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December 12, 2014

Anjani Prashad Seminole County School District 400 East Lake Mary Blvd, Sanford, FL 32773

Dear Ms. Prashad:

We are pleased to inform you that Seminole County 2014-2015 LEA Parental Involvement Policy/Plan (PIP) meets all of the requirements outlined in Section 1118 of the Elementary and Secondary Education Act.

Please be reminded that the local educational agency (LEA) is required to share the contents of the PIP with parents of children participating in the Title I program. The information must be provided in an understandable and uniform format, including alternative formats upon request.

If you have questions or need additional information, please contact Wanda Young via email Wanda. Young@fldoe.org or by telephone at 850-245-0726.

y. morris

Sincerely,

Sonya G. Morris

SGM/wy

SEMINOLE Title I, Part A Parental Involvement Plan

I, Walt Griffin, do hereby certify that all facts, figures, and representations made in this application are true, correct, and consistent with the statement of assurances for these waivers. Furthermore, all applicable statutes, regulations, and procedures; administrative and programmatic requirements; and procedures for fiscal control and maintenance of records will be implemented to ensure proper accountability for the expenditure of funds on this project. All records necessary to substantiate these requirements will be available for review by appropriate state and federal staff. I further certify that all expenditures will be obligated on or after the effective date and prior to the termination date of the project. Disbursements will be reported only as appropriate to this project, and will not be used for matching funds on this or any special project, where prohibited.

Assurances

- The LEA will put into operation programs, activities, and procedures for the involvement of parents in all of its schools with Title I, Part A programs consistent with Section 1118 of the Elementary and Secondary Education Act (ESEA). Those programs, activities, and procedures will be planned and operated with meaningful consultation with parents of participating children;
- Consistent with Section 1118, the LEA will work with its schools to ensure that the required school-level parental involvement policies meet the requirements of Section 1118(b) of the ESEA, and each includes, as a component, a school-parent compact consistent with Section 1118(d) of the ESEA;
- The LEA will incorporate this LEA-wide parental involvement policy into its LEA Plan developed under Section 1112 of the ESEA;
- In carrying out the Title I, Part A, parental involvement requirements to the extent practicable, the LEA and its schools will provide full opportunities for the participation of parents with limited English proficiency, parents with disabilities, and parents of migratory children, including providing information and school reports required under Section 1111 of the ESEA in an understandable and uniform format and, including alternative formats upon request, and to the extent practicable, in a language parents understand [Section 1118(f)];
- If the LEA Plan for Title I, Part A, developed under Section 1112 of the ESEA is not satisfactory to the parents of participating children, the LEA will submit any parent comments with the plan when the LEA submits the plan to FDOE;
- The LEA will involve the parents of children served in Title I, Part A schools in decisions about how the one percent of Title I, Part A funds reserved for parental involvement is spent, and will ensure that not less than 95 percent of the one percent reserved goes directly to the schools, after equitable provisions have been provided to participating private schools;
- The LEA will be governed by the statutory definition of "parental involvement" defined in Section 9101 (32), and expects that its Title I schools will carry out programs, activities, and procedures in accordance with this definition; and

Signature of Superintendent or Designee

(Note: If this certification is signed by a designee, then the letter authorizing this person to sign in place of the Superintendent must be included with this request.)

Date Signed

Mission Statement

Parental Involvement Mission Statement (Optional)

Response: The Seminole County School District Title I Program promotes the belief that all children can learn and acknowledges that parents share the schools' commitment to educational success for all students. We recognize that positive parent/family engagement is essential to student achievement and we encourage parental involvement in school educational planning and operations.

Involvement of Parents

Describe the actions the LEA will take to involve parents in the following required policies/plans:

- LEA-wide parental involvement policy (PIP)[Section 1118(a)(2)];
- LEA plan [Sections 1112 (c)(H), 1112(d)(1)]; and
- How the funds reserved for parental involvement will be spent [Section 1118(a)(2)].

Response: The LEA (1) Employs a full time Title I Family Engagement Specialist (2) Facilitates a District Parent Leadership Team (DPLT) composed of school-based staff from each of the district's Title I schools serving as parent/family liaisons, and (3) Facilitates a District Parent Advisory Council (DPAC) composed of parent representatives from each of the district's Title I schools. The Family Engagement Specialist works with each school's parent liaison to ensure equal parent representation for all grade levels; ethnic/racial backgrounds; homeless; economically disadvantaged; parents of students with disabilities; parents of students with limited proficiency in English.

