



**Nazareth Area School District  
Teacher Equity Plan  
2020-2021 School Year**

**(Data submitted for the 2019-2020 school year)**

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**Nazareth Area School District Equity Worksheet: LEA data from the prior school year for the following elements:**

- School Name
- School Accountability Status: Title I Designation
- School Performance Profile
- School Poverty Percentage
- School Minority Percentage
- Number and percentage of “not new teachers” (teachers who have taught in a public school for three or more full academic years).
- Number and percentage of “new teachers” (teachers who have taught in a public school for less than three full academic years).

**Equity Plan  
Nazareth Area School District 2019 - 2020**

List of Schools	Title I Designation	SPP Score 2019 (Not available due to COVID-19)	% of Poverty Oct. 1, 2018	% of Minority Students Oct. 1 2018	Teacher Experience 2018		
					# of “Not New Prof. Staff”	# of New Prof. Staff	% Not New Prof. Staff
Kenneth Butz Elem	No	NA	14.25%	13.7%	26	1	96%
Lower Nazareth Elem	No	NA	20.28%	27.2%	33	1	97%
Shafer Elem	Yes	NA	31.10%	23.1%	43	2	95%

Nazareth Intermediate School	Yes	NA	22.85%	16.4%	75	2	97%
Nazareth Middle School	No	NA	21.00%	17%	59	2	97%
Nazareth High School	No	NA	19.88%	15.6%	106	1	99%
Total					342	9	97%

- ❖ ***New Professional Staff Members*** defined as having less than three full academic years of public school teaching experience.
- ❖ ***Not New Professional Staff Members*** defined as having three or more full academic years of public school teaching experience.
  - As reported in PIMs

## Equity Plan Nazareth Area School District 2020-2021 Summary of Findings

### **Teacher Experience**

For the 2020-2021 school year, 97% of the district teachers were considered “not new” by having three or more full years of public school teaching experience. District wide, there are 9 teachers who taught in a public school for less than three full years. A review of our Title I schools indicates that 95% of teachers at Shafer Elementary School are considered experienced or “not new”, and 97% of the Nazareth Area Intermediate School teachers are considered experienced or “not new”. In total, there are 4 new teachers across all Title I buildings.

### ***Professional Development***

Nazareth Area School District’s goal for professional development is to provide professional growth opportunities for staff to enable them to meet the district expectation related to their duties and responsibilities, ensure currency in their field, increase their knowledge base, enhance skills and competencies and improve their practice. As a result, the professional development plan offers the opportunity for members of the staff to obtain both the skills and practices associated with these focus areas. The plan includes the following requirements:

- Three six-hour days offered in August and November.
- Flex opportunities are offered for teachers and professional staff through workshops, micro-credentials, professional learning community participation, book studies and/or curriculum development. Teachers acquiring 9 hours of flex are not required to participate in corresponding in-service days built into the school calendar at the end of the school year.
- Eight (8) after-school sessions of 1.5 hours each are planned focusing on curriculum development, after school workshops, and professional learning communities

In addition to the professional development opportunities outlined above, the Nazareth Area School District has a partnership with Delaware Valley College in which the professional staff can work toward a master degree or administrative certification on campus and complete an internship with Nazareth Area School District administrators.

### ***Induction***

The goals of the Nazareth Area School District Teacher Induction Program (TIP) are to provide each inductee with a general orientation to the Nazareth Area School District and to increase his/her knowledge and improve his/her teaching skills. A four-day orientation program is presented by district staff prior to the beginning of each school year in August.

The orientation session includes presentations on high yield instructional practices, student exceptionalities and referrals, observation and evaluation of professional personnel, and current issues in education. Ongoing activities throughout the year focus on any other activities deemed appropriate to familiarize the inductees with the Nazareth Area School District. In addition to the activities designed specifically for the inductees to demonstrate growth and reflection, each inductee participates in the district's professional development plan.

### **Student Demographics**

The Nazareth Area School District is located near the eastern border of Pennsylvania, in Northampton County. The District is immediately north and west of the cities of Bethlehem and Easton, and includes the Boroughs of Nazareth, Stockertown, and Tatamy, and the Townships of Bushkill, Upper Nazareth, and Lower Nazareth. There are approximately 34,000 residents in the School District with increases in populations expected due to new housing construction. The School District is a combination of rural and suburban areas with farming, industrial, and professional work sites throughout the area.

Student enrollment is approximately 4,779. There are six schools in the District: three elementary buildings; an intermediate school; a middle school; and a high school. The elementary schools include grades K-3, with an enrollment of 1,336. The intermediate school services students in grade 4-6, with an enrollment of 1,094. The

middle school houses grade 7 and 8, with an enrollment of 800. The high school includes grades 9-12, with an enrollment of 1,549. The majority of the students, 82.30 %, in the Nazareth Area School District have identified as White Non-Hispanic; 0.13% Native Hawaiian or Pacific Islander; 4.52% Asian; 1.90% Black or African-American; 7.62%% Hispanic; 0.15% American Indian/Alaskan Native; and 3.39% Multi-Racial.

The district's average poverty level is 21.78%, with 13.7% to 27.1% being the range amongst buildings. NASD received Title I funds for the 2019 - 2020 school year in two of the six buildings. The student population is relatively stable in terms of growth at this time. The school district does not experience high levels of transience in the school system.

### **Intra-School Placement**

The Nazareth Area School District ensures that there are heterogeneous groupings of students within the buildings. When building principals are assign students to their teachers and classrooms, they ensure that economically disadvantaged students and minority students are not disproportionately taught at higher rates than other students by inexperienced, unqualified and/or out of field teachers.

### **Recruiting and Staffing**

Future strategies to ensure that economically disadvantaged students and minority students are not taught at higher rates than other students by inexperienced, unqualified and/or out of field teachers include:

1. Continue to work with universities and colleges to develop quality professional development opportunities through graduate course work on site.
2. Provide tuition reimbursement for teachers to encourage them to pursue additional study.
3. Provide high quality professional development opportunities that are aligned with national and state curriculum standards.
4. Utilize experienced teachers as resources through mentoring, curriculum writing, and professional development.
5. Assign teachers to areas they are highly qualified.
6. Continue to align the recruitment, selection, induction, supervision, and professional development programs.

Teacher turnover within the Nazareth Area School District is not currently an area of concern. The high retention rate of staff members has enabled our schools to experience consistency in implementing classroom, curriculum and district-wide initiatives.

**Monitoring**

The Nazareth Area School District follows this Equity Plan to ensure that all students (Title I, low income, ethnicity, special, and regular education) have an even distribution between “new teachers” and “not new teachers”.

In order to ensure that poor and minority students are not taught at higher rates than other students by “not new teachers”, unqualified or and/or out of field teachers, the District will review, revise, and monitor the District Equity Plan.

Signatures:

<i>Dennis Riker</i>	Superintendent of Schools
<i>Isabel Resende</i>	Assistant Superintendent
<i>Alan Davis</i>	Principal, Nazareth Area High School
<i>Robert Bauder</i>	Principal, Nazareth Area Middle School
<i>Joseph Yarek</i>	Principal, Nazareth Area Intermediate School
<i>Kelly Apruzzi</i>	Principal, Kenneth Butz Elementary School
<i>Mike Santos</i>	Principal, Lower Nazareth Elementary School
<i>William Mudlock</i>	Principal, Shafer Elementary School



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