

Long County Schools Equity Plan Notice

Long County's goal is equitable access for all students to receive the best instruction possible, provided by highly qualified teachers who are able to meet the diverse learning needs of all students. The Long County 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 coaches to support teachers and improve student learning.
7. Provide GACE test fee reimbursement for passing scores in core academic areas.

Long County's equity plan focuses on the collaboration of all stakeholders including central office administrators, school administrators, teachers, paraprofessionals, parents and business partners. A system level leadership team meets periodically to review progress and review equity needs. 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 during the annual needs assessment process 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 the Title IIA Director, 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. School personnel complete an annual needs assessment survey and data review, and parent and business partners are surveyed to gain input for planning as well. Once stakeholder input is complete, the school leadership team prioritizes needs at the school level. Each school's prioritized needs assessment is reviewed by central office program directors and a single consolidated and prioritized system level needs assessment is developed which targets improved student achievement and all equity components. All initiatives in the Long County 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. ESEA requires all teachers of core academic areas to be highly qualified. Long County actively recruits highly qualified teachers. Teachers are recruited at job fairs, by posting vacancies online and through current staff members who actively recruit teachers. When a teacher is hired who holds any type of provisional level certification, a HiQ plan is developed and closely monitored to ensure the teacher meets the plan's goal for obtaining the appropriate certification. Teachers are required to make adequate progress to maintain their highly qualified status.

All students deserve access to instruction by teachers who have equivalent experience. Long County 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. CPI data and student information data from teacher assignments is utilized to analyze and monitor the status of teachers of minority and low income students to monitor the rate at which these students are taught by inexperienced and unqualified teachers as compared to all students.

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 served by the Long County School System. Long County has a growing Hispanic/EL/military population, and a very large economically disadvantaged population. Teachers participate in professional learning activities designed to better equip them to teach the students they serve. All teachers in the Long County School System receive ongoing professional learning effective instructional strategies to enable them to meet the needs of all the students in their classroom. If it is determined that a teacher is not using the strategies necessary to meet the needs of the students, the instructional coordinator and/or Curriculum Director will complete observations and provide support. Instructional coordinators follow-up to make sure students are making adequate progress.

Retaining highly qualified teachers is a goal of the Long County School System. Teachers are given a local supplement based on training and experience, and they are provided free life insurance. Teacher transfers from one school to another are granted within system if at all possible 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.

PUBLIC NOTICE

Students, parents, employees and the general public are hereby notified that the Long County Board of Education is an equal opportunity education institution and will not discriminate on the basis of race, color, national origin, sex, handicap and/or age in its activities, programs or employment practices [including Career, Technical and Agriculture Education (CTAE) { Vocational } Programs] as required by Title VI, Title IX and Section 504. Lack of English language skills will not be a barrier to admission and participation in CTAE programs.

For information regarding civil rights, grievance procedures, provide feedback, or obtain a copy of the Long County School System Equity Plan, contact:

Kathy Simmons, Academic Officer
468 S. McDonald Street
Ludowici, GA 31316
Telephone: (912) 545-2367

AVISO PÚBLICO

Los estudiantes , padres, empleados y público en general, se le notifica que la Junta de Educación del Condado Long es una institución de igualdad de oportunidades de educación y no discriminar por motivos de raza, color , origen nacional, sexo, discapacidad y / o edad en sus actividades , programas o prácticas de empleo [incluyendo Educación Agricultura Carrera , Técnico y Tecnológico (CTAE) { } Vocacional programas], como lo requiere el Título VI , Título IX y la Sección 504. la falta de conocimientos del idioma inglés no sea una barrera para la admisión y participación en programas de CTAE .

Para obtener información acerca de los derechos civiles o procedimientos para quejas , comuníquese con la señora Kathy Simmons , 468 S. McDonald Calle Ludowici , GA 31316 , Teléfono : 912-545-2367 .