



Department of Equity and Compliance, Title IX Coordinator
Joyce Spraggs, Director
 678-301-6811 / fax: 678-442-5257
 Instructional Support Center

The **Department of Equity & Compliance** communicates, monitors, and enforces School Board policies and procedures that prohibit any form of discrimination based on race, color, religion, sex, age, national origin, or disability, and inappropriate or offensive conduct. The Department investigates and resolves any claims of discrimination or retaliation brought by employees or students. In addition, it oversees processes for accommodations requests based on disability or religious need. The Department monitors issues to help both parties reach solutions to issues that occur and administer a clear and concise process for complaint resolution at the lowest possible administrative level, as fairly, and as expeditiously as possible.



Brittany Robinett, J.D.,
 Assistant Director



Michelle Burton,
 Assistant Director



Department of Retention & Recruitment
Patrice Pendergast, Director
 678-301-6076 / fax: 678
 Instructional Support Center

The **Department of Retention and Recruitment** builds and develops partnerships with local colleges and universities to recruit and source highly qualified candidates to hiring managers. It also oversees student teacher placement and coordinates recruitment events to build and strengthen applicant pools in high needs areas; uses analytical data to determine future recruitment goals and strategies; participates in collegiate and community career events, district panels, resume workshops, and information sessions to build relationships and communicate to students and prospective teachers about careers in GCPS. The department manages departmental and critical needs vacancies through the use of select industry and national web sites; enhances brand development and marketing through targeted advertising and use of social media.



Department of Effectiveness Systems
Director, Vacant
 678-301-6194 / fax: 678-442-5190
 Instructional Support Center

The **Department of Effectiveness Systems** is responsible for the development and implementation of performance-based evaluation systems for all employee groups, contributing to the mission, vision and goals of Gwinnett County Public Schools. The department aligns evaluation systems to research-based performance standards and best practices of each GCPS position. The goal of Teacher and Leader Effectiveness is to identify areas of strength and improvement and develop each employee to improve student learning. This unit is also responsible for aligning and coordinating employee evaluation systems with the Georgia Department of Education and other state agencies.



Tiffany Suggs,
 Assistant Director
 of
 Effectiveness
 Systems

Teacher quality has more influence on student achievement than any other school factor. Leader quality has the second greatest influence on student achievement. All other positions within Gwinnett County Public Schools support the work of teachers and leaders. Every student deserves to have the best qualified, highest performing teacher in every classroom, every day and every year. All other positions assist the teacher and provide support to help students succeed.