

## Recruitment and Retention Plan for Highly Qualified Teachers 2008-2009 Little Cypress-Mauriceville CISD

The following highly qualified teacher recruitment and retention plan has been implemented in order to meet No Child Left Behind requirements.

Goal 1: All students will be taught by highly qualified teachers and, where applicable, assisted by highly qualified paraprofessionals

### Strategies/Activities

1. Director of Student and Personnel Services evaluates core academic subject area teachers and paraprofessionals annually to ensure they meet highly qualified requirements for their teaching assignment(s).
2. Director of Student and Personnel Services screens all teacher and paraprofessional applicants to ensure highly qualified status prior to employment.
3. *Treasuring Our Paraprofessionals* training has been implemented for the last four years. 100% of district paraprofessionals assisting with core academic instruction are highly qualified.
4. Paraprofessional training is offered to the public to assure the development of highly qualified applicants in order to maintain the best instruction for our students.

(Evaluation of teachers includes analyzing transcripts, service records, certificates, exam scores, and professional development records.)

2006-2007	98.65% Highly Qualified Regular Education 94.59% Highly Qualified Special Education
November 2007	98.04% Highly Qualified Regular Education 100% Highly Qualified Special Education
October 2008	97.79% Highly Qualified Regular Education 94.12% Highly Qualified Special Education

Goal 2: Attract and retain highly qualified teachers

### Strategies/Activities

1. The Director of Student and Personnel Services will review the district's teacher recruitment/retention plan and investigate ways to enhance the plan.
2. The district conducts recruitment activities, such as participation in job fairs, posting vacancies in multiple sites and maintaining an active webpage.

3. In partnership with Lamar State College, LCM will continue to participate in the mentoring program offering training for novice teachers and campus mentors.
4. The district offers competitive salaries and benefits. Benefits include:
  - a. Group Health Insurance
  - b. Group Life Insurance
  - c. Paid Leave
  - d. Cafeteria Plan
  - e. Unemployment Insurance
  - f. Workers' Compensation Insurance
  - g. Jury Duty without Loss of Pay or Leave
  - h. Paid Holidays for Paraprofessional and Auxiliary Employees
  - i. Paid Vacation for 12 Month Auxiliary Employees
  - j. Free Admittance to District Events
  - k. Enrollment of Children of Non-Resident Employees
5. At the conclusion of the probationary period, teachers are offered a two-year term contract.
6. The district offers a \$1200.00 stipend for a master's degree and a \$2400.00 stipend for a doctorate degree.
7. The district ensures that adequate instructional materials and classroom facilities are available to teachers.
8. The district provides release time and funds so that teachers may participate in professional development activities to increase their skills and knowledge.
9. The district offers extensive staff development opportunities to increase teachers' knowledge of and use of technological applications in the classroom.
10. The district offers new teachers staff development opportunities during the summer months.
11. The district utilizes the resources of the Accelerated Certification Educators (ACE) Program and the Region 5 Teacher Certification Program (TCP) to recruit highly qualified teachers.
12. The district provides adequate and reliable technology to assist teachers with instruction and record keeping.
13. Teachers who have not yet provided proof of proper certification to the district must enter into an agreement to complete and receive full certification by a specified date. Failure to meet the deadline will result in employment status change to long-term substitute, and the employee's pay will be adjusted accordingly.
14. The district offers opportunities for teachers to be involved in campus and district decision-making and planning.
15. The district's policy regarding teacher evaluations has been changed linking student performance to teacher evaluation frequency.
16. The district conducts special acts of teacher appreciation and recognition throughout the year. The district allows teachers the opportunity to receive comp days during the school year provided they have completed staff development hours.

Goal 3: Assist teachers not currently highly qualified to meet the highly qualified requirements in a timely manner

Strategies/Activities

1. Director of Student and Personnel Services informs campus principals and teachers not meeting highly qualified status as to what options are available and what steps may be taken for the teacher to meet highly qualified status. Director of Student and Personnel Services works with curriculum director, campus principal and teacher to create and implement a plan for the teacher to become highly qualified.
2. Assistance may be offered to attain highly qualified status (professional development, TExES/ExCET testing)

Goal 4: Ensure low-income students and minority students are not taught at higher rates than other student groups by teachers who are not highly qualified.

Strategies/Activities

1. Highly qualified teachers are assigned in equal proportions to all campuses, including low-income and minority areas.
2. Campus rosters of teachers who are not highly qualified will be studied to assure that low income and minority students are not disproportionately represented.