

Equity Plan

The Federal Government, under the regulations and the Title I funding parameters requires local school districts to develop an equity plan that assures that poor and minority students are not taught at higher rates than other students by inexperienced (1-2 years of teaching experience), unqualified or out – of – field teachers.

The Provident Charter School Area is committed to assuring equity for all students regardless of race or socio – economic status. Several guidelines are followed during our hiring, placement, to provide equal access to state certified instruction and instructors:

- All of our students are assigned to a state certified teacher – grouped classrooms with every effort being made to have all sub-groups represented. We analyze the results to ensure diversity.
 - Since it is inevitable that experienced teachers will leave the school for other reasons, we have the following strategies and practices in place.
1. Advertising for employment opportunities on our web-site, local media.
 2. Structured induction program during year 1 and 2.
 3. Individual mentors for all new staff.
 4. School meetings scheduled on a regular basis.
 5. Offer trainings and workshops to strengthen content knowledge and instructional strategies to all teachers.
 6. Continue working to align our system of recruitment, hiring, induction, supervision, and professional development.
 7. Continue to provide on – going support to all staff via our staff observation program
- Administrators as well as teacher leaders assist teachers with the implementation of the planned curriculum.
 - Our Title I teachers work in a team atmosphere to provide support and service to all Title I eligible students.
 - All current staff is state certified.

Measuring Success

Success will be measured by maintaining a 100% state certified staff as well as maintaining a high level of teacher retention supported by a supportive observation/evaluation model.