

# GREATER NANTICOKE AREA SCHOOL DISTRICT



High School  
425 Kosciuszko Street  
Nanticoke, Pa 18634  
570-735-7781  
Fax 570-733-1002

**Principal**  
**Ms. Amy Scibek**

Educational Center  
600 East Union Street  
Nanticoke, Pa 18634  
570-735-2770  
Fax 570-740-2792

**Principal**  
**Mr. Ron Bruza**

Elementary Center  
601 Kosciuszko Street  
Nanticoke, Pa 18634  
570-735-1320  
Fax 570-733-1006

**Principal**  
**Ms. Jess Fletcher**

Kennedy Early Childhood Center  
513 Kosciuszko Street  
Nanticoke, Pa 18634  
570-735-6450  
Fax 735-4851

**Principal**  
**Mrs. Valerie Bartle**

## 2022-2023 Equity Plan

Analyze how teachers are assigned to teach minority and poor students based on the following data and

1. Identify schools where possible inequalities exist based on minority and poverty students

List of Schools	Accountability Status	School Poverty %	School Minority %	Number of Teachers	Number and Percentage of Appropriately Certified Teachers	Number and Percentage of "Not Certified Teachers"	Number and Percentage of "Not New Teachers"	Number and Percentage of "New Teachers"
Kennedy Early Childhood Center		47.56%	33.86%	32	32- 100%	0	28 – 87%	4- 13%
GNA Elementary Center		70.69%	28.63%	31	31- 100%	0	27- 87%	4- 13%
GNA Educational Center		66.23%	29.42%	29	29- 100%	0	24- 82%	4- 18%
GNA High School		61.20%	26.93%	37	37- 100%	0	30- 81%	7- 19%

Not new teacher has greater than three years teaching

New teacher has 3 or less years teaching

List of Schools	Number and Percentage of Minority Children Taught by Teachers New to the Profession	Number and Percentage of Poverty Children Taught by Teachers New to the Profession	Number and Percentage of Poverty and Minority Children Taught by Teachers Not New to the Profession	Number and Percentage of Minority and Poverty Children Taught by Teachers who are Ineffective in their Classroom Performance
Kennedy Early Childhood Center	Less than 3%	Less than 4%	93%	0
GNA Elementary Center	Less than 3 %	Less than 6%	91%	0
GNA Educational Center	Less than 2%	Less than 4%	94%	0
GNA High School	Less than 2%	Less than 3%	95%	0

It is the policy of the Greater Nanticoke Area School District not to discriminate on the basis of race, color, religion, national origin, sex, age, conduct of disability in administering its educational and vocational programs or employment as required by the Title VI and Title IX, Section 504 and the American with Disabilities Act.

# GREATER NANTICOKE AREA SCHOOL DISTRICT



High School  
425 Kosciuszko Street  
Nanticoke, Pa 18634  
570-735-7781  
Fax 570-733-1002

**Principal**  
**Ms. Amy Scibek**

Educational Center  
600 East Union Street  
Nanticoke, Pa 18634  
570-735-2770  
Fax 570-740-2792

**Principal**  
**Mr. Ron Bruza**

Elementary Center  
601 Kosciuszko Street  
Nanticoke, Pa 18634  
570-735-1320  
Fax 570-733-1006

**Principal**  
**Ms. Jess Fletcher**

Kennedy Early Childhood Center  
513 Kosciuszko Street  
Nanticoke, Pa 18634  
570-735-6450  
Fax 735-4851

**Principal**  
**Mrs. Valerie Bartle**

## **1. Provide a brief description of strategies the LEA is implementing to ensure that poor and minorities students are not taught at higher rates than other students by inexperienced, unqualified and/ or out of field teachers.**

Eight teachers are defined 'new' by law in the elementary grades of kindergarten through 5th grades. Eleven teachers in the secondary level of sixth through twelfth are defined as 'new'. At this time the District Administrators do not feel that any of our students are being taught by a majority of inexperienced, unqualified, and/or out of field teacher. Most new teachers have been substitutes within the district and have prior experience to the content material, the culture and goals of the district before receiving a contract

Greater Nanticoke Area School District has filled all CORE academic subject areas with ASC teachers in all primary grade levels which are a Title I Schools. The Superintendent or designee shall seek candidates of good moral character who possess the following attributes:

1. Successful educational training and experience.
2. Scholarship and intellectual prowess, including such measures as collegiate grade point average and NTE scores.
3. Appreciation of children.
4. Emotional and mental maturity.

