the previous year (32.3% to 39.07%).*

Based on the analysis of this data, it has been determined that considerations should be explored to re-assign staff for the upcoming school year:

- 4 MS teachers and 1 School Counselor identified as “new”. Disproportionally high compared to other divisions. (~33% of MS staff)
- 4 of the 4th-6th Grade Staff are considered “new”. (~30%)

3. Collect and report data on core academic subject teaching vacancies that are difficult to fill with highly qualified teachers, by LEA, school, and grade level.

| Core Academic Subjects and Grades with Teacher Vacancies that cannot be filled by Appropriately Certified Teachers | | | |
|--|--------------------------------------|----------------------------|---|
| <u>List of Schools</u> | <u>Subject</u> | <u>Grades</u> | <u># of Vacancies filled by non-AST per subject/grade</u> |
| Avon Grove Charter School-State Rd | Middle School Math (Extension Block) | 7th & 8th | 1 |
| Avon Grove Charter School-State Rd | Special Education | 7th-8th Emotional Support | 1 |
| Avon Grove Charter School-State Rd | Special Education | 6th Grade Learning Support | 1 |
| Avon Grove Charter School-State Rd | Special Education | 9th-12 Learning Support | 1 |

4. Description of strategies the LEA is implementing to ensure that poor and minority students are not taught at higher rates than other students by inexperienced, unqualified, and/or out of field teachers.

The Avon Grove Charter School is committed to ensuring equity for all students regardless of economic, race or social status. Guidelines have been put into place to ensure our hiring and placement process provides equal access to highly qualified instruction and instructors.

- *Only “appropriate state-certified” applicants are considered for employment; unless there is a lack of applicants with an appropriate certification. If this is the case, candidates are offer a position and given a three year period to obtain their certification in the area in which they are teaching.*
- *Students are grouped, both heterogeneous and homogeneous, for instructional purposes. Review of student data by teachers and administrators occurs through the MtSS process. Students are provided interventions based on the students’ needs and placed accordingly. Roster reviews are conducted to ensure sub-groups are represented.*
- *When instructional staff resigns from AGCS the following practices are put in place to ensure fidelity in the hiring process and support of new staff members:*
 - *Advertise on our website (www.agcharter.org), school-based social media outlets, and PA-REAP, LinkedIn & STS.*
 - *Screening process through Human Resources*
 - *Consistent hiring practices (interview questions, interview team, rubrics)*
 - *The induction program (2 years) is provided to all new, instructional staff regardless of experience. See [Induction Plan](#)*
 - *On-going support from the instructional coach.*
 - *Every new, instructional staff member is provided with a mentor.*
 - *Grade level meetings are scheduled at least once a week and divisional meetings occur on a monthly basis to ensure ongoing communication between staff and administration.*

- *On-going walkthroughs and observations are provided to all staff as outlined in our Professional Learning Plan.*
- *Title I teachers work collaboratively with classroom teachers to provide support and services to students who meet qualifying criteria.*
- *Collaboration with QUEST to promote a positive, proactive work environment.*
- *Collaborate with local colleges and universities to secure pre-service and student teaching experiences.*
- *Offer a tuition reimbursement and competitive benefits package for instructional staff.*
- *Staff Wellness Committee-monthly activities*
- *Participation in Virtual Job Fairs and host on-site Open House events to attract talent*
- *Improved marketing of positions through www.agcharter.org and social media*

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

Success will be measured by maintaining at least 95% rate of appropriately certified teachers, as well as sustaining a high level of teacher retention supported by the percentage of staff that have been employed by AGCS for five or more years.

- ***As of fall 2023:***
 - ***59% of our instructional staff have been employed by AGCS for five or more years.***
 - ***96%: appropriately certified***