

EQUITY PLAN

Washington County Schools - 940

Submitted on August 12, 2019

- A. Currently, WCS has a total of thirty-five beginning teachers. The breakdown includes: Year 1 – 14 teachers; Year 2 – 12 teachers; and Year 3 – 9 teachers.

WCS has ten teachers with Emergency Teaching Permits and teaching out-of-field. The Human Resource Director is working very closely to ensure these teachers meet the licensure requirements and have a strong support system. At this time, there are no ineffective teachers based on end-of-year summative reports. However, it is the goal of the district to review the evaluation of student data and teacher performance to improve fidelity.

After reviewing data on the distribution of Highly Qualified and experienced teachers in Washington County Schools, we find no significant inequities exist in the distribution of teachers to schools. However, due to location, WCS has a hard time attracting HQ teachers. As a result, WCS hire a significant number of people who are Lateral Entry, and have testing and/or education requirements to meet – especially at Washington County Middle School and Washington County High School.

The 2016-17 HQ Teacher data (which is the most recent data) shows that WCS's elementary school has 86% HQ; middle school has 44% HQ; high school has 58% HQ; and the 6 – 12 school has 83% HQ. The 2017 – 18 data is very similar.

- B. Strategies used to address inequities include to strengthen our Beginning Teacher Support Program and Teacher Evaluation Process. Human Resources personnel will continue to identify and monitor the qualifications of teachers. Teacher test prep sessions will be provided for those that need help meeting the testing requirements. Teachers will attend Professional Development to help pass the required tests. WCS will pay for their first attempt of all tests needed for licensure. We have also partnered with the NC Beginning Teacher Support Program (NCBTSP) through East Carolina University to provide one-on-one instructional coaching and support for some Beginning Teachers.

Human Resources personnel will monitor the Beginning Teacher Program for inexperienced teachers by providing trained one-on-one mentors and appropriate professional development to ensure their continued professional growth.

Hiring practices /policies will continue to focus on those teachers who are HQ and special attention given to placement of teachers in assignments for which they are correctly licensed and HQ.

Human Resources personnel will provide school administrators with relevant information regarding the HQ status of their core academic teachers. Also, licensure information will be made available.

Human Resources, Curriculum & Instruction, Testing and Accountability personnel will continue to analyze status of all teacher contracts to ensure that contract conditions have been met and credentials of core teachers are being maintained.

- C. With the school consolidation, WCS now have more experienced and fully licensed teachers at the middle school and high school.

Another evidence of success is the awareness and documentation from system-wide checks regarding certification and assignment of teachers.

Human Resources personnel will review master schedules to confirm that teachers are HQ in their assigned subject areas.

Beginning Teacher Coordinator's reports of meetings, reflection pieces, and workshop attendance.

Beginning teacher evaluations.

Feedback and data from the NCBTSP