

**OSWAYO VALLEY SCHOOL
DISTRICT
EQUITY PLAN**



2022-2023

Local Education Agency (LEA) Teacher Equity Plan
2022-2023 School Year

Superintendent: Mr. Jed Hamberger

814-260-1700

jhamberger@oswayo.com

Elementary Principal/Federal Programs Coordinator: Ms. Erika Emerick

814-260-1702

eemerick@oswayo.com

Middle School/High School Principal: Mr. Mark Schlosser

814-260-1701

mschlosser@oswayo.com

Oswayo Valley School District Equity Plan

The Oswayo Valley School District believes in equitable access to the best instruction for all students. The district is committed to implementing best practices in all classrooms to improve the achievement of all students.

The following items are included as part of the equity plan:

- School Accountability Status
- School Poverty Percentages (Free/Reduced Lunch)
- School Minority Percentage
- Teachers' applicable certification status
- Teacher experience percentage

.....
Oswayo Valley School District chooses to accept Title 1 funding for Oswayo Valley Elementary School. In doing so, the district abides by the Every Student Succeeds Act (ESSA) of 2015 by developing an equity plan that ensures their poor and minority students in Title I schools are not being taught at a disproportionate rate by teachers who are ineffective, inexperienced (in PA, "experienced" means 3 or more years of teaching), or who are teaching out of field.
.....

School Accountability Status Based on PSSA and Keystone Assessments

Schools	Accountability Status
Oswayo Valley Elementary School *	Not designated
Oswayo Valley Middle School	Not designated
Oswayo Valley High School	Not designated

* Title 1 School Building

**School Poverty as Determined by Free/Reduced Lunch
2022-2023 School Year Data**

School	Free Lunch	Reduced Lunch	Total Students	Percent of F/R
OVES*	110	15	178	70%
OVMS	48	09	97	59%
OVHS	53	06	116	51%
District	211	30	391	62%

School Minority Percentage

School	Number	Percent
OVES*	0	0%
OVMS	1	0.1%
OVHS	2	0.2%
District	3	0%

ESSA Appropriately Certified Teachers

All public-school teachers must meet the appropriate state certification and licensure requirements of Pennsylvania.

Oswayo Valley School District's Position on Hiring and Retaining Appropriately Certified Teachers

To meet the diverse needs of our students, teachers are selected for employment based on several factors, including their ability to relate to the population of the students we serve. Teachers are recruited by posting vacancies on-line, in local and regional newspapers, and by advertising on and/or contacting college campuses.

If it becomes necessary to hire a teacher who is not appropriately certified, a plan is developed and closely monitored to ensure the teacher meets the plan's goal for obtaining appropriate certification within the first year of employment.

Teachers of all teaching levels are placed throughout the district to ensure that low income and minority students are not taught more frequently than other students by inexperienced teachers. The administration examines test results by grade level and subgroup in making decisions regarding teacher placement to ensure the delivery of quality instruction. Retaining highly qualified teachers is a goal of the Oswayo Valley School District.

Teachers are provided tuition reimbursement to enhance their effectiveness in the classroom. Professional development opportunities are offered throughout the school year and are designed to equip teachers with the latest research-based strategies aimed at meeting the needs of all students.

Parents may request information regarding the professional qualifications of their child's teacher(s), and of paraprofessionals who provide instructional services to their children.

Appropriately Certified Teacher Status for 2022-2023

School	% Appropriately State Certified
OVES*	100%
OVMS	75%
OVHS	90%
District	94%

Teachers with Less than Three Years' Experience in 2022-2023

School	Number/Total Teachers Per Building	% < 3 Years' Experience
OVES*	17	24%
OVMS	4	0%
OVHS	10	20%
District	31	19%

Summary Table

School	% Poverty	% Minority	% Appropriately Certified	% < 3 Years' Experience	School Improvement Status
OVES*	70%	0%	100%	24%	N/A
OVMS	59%	0.1%	75%	0%	N/A
OVHS	51%	0.2%	90%	20%	N/A
DISTRICT	62%	0%	94%	19%	N/A

Oswayo Valley School District

Strategies Being Implemented to Ensure Teacher Effectiveness

The Oswayo Valley School District administration and selected teachers meet annually to discuss and review strategies and goals needed to meet the need for Act 48 hours and certification requirements of the district's professional staff.

Goals:

- To provide opportunities for professional development designed to prepare staff for the implementation of curriculum, instruction and assessment based on PA Standards, PA Core Standards, and Assessment Anchors
- To provide ongoing opportunities for professional development in the effective utilization of all technology as outlined the District's Technology Plan
- To identify, design, and implement programs to ensure a safe and responsible environment for learning
- To provide ongoing opportunities for professional development for teachers and staff in strategies to accommodate the diverse needs of students
- To provide opportunities for professional development in topics that will improve and promote professional responsibility and accountability

The district suggests the following list of professional education options may be used to fulfill the six credits and/or 180 hours requirements. Methods of delivery to meet these goals may include, but shall not be limited to, the following:

Strategies

- Collegiate studies
- Continuing professional education courses taken for credit
- Approved continuing education credits
- Curriculum development and other programs designed to deliver activities to departments or grade levels as determined by and/or approved by district administration
- Participation in professional conferences and workshops
- Review, redesign and restructuring of school programs, organizations and functions as determined by the school entity and approved by the school boards
- In-service programs that comply with the professional education criteria
- Early Childhood, Elementary, and Child Development activities for professional educators whose area of assignment include Pre-Kindergarten through fifth grade
- Other continuing professional education courses, programs, activities, or learning experiences sponsored by the Department of Education, Intermediate Units throughout the state, and Pennsylvania school entities
- Preparation of continuing professional education courses, in-service programs, or workshops for school districts, the Department of Education, professional conferences, or Intermediate Units

- Teachers, educational specialists, and administrators involved in approved councils, programs, or learning experiences occurring on a regular basis throughout the school year
- Approved Induction Program activities acquired through a district or intermediate unit defined induction plan
- Individualized projects/pilot programs which are defined as individually created projects designed to improve instruction and/or student achievement. The purpose, procedures, and timeline to be followed for successful completion and awarding of Act 48 credit will be determined collaboratively by the individual and supervisor prior to beginning the project
- On-line courses and webinars
- Presentation by staff for the entire school entity
- State-sponsored/developed professional education courses, programs, activities or learning experiences
- Training by textbook companies for the adoption of a program of study by district staff
- Training provided through grant participation

Potential providers, courses, programs, and activities

- The Pennsylvania Department of Education
- Providers approved by the Pennsylvania Department of Education
- Seneca Highlands Intermediate Unit 9
- Providers approved by the Pennsylvania Intermediate Units
- Pennsylvania Universities and College including but not limited to: Penn State University, Temple University, Saint Bonaventure University, Clarion University, University of Pittsburgh-Bradford, Mansfield University, Northern Pennsylvania Regional Community College
- Community, county, and state agencies and organizations including but not limited to: American Red Cross, American Heart Association, United Cerebral Palsy, DARE, Keystone State Reading Association

The methods of Oswayo Valley School District in determining the effectiveness of the strategies may include, but shall not be limited to the following:

- Successful completion of the professional activity
- Completion of the appropriate documentation and paperwork associated with the professional activity
- Administrative observations
- Completion of appropriate surveys
- Review and reflection meetings