


# HOWARD GARDNER MULTIPLE INTELLIGENCE CHARTER SCHOOL

	Students/Families	SF19-0401
	Equity	ADOPTED DATE: April 16, 2019 REVIEWED DATE: REVISED DATE:

## Purpose

Public Schools (LEAs) that receive federal grants are required by the Every Student Succeeds Act (ESSA) to develop an Equity Plan for how they place teachers in schools and classroom to ensure that their poor and minority students are not being taught at a disproportionate rate by teachers who have less than three (3) years of teaching experience or who are teaching out of field. Since Howard Gardner Multiple Intelligence Charter School is one school, classrooms will be the focus of its Equity Plan in addition to teacher qualifications and experience.

## Equity Plan

HGMICS will develop an Equity Plan prior to the start of each school year that will include:

- A. The Operations Coordinator will collect student poverty and minority data, at a school-wide and classroom level based upon initial, albeit not final, placement of students.
- B. The CEO will verify teacher qualifications and experience to identify those teaching out of field and those with less than three (3) years teaching experience
- C. The CEO and Principal will an analysis the findings for the school overall and specifically for each classroom and teacher. Adjustments to classrooms will be made to ensure that inexperienced teachers are not disproportionately assigned minority and poor students. Consideration will also be given to the number of academically at-risk students assigned to less experienced teachers.
- D. If applicable, a data report on core academic subject teaching vacancies that are difficult to fill with experienced and qualified teachers.
- E. For all teachers with less than three years experience, strategies to support and respond to classroom demographics and teacher-supported actions.

## Evaluation

The Professional Development and Curriculum Committee will annually review the school's Equity Plan and Policy to determine the effectiveness of implemented strategies.