The Superintendent shall annually present to the Board at its regular meeting in September the number of professional employees and temporary

### **Title I Requirements**

All elementary, middle and secondary teachers employed by the district who teach core academic subjects shall be highly qualified, as defined by federal law and state regulations. [19] [20] [21]

The principal of a school providing Title I programs to students shall annually attest that professional staff teaching in such programs are highly qualified and paraprofessionals providing instructional support in such programs meet required qualification, in accordance with federal law and state regulations. The written certifications shall be maintained in the district office and the school office and shall be available to the public, upon request [20] [21] [22]

### **Professional Employees**

The evaluation plan for professional employees shall:

1. Be uniform throughout the district.
2. Provide a procedure for identifying and commending effective performance and counseling and assisting professional employees on a professional basis.
3. Provide for classroom observation of all professional employees.
4. Provide for evaluation of all professional employees at least annually. [2]

# GREATER NANTICOKE AREA SCHOOL DISTRICT



High School  
425 Kosciuszko Street  
Nanticoke, Pa 18634  
570-735-7781  
Fax 570-733-1002

**Principal**  
**Ms. Amy Scibek**

Educational Center  
600 East Union Street  
Nanticoke, Pa 18634  
570-735-2770  
Fax 570-740-2792

**Principal**  
**Mr. Ron Bruza**

Elementary Center  
601 Kosciuszko Street  
Nanticoke, Pa 18634  
570-735-1320  
Fax 570-733-1006

**Principal**  
**Ms. Jess Fletcher**

Kennedy Early Childhood Center  
513 Kosciuszko Street  
Nanticoke, Pa 18634  
570-735-6450  
Fax 735-4851

**Principal**  
**Mrs. Valerie Bartle**

The Superintendent shall prepare procedures for the conduct of professional employee evaluations which shall include:

1. A method of making and retaining records which ensures entries are based on observable and verifiable facts; note is taken of an employee's strengths, as well as weaknesses; same recording system is used for all employees similarly situated; and the employee has an opportunity to append a written statement
2. A method for resolving disagreements between the evaluator and person being evaluated regarding objectives, constraints, resources, methods and frequency of evaluation by the evaluator; specification of how setting performance objectives will be accomplished by the evaluator; establishment of the procedures to be used in evaluation as set by the evaluator; and provisions for improving unsatisfactory performance by recommending how improvement can be effected, modifying objectives and scheduling follow-up conferences to assess change.

## Temporary Professional Employees

There shall be a plan for evaluation of temporary professional employees that recognizes their conditions of employment and the requirements of law.

The Board directs that the evaluation plan for temporary professional employees shall be consistent with the evaluation plan for professional employees, where possible. [2] [3]

Each temporary professional employee shall be observed by an appropriate supervisor and notified of individual progress and status at least twice each year during the first three (3) years of employment [3]

A written, anecdotal evaluation record of the employee's performance during observation and the employee's total performance as a district employee shall be maintained.

A timely conference shall be held between the employee and the evaluating supervisor, during which the employee's weaknesses and strengths are discussed as part of the evaluation.

The Superintendent or designee shall develop procedures for the evaluation of temporary professional staff members.

Administrators responsible for supervising temporary professional employees shall make every effort to assist such staff members in improving deficiencies disclosed by observation and evaluation and may conduct additional observations and evaluations of employees who are marginally competent.

The Superintendent shall certify the evaluations of all temporary professional employees during the last four

- (4) months of the initial three (3) years of employment, as required by law. [3]

How will the LEA determine whether or not strategies are effective in addressing disparities? Greater Nanticoke Area School District will continually monitor the number of teachers who leave the district and the reasons why they leave through an exit interview. The district will monitor the number of minorities who apply for teaching positions. The district will monitor teacher hires that are Appropriately State Certified at all times.