The purpose of the DPAC is to empower parents to become knowledgeable of available Title I services and to enable them to review and provide input for the development of the LEA Parental Involvement Plan and its components. The Family Engagement Specialist facilitates monthly technical assistance meetings, trainings, and workshops for DPAC team members. In the monthly meetings, parents are provided information regarding Title I services, the process for distribution of Title I funds to schools. Members of this team have direct input in the selection of LEA parent workshop/training offerings, locations, and times.

A representative number of DPAC and DPLT team members meet quarterly to form Team Seminole. The purpose of the Team Seminole meetings is to provide parents an opportunity to give input into the planning, joint development, evaluation, periodic review and improvement of the Title I LEA required policies, plans and the process of school review and improvement. The Family Engagement Specialist and school-based parent liaisons utilize a variety of tools and settings for soliciting parent representative input (e.g., telephone, written, on-line, focus groups, School Advisory Councils, open house, and community settings). In addition, parent input is derived from school level climate survey results, parent training/workshop evaluations, and annual Title I Survey results.

Technical Assistance

Describe the actions the LEA will take to provide coordination, technical assistance, and other support necessary to assist Title I, Part A schools in planning and implementing effective parental involvement activities which build the capacity of parents to improve the academic achievement of their child and overall school performance [Section 1118(a)(2)(B and C) and 1118(e)(1-14)]. Include a description of the process the LEA will use to review the school-level PIP to ensure compliance with all requirements of Section 1118 [34 CFR 200.30(e)]. Include information on how the LEA will provide other reasonable support for parental involvement activities under Section 1118 as parents may request [Section 1118(e)(14)].

Response: The LEA provides ongoing technical assistance and collaboration with all Title I schools to ensure NCLB Section 1118 and Partnership for Student Achievement Act requirements for both the district and schools are met. LEA technical assistance meetings are held quarterly for all Title I Principals. The Family Engagement Specialist meets monthly with school based parent liaisons to (1) support schools in the development and review of their Title I Parental Involvement plan, (2) provide compliance monitoring, (3) deliver professional development in the area of family engagement. Opportunities for guest speakers and family involvement vendor presentations also occur

at monthly meetings. The Family Engagement Specialist provides train-the-trainer opportunities for school based parent liaisons to enhance their abilities to subsequently provide parent involvement professional development sessions at faculty meetings and to integrate parent engagement into in-service trainings for other school-based personnel.

Title I schools are also provided with one-on-one technical assistance meetings at the school sites to address concerns specific to individual schools. A Title I family engagement website is also available as a resource for school based parent liaisons. The website contains tools and resources related to compliance, building parent capacity, and best practices in family engagement. School based liaisons are also encouraged to attend Regional, District, and State sponsored training sessions, workshops, and conferences designed to support parent involvement.

The Family Engagement Specialist reviews each Title I School's Parental Involvement Plan in the Fall to ensure (1)that the proposed activities will provide meaningful opportunities for parents to gain the necessary skills and/or knowledge to be actively involved in their child's education and (2) the plans include sufficient and relevant school level professional development related to parental involvement.

Coordination and Integration

Describe how the LEA will coordinate and integrate parental involvement strategies from Part A of Title I with other federal programs (including but not limited to Head Start, Early Reading First, Even Start, Parents as Teachers, Home Instruction Program for Preschool Youngsters (HIPPY), Voluntary Pre-Kindergarten, Title I, Part C, Title I, Part D of Title II, and Title IV, Part A) [Sections 1118 (a)(2)(D)

and 1118(e)(4)].

