

**Spearman ISD Recruitment and Retention Plan
100% Classes Taught by Highly Qualified Teachers
2010 - 2011**

<p>Goal</p>	<p>Maintain 100% of academic core subject area classes taught by highly qualified teachers. Personnel files, highly qualified worksheets, and principal attestations.</p>					
<p>Summative Evaluation</p>						
<p>Performance Measures</p>	<ol style="list-style-type: none"> 1. LEA will retain highly qualified teachers. 2. LEA will recruit 100% highly qualified teachers. 					
<p>Title I Plan Requirements</p>	<ol style="list-style-type: none"> 1. Professional Development to meet NCLB section 11119 Teacher quality Annual Measurable Objectives 2. How the LEA will meet the NCLB, Section 11119 Highly Qualified Teacher Requirements 3. Working with campuses to develop and implement HQ strategies/activities 4. How will the LEA comply with HQ and professional development requirements 5. Ensure low income and minority students are not taught at higher rates than other students by unqualified, out-of-field, or inexperienced teachers 					
<p>Strategy / Activity</p> <p>Conduct recruitment activities to ensure highly qualified personnel in all positions. Activities will include participating in job fairs, posting vacancies in multiple sites/organizations and maintaining active webpage.</p>	<p>Title I Req.</p> <p>3</p>	<p>Target Population</p> <p>All Staff members</p>	<p>Person Responsible</p> <p>Superintendent</p>	<p>Budget / Resources</p> <p>Local Funds Title II, A</p>	<p>Formative Assessment</p> <p>-Number of positions posted -Number of applications completed -Number of visits to the webpage</p>	<p>Benchmark Timeline</p> <p>Sept. 1, 2010 Feb. 1, 2011 May 27, 2011</p>

Establish an effective teacher mentoring system in order to retain highly qualified staff.	3	All Principals	Campus Principal	Local Funds Title II, A	counter	Aug. 13, 2010 Jan. 3, 2011 May 27, 2011
Analyze data from all teachers' certification, testing, staff development, and service records to ensure that all meet highly qualified status.	1	All Teachers	Asst. Supt.	Local Funds Title II, A	-Personnel files -Professional Development Records -Teacher interviews	-Aug. 16, 2010 -May 27, 2011 -May 27, 2011
Assist teachers in maintaining or attaining certification through alternative programs, GT Certification, ESL Certification, coursework, EXCET/TEXES testing in order to assure all staff is highly qualified.	1 2 3	All Teachers	Superintendent	Local Funds Title II, A	Professional Development Records	Aug. 16, 2010
Provide incentives to teachers to attain additional certifications.	1	All Teachers	Superintendent	Local Funds	-Staff Development Records -Stipends paid -Personnel files	May 27, 2011
Analyze data to continue to pay above state base and offer incentives (signing bonuses) to attract and maintain highly qualified teachers.	1 3	All Staff	Superintendent	Local Funds	Budget Reports	Aug. 2, 2011

Ensuring low income and minority students are not taught at higher rates than other students by unqualified, out-of-field, or inexperienced teachers is NA for this single attendance district.	5	NA	NA	NA	NA	NA
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