

**CSIP Phase II: Equitable Access to Effective Educators School
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CSIP Phase II: Equitable Access to Effective Educators School Diagnostic

Erpenbeck Elementary School

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Equity Data Analysis:

Provide a brief analysis of the completed school data chart. Include any trends, note-worthy data points or perceptions the data has provided related to equitable access to effective educators. This data analysis should be included in the Comprehensive School Improvement Plan needs assessment. The analysis should address items and/or themes highlighted in yellow. **NOTE:** Attachments Required

The attachment shows that EES has a veteran staff that does not have much turnover. The overwhelming vast majority of our staff has 4 or more years of teaching experience. All of our teachers have been rated as accomplished or above based on the certified evaluation plan that is used by the Boone County School District. A concern is that we do not have a diverse staff. The overwhelming vast majority of our staff are white females. Increasing diversity amongst our teaching staff to better reflect our student population is a goal.

ATTACHMENTS

Please be sure to upload the files in the Attachments section at the end of the diagnostic.

Barriers and Root Causes:

Identify your school's **barriers** to ensuring equitable access to effective educators for the students most at-risk (students experiencing poverty, minority students, English Learners, students with disabilities) in the school. Explain the **reasons** why these barriers exist. **NOTE:** Attachments Optional

All of our students have access to qualified and experienced teachers who are teaching within their certified field and this includes English Learners and students with disabilities. Our largest student minority population is Asian with most of these students being Japanese speakers. We are fortunate to have four staff members who speak Japanese at our school - two certified and two classified staff members. We do however need to try to have our staff more closely resemble our student population in regards to race and ethnicity. This is problem that stems from a lack of minority teaching applicants that apply with the Boone County School District. We need to look at our teacher recruitment processes as a district.

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Goal Setting:

Complete the School Equity Measures tab within the Equity Workbook. Updated and/or new measures should reflect the analysis of data, barriers, and root causes as listed above. Review the equity measures within this diagnostic and the goals in your CSIP. How are the concerns that have surfaced in the School Equity Measures, analysis of data, barriers and reasons for the barriers reflected in current CSIP goal(s)?

- If so, insert the associated CSIP goal(s) in the cell below.
- If not, create new SMART goal(s) to include in your CSIP to reflect this concern and insert it in the cell below.

***Goals should be set high enough to encourage and inspire increased effort while still being attainable.

NOTE: Attachments Optional

EES has a very low teacher turnover percentage. We also have a very experienced teaching staff. This allows for us to continue to grow on teacher training that has taken place over the years. The downside to having low staff turnover is that it does make it more challenging to hire a staff that is more reflective of the diversity seen within our student body population.

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Strategies and Activities:

Identify **at least one** strategy and activity to address **each goal** identified above that is/will be embedded in the Comprehensive School Improvement Plan. Strategies could include, but are not limited to, recruitment; hiring and placement of teachers and/or students; providing supports for on-going, job-embedded professional learning to improve educator effectiveness; and strategies to retain educators, particularly in high needs schools. Once implemented, these should assist the school in meeting the equity-related goals set in the previous section.

***The purpose is to ensure that equitable access to effective educators is incorporated into school planning.



NOTE: Attachments Optional

Erpenbeck will actively collaborate with the district, specifically the HR department, with teacher recruitment initiatives that will be taking place at universities. The goal of this collaboration will be to have a wider range of potential teacher candidates for any positions that are to possible become available. Our goal is to continually have our teaching staff become more reflective of the demographics of our student body.

ATTACHMENTS

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ATTACHMENT SUMMARY

Attachment Name	Description	Item(s)
 Csip School Equity Data	Teacher demographics	
 Data Results	EES data results	