count	Program	Coordination
1	Voluntary Pre-K	(1) A Voluntary Pre-K representative will be invited to attend monthly District Parent Liaison Team meetings (2) Coordinate to create and deliver workshops to families with students participating in the VPK program (3) Provide support to Title I by identifying ways to make the family engagement program more accessible and relevant for families with students participating in the VPK program
2	Title III/ESOL	(1) A representative from ESOL will be invited to attend monthly District Parent Liaison Team meetings (2) Collaborate to create and deliver workshops to families with students participating in the ESOL program (3) Provide support to Title I by identifying ways to make the family engagement program more accessible and relevant for families with students participating in the ESOL program (4) Provide guidance in the process of overcoming the barrier of language in district and school level family engagement programming
3	21st Century Learning Centers	(1) A representative from 21st Century Community Learning Center programs will be invited to attend monthly District Parent Liaison Team meetings (2) Coordinate to create and deliver workshops to Title I families with students participating in the 21st CCLC program
4	Homeless	(1) A representative from the district's Families In Transition (F.I.T.) program will be invited to attend monthly District Parent Liaison Team meetings (2) Coordinate to create and deliver workshops to families with students who have been identified as homeless (3) Provide support to Title I by identifying ways to make the family engagement program more accessible and relevant for families with students who have been identified as homeless
5	Exceptional Student Support Services	(1) An Exceptional Student Education representative will be invited to attend monthly District Parent Liaison Team meetings (2) Coordinate to create and deliver workshops to families with students participating in the Exceptional Student Education program (3) Provide support to Title I by identifying ways to make the family engagement program more accessible and relevant for families with students participating in the Exceptional Student Education program

Describe the actions the LEA will take to conduct, with the involvement of parents, an annual evaluation of the content and effectiveness of this parental involvement policy in improving the academic quality of the Title I, Part A schools [Section 1118(a)(2)(E)].

Response: With the involvement and input of parents, the LEA will conduct an annual evaluation of the content and effectiveness of the Title I Parental Involvement Plan. Parents will assist the LEA in the identification of barriers to greater participation by parents in parental involvement activities (with particular attention to parents who are economically disadvantaged, disabled, have limited English proficiency, limited literacy, or (are of) any racial or ethnic minority). The findings of the evaluation will be used to implement strategies and organize activities for more effective parent engagement. The plan will be revised as necessary based on data sources to include; Title I Parent Survey Results, Family Engagement Workshop Evaluations, Parent Involvement Plan activity reports, feedback solicited from the District Parent Advisory Committee and the District Parent Liaison Team.

Building Capacity

If the LEA plans to implement LEA-wide activities, describe the actions the LEA will take to build the schools' and parents' capacity for strong parental involvement, in order to ensure effective involvement of parents and to support a partnership among the school involved, parents, and the community to improve

student academic achievement [Sections 1118(a)(2)(C), 1118(e)(1-14)].

	Content and Type of Activity	Boroon	Anticipated Impact on Student Achievement	Timeline	Evidence of Effectiveness
1	ECTAC Family Engagement Meetings		Training ideas to improve student academic achievement and increase parent engagement.	Quarterly	Improved teacher and staff strategies for research based parental engagement to increase student achievement.
2	Different Levels of Parental Involvement		Strategies and tools to improve student academic achievement and increase parent engagement	February 2015	Improved teacher and staff strategies for research based parental engagement to increase student achievement.
3	Creating a Welcoming Environment	Family Engagement Specialist	Strategies and tools to improve student academic achievement and increase parent engagement	March 2015	Improved teacher and staff strategies for research based parental engagement to increase student achievement.
4	Using Social Media to Engage Families	Family Engagement Specialist	Strategies and tools to improve student academic achievement and increase parent engagement	April 2015	Improved teacher and staff strategies for research based parental engagement to increase student achievement.
5	Teachers Involving Parents in Homework	Family Engagement Specialist	Strategies and tools to improve student academic achievement and increase parent engagement	December 2014	Improved teacher and staff strategies for research based parental engagement to increase student achievement.
6	The Dual Capacity	Family Engagement	Strategies and tools to improve student academic	November 2014	Improved teacher and staff strategies

