

Merkel ISD Recruitment and Retention Plan

Goal #1	<p>Highly Qualified Staff: All students will be taught by highly qualified teachers who are assisted by highly qualified paraprofessionals.</p> <ol style="list-style-type: none"> 1. 100% of core area teachers will be highly qualified by the end of the school year. 2. 100% of instructional paraprofessionals will meet the highly qualified standards by the end of the school year. 3. 100% of new hires will meