

# ***Dunmore School District***



## **Teacher Equity Plan 2023-2024 School Year**

**Dunmore School District**  
LEA Name

**September 12, 2023**  
Revised Date

**Michelle Kokindo**  
Name of Contact Person

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## **Summary of possible Inequities**

At the Dunmore Elementary Center (DEC), our school accountability status is undesignated. Our school poverty percentage for the 2023-2024 school year is 44.75 %, and our school minority percentage is 27%. The percent of teachers who are applicably certified and considered effective on the PDE 82-1 Form at the DEC is 100%. The number of inexperienced teachers, teaching less than 3 years in a public school, employed at the DEC is 6.8% (4 out of 58). Those 4 teachers combined instruct 11.4% (24 out of 211) of the minority population and 10.5% (42 out of 401) of students of poverty.

At the Dunmore Jr. / Sr. High school (DJSHS), our school accountability status is undesignated. Our school poverty percentage for the 2023-2024 school year is 43%, and our school minority percentage is 24%. The percent of teachers who are applicably certified and considered effective on the PDE 82-1 Form at the DJSHS is 100%. The number of inexperienced teachers, teaching less than 3 years in a public school, employed at the DJSHS is 4% (2 out of 50). Those 2 teachers combined instruct 49% (80 out of 164) of the minority population and 49% (141 out of 289) of students of poverty. As we reviewed these numbers, we felt that 49% did not appear to be significant since one teacher teaches High School History to students in grades 9 through 12 and the other teaches Foreign Language to two entire grade of students in grades 7 and 8. Both teachers hold their appropriate certificates in the subject areas they teach as well as have satisfactory evaluations and walk-throughs.

## **Our Strategies for Effectiveness**

The Dunmore School District (DSD) ensures that low-income and minority children are not served at disproportionate rates by ineffective, out of field, or inexperienced teachers. Teachers hired at the DSD must be appropriately certified holding a Pennsylvania State Teaching Certificate for the grade levels they will be teaching. All teachers working in the DSD are evaluated by the school principals and considered “effective” through the use of the PDE 82-1 form. Although the DSD employs a total of 6 out of 108 inexperienced teachers (5.5%), those teachers work closely with mentor teachers, administration, and grade level teams to gain knowledge and expertise in the curriculum and instructional best practices for the grade levels and content areas that they are teaching. They also attend multiple trainings at the local Intermediate Unit (NEIU 19) to acquire information at the state and local level to further their education. These inexperienced teachers

receive a full Danielson evaluation along with multiple walk-through evaluations and conferences with school administration.

### **Evaluating our Effectiveness**

Each year, the Dunmore School District will ensure that teacher certificates are up-to-date and teachers are instructing students in grade levels that they are certified to teach. At least once a year, teachers will be evaluated using the PDE 82-1 form, and if teachers are found to be “ineffective” they will be put on an improvement plan and monitored by administration for improvement. All inexperienced teachers will continue to take part in new teacher induction, a teacher-mentoring program, be assigned a teaching team for collaboration, and attend multiple professional development trainings to further their education. All inexperienced teachers will also be evaluated at least twice a year by administration and will be provided feedback and monitoring when deemed necessary. We will continue to assess minority and poverty reports yearly.

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## **Teacher Equity Plan 2023-2024 School Year**

On September 12, 2023 the Director of Federal Programs met with district administrators for annual review of poverty and minority school level data in order to update the Dunmore School District Teacher Equity Plan. The following were in attendance:

<b><u>Title</u></b>	<b><u>Name</u></b>	<b><u>Signature</u></b>
Director of Federal Programs	Mrs. Michelle Kokindo	_____
Superintendent	Mr. John Marichak	_____
DEC Principal	Mr. Matthew Quinn	_____
DJSHS Principal	Mr. Timothy Hopkins	_____