	Building Framework For Family-School Partnerships	Specialist	achievement and increase parent engagement		for research based parental engagement to increase student achievement.
7	for the Beginning	Family Engagement Specialist	Strategies and tools to improve student academic achievement and increase parent engagement	Fall 2014	Workshop flyer, agenda, sign-in, presentation materials, evaluation
8	, -	Family Engagement Specialist	Increased parent understanding of Pre-K grade level Reading and Math expectations for students and increased parent capacity to directly improve student Reading and Math achievement at the Pre-K level	Througout the school year	Workshop flyer, agenda, sign-in, presentation materials, evaluation
9	Test Success	Family Engagement Specialist	Increased parent knowledge of standardized testing content and expectations at the Elementary and Middle School grade levels	Fall 2014	Workshop flyer, agenda, sign-in, presentation materials, evaluation
10		Family Engagement Specialist	increased knowledge of parenting techniques to promote academic, social, and behavioral achievement in students	Througout the school year	Workshop flyer, agenda, sign-in, presentation materials, evaluation
11	Homework Without the Headache	Family Engagement Specialist	Provide parents with tools and strategies to address homework challenges and support students in the successful completion of homework	Fall 2014	Workshop flyer, agenda, sign-in, presentation materials, evaluation
12	At Home Math Strategies Series	Family Engagement Specialist	Increased parent understanding of grade level Math expectations for students and increased parent capacity to directly improve student Math achievement	Throughout the school year	Workshop flyer, agenda, sign-in, presentation materials, evaluation
13	Money Sense Program	Family Engagement Specialist	Improved parent financial literacy	Fall 2014 and Spring 2015	Workshop flyer, agenda, sign-in, presentation materials, evaluation
14	Effective Parent- Teacher Conferences	Family Engagement Specialist	Parents will receive training on how to prepare for and ensure successful parent-teacher conferences	November 2014	Workshop flyer, agenda, sign-in, presentation materials, evaluation
15	Helpful Tips to Maximize your Child's Math Potential	Family Engagement Specialist	Parent access to tools and strategies to increase student academic success	October 2014	Workshop flyer, agenda, sign-in, presentation materials, evaluation
16	Families Building Better Readers	Family Engagement Specialist	Increased parent understanding of Elementary Reading strategies and increased parent capacity to directly improve student Reading achievement at the Elementary level	January 2015	Workshop flyer, agenda, sign-in, presentation materials, evaluation
17	Mysteries in the	Family	Increased parent	February	Workshop flyer,

	Middle: A Middle School Reading Strategies Workshop	Engagement Specialist	understanding of Middle School Reading strategies and increased parent capacity to directly improve student Reading achievement at the Middle School level	2015	agenda, sign-in, presentation materials, evaluation
18	2015 Famly and Community Engagement Conference	Family Engagement Specialist	Comprehensive opportunity for parent capacity building in all areas of Family Engagement	May 2015	.Workshop flyer, agenda, sign-in, presentation materials, evaluation
19	Technical Assistance Meetings	Family Engagement Specialist	Equip school staff with current research based family involvement findings, programs and assist schools as needed	Throughout the school year	mproved strategies for increasing and developing school parent involvement programs
20	Title I District Parent Advisory Team Meetings	Family Engagement Specialist	Increase parent capacity to collaborate with and navigate the school system	Monthly throughout the school year	Increased parental engagement and development of parent leaders
21	District Family Engagement Resource Center	Family Engagement Specialist	Parents will be able to access a variety of services and resources (computer lab, workshops, trainings, resource library) to assist them in supporting students academically.	Throughout the school year and summer	Increased parent knowledge and improved parent skills

Staff Training

Describe the professional development activities the LEA will provide, with the assistance of the schools and parents, to educate staff on the value and utility of contributions of parents; how to reach out to, communicate with, and work with parents as equal partners; the implementation and coordination of parent programs; and how to build ties between parents and the school [Section 1118 (e)(3)].

count	Content and Type of Activity	Person Responsible	Anticipated Impact on Student Achievement	Timeline	Evidence of Effectiveness
1	Title I Principals Parental Involvement Technical Assistance meetings		an Suran Armevamen	Annually in the Fall	Increased parental engagement and support of the School Academic Improvement Plan
2	Technical Assistance meetings to support school NCLB Requirements	Family Engagement Specialist	L	Throughout the school year	Improved teacher and staff strategies for research based parental engagement to increase student achievement.
3	Creating a Welcoming Environment	Family Engagement Specialist	Strategies and tools to assist school staff in establishing a welcoming environment for parents and improve student academic achievement by increasing parent engagement	November 2014	Improved teacher and staff strategies for research based parental engagement to increase student achievement.
4	Using Social Media to Engage Families	Family Engagement Specialist	Strategies and tools to implement technology into school-parent	December 2014	Improved teacher and staff strategies for research based

	-		communication and improve student academic achievement by increasing parent engagement		parental engagement to increase student achievement.
5	Teachers Involving Parents in Schoolwork	Engagement	Strategies and tools to involve parents in the homework process and improve student academic achievement by increasing parent engagement	March 2015	Improved teacher and staff strategies for research based parental engagement to increase student achievement.
6	The Dual Capacity Building Framework for Family-School Partnerships	Eamily	Build staff capacity to model the Dual Capacity Building Framework in the creation and implementation of Family Engagement programming	Fall 2014	Improved teacher and staff strategies for research based parental engagement to increase student achievement.

Communication and Accessibility

Describe how the LEA will provide full opportunities for participation in parental involvement activities for all parents (including parents with limited English proficiency, disabilities, and migratory children). Include how the LEA plans to share information related to school and parent programs, meetings, school reports, and other activities in an understandable and uniform format and to the extent practical, in a language parents can understand [Section 1118(e)(5) and 1118(f)].

Response: The LEA Title I, ESOL, Exceptional Student Support Services Department, Parent Involvement Team liaisons, and Families in Transition program for homeless families have all partnered to develop and offer parent workshops, trainings, and parental engagement activities in the native languages of parents with children attending Title I Schools. Spanish translation is provided when reasonable and necessary. Additionally, the LEA has access to the Community Involvement Language Bank program which is a cadre of bi-lingual volunteer community Dividends who are speakers of other languages and available to interpret or translate for parents upon request. Free child care and refreshments are provided for families attending school based and LEA sponsored parent involvement activities. At the conclusion of all training sessions participants are offered an opportunity to evaluate the workshops as well as provide feedback regarding their training needs. Workshops are offered at school and community based sites on mornings, afternoons, evenings, before and after school, and on Saturdays.

LEA workshops are scheduled at various times, days, and locations to accommodate parents' work schedules. The following modes of communication are used by Title I schools: newsletters, school web sites, school marquees, flyers, brochures, pamphlets, notices, calendar of activities, email, postal mailings, automated phone system, mass opt-in text service, and personal phone calls.

Discretionary Activities

The LEA parental involvement policy may include additional discretionary activities that the LEA, in consultation with the parents, chooses to undertake to build parents' capacity for involvement in the school and school system to support their children's academic achievement [Section 1118(e)]. Check here if the LEA does not plan to implement the discretionary parental involvement activities. Check all activities the LEA plans to implement:

count		Activity	Description of	Person	Anticipated Impact	Timeline

	:	Implementation Strategy	Responsible	on Student Achievement	
1	Providing necessary literacy training for parents from Title I, Part A funds, if the LEA has exhausted all other reasonably available sources of funding for that training [Section 1118(e)(7)];	Reading Strategies workshops	Family Engagement Specialist	Parents exposed to effective strategies to improve student reading achievement	Throughout the school year
2	Paying reasonable and necessary expenses associated with parental involvement activities, including transportation and child care costs, to enable parents to participate in school-related meetings and training sessions [Section 1118(e)(8)];	Childcare will be provided for parental involvement activities	Family Engagement Specialist	Removing barriers to participation will result in increased parental involvement which will lead to increased student achievement	Throughout the school year
3	Establishing a LEA-wide parent advisory council to provide advice on all matters related to parental involvement in Title I, Part A programs [Section 1118(e)(12)]; and	Education of District Parent Advisory Council members on their role as decision makers at the school level	Engagement Specialist	provide informed input into academic	Monthly throughout the school year

Upload Evidence of Input from Parents

Upload evidence of parent input in the development of the plan.

<u>Uploaded Document</u>

Evaluation of the previous year's Parental Involvement Plan

Building Capacity Summary

Provide a summary of the activities provided during the previous school year designed to build the capacity of parents to help their children [Section 1118(e)(1-2)].

count	Content and Type of Activity	Number of Activities	,	Anticipated Impact on Student Achievement
1	Family Nutrition and	9	95	Increased parent knowledge of fitness, nutrition, and the role that these components play in the academic progress of students
2	Homework Without the Headaches Workshop (Grades K-5)	3	34	Provide parents with tools and strategies to address homework challenges and support students in the successful completion of homework
3	Common Core for Parents	1	24	Provide parents with overview and understanding of Common Core, what their child is expected to know at each grade level and give them tools and strategies to help reinforce learning in the home
4	Parent Advisory Team Meeting	8	77	Increase parent knowledge of the educational process, development of parent leaders
5	Parents and Schools Working Together to Prevent Bullying	1	5	Provide tools to assist parents in breaking the cycle of bullying and school violence. Parents will be provided information on how to recognize, define and prevent bullying
6	Basic Tax Preparation Workshop Series	3	10	Increased parent financial literacy
7	Parents' Guide to Exceptional Student Education	2	15	Provide parents with the knowledge of policies and procedures, basic principles of IDEA and how to be an active participant in the IEP process
8	Effective Parent Teacher Conferences	1	1	Parents will receive training on how to prepare for and ensure successful parent-teacher conferences
9	S.A.F.E. Women's Self Defense Class	2	16	Increased parent knowledge of safety strategies aid parents in creating a more safer and more secure home environment
10	Watch and Learn: How Parents Can Use Movies to Teach Literacy	~	2	Parents learn strategies on how to utilize movies as a tool build and reinforce literacy in the home
11	Monitoring Your Child's Academics	1	75	Parents learn to decipher various academic reports to aid in the monitoring of student progress
12	First Steps to Home Ownership	1	143	Parents build financial literacy capacity as they learn and take part in the process of home ownership
13	It Takes a Village: 2014 Family and Community Engagement Conference	1	30	Comprehensive opportunity for parent capacity building in all areas of Family Engagement

Provide a summary of the professional development activities provided during the previous school year by the LEA to educate staff on the value and utility of contributions of parents; how to reach out to, communicate with, and work with parents as equal partners; the implementation and coordination of

parent programs; and how to build ties between parents and the school [Section 1118(e)(3)].

count	Content and Type of Activity	Number of Activities	Number of Participants	Anticipated Impact on Student Achievement
1	Your School's Parental Involvement Plan	1	18	Improved strategies for developing an effective Parental Involvement Plan at the school level
2	Accessing Community Supports to Increase Parental Involvement	2	36	Improved strategies for developing school-community resources to support parent capacity building
3	Overcoming Barriers to Family Engagement	1	9	Improved strategies for overcoming the barriers to effective family engagement
4	Title I, Part A: Parental Involvement Compliance		12	Increased knowledge of Title I, Part A compliance expectations
5	Using Data to Drive Your Parent Involvement Program	1	22	Improved strategies for utilizing data to create effective parent engagement programming
6	Methods of Collecting Parent Feedback	1	10	Improved strategies for collecting parent engagement program feedback
7	Documenting Parent Involvement	1	9	Improved strategies for documenting compliance items required for parent engagement
8	Parent Involvement Program Review	1	7	Increased knowledge of the evaluation process for parent engagement programming

Private School Summary

Provide a summary of the parental involvement activities provided during the previous school year for

private schools implementing a Title I, Part A program [Section 1120(a)(1)].

count	Content and Type of Activity	Number of Participants	Schools Participating	Anticipated Impact on Student Achievement	
171	Reading Workshops		Church, Forest City Adventist,	Provide parents with tools and strategies to utilize in the home to reinforce reading comprehension for their students	
2	Math Workshops	16	All Souls, Annunciation, Forest City Adventist, Forest Lake Academy, Forest Lake Education Ctr, St M	Provide parents with tools and strategies to utilize in the home to reinforce math skills for their students	

Barriers

Describe the barriers which hindered participation by parents in parental involvement activities during the previous school year. Include the steps the LEA will take during the current school year to overcome the barriers and design more effective parental involvement policies (with particular attention to parents who are economically disadvantaged, disabled, have limited English proficiency, limited literacy, or are of any racial or ethnic minority background) [Section 1118(a)(2)(E)].

		<u> </u>
count	Barrier (Including the Specific	Steps the School will Take to Overcome

22	Subgroup)	
1	Transportation	Hold workshop in a variety of locations to ensure proximity to parents' home, partner with community organizations to provide transportation for parents to workshops/trainings
2	Scheduling	Workshops will be held at various times throughout the day to ensure that parents with non-traditional schedules will be able to access trainings; Provide email and/or hard copies of workshop handouts to parents who are unable to attend
3	Language	Translation will be provided upon request when necessary and reasonable

Best Practices (Optional)

Describe the parental involvement activity/strategy implemented during the previous school year the LEA considers the most effective. This information may be shared with other LEAs as a best practice. (Optional)

count Content/Purpose Description of the Activity