



Avon Grove Charter School
Equity Plan
2025-2026

Avon Grove Charter School Teacher Equity Plan
2024-2025 School Year

<u>LEA</u> Avon Grove Charter School		<u>Revision Date</u> 9.17.24
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The Equity Plan was reviewed by the following Committee:

Jen Weaver	Director of Teaching and Learning
Ryan Taylor	Director of Student Services
Alex Bove	Director of Special Education
Kim Trembl	Curriculum Coordinator
GeriAnn Lambert	Principal-Grades 7-8
Sharon Ray	Principal-Grades 4-6
Matt Messick	Principal-Grades 9-12
Jen Florschutz	Special Education Coordinator

1. LEA Equity Worksheet

Revised 7.17.25

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	41%	68%	120	92%	11	8%	111	20

2. Summary of Findings

The Avon Grove Charter School’s **poverty rate is 41%**, while the **minority rate is 68%**.

In grades K-12, there are 135 instructional staff members. **92% 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 20 new teachers. **New teachers make up 7% of the teaching staff.**

- Kindergarten=2
- 1st=2
- 3rd=1

- 5th=1
- 6th=2
- 7th-12th=6
- Music=1
- Art=1
- Special Education= 4

Poverty rates have increased from the previous year (39.07% to 41%).

Based on the analysis of this data, it has been determined that considerations should be explored to:

- The Secondary Level- grades 7th-8th, specifically.
- Kindergarten and First Grade Teaching Staff

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- ELC	General	Kindergarten	1

*Filled as of 8/1/25

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 offered a position and given two years 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 student’s 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.*
 - *Elementary/Middle School: 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.*

- *High School: Monthly departmental meetings occur to ensure on-going 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 & In-person Job Fairs and host on-site Open House events to attract talent*
 - *For 25-26SY we are expanding attendance to job fairs out of state (MD)*
- *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 winter 2024:***
 - ***72 of our instructional staff have been employed by AGCS for five or more years. (54%)***
 - ***Appropriately certified***
 - ***Of the 11 staff not “appropriately certified”***
 - ***Emergency certified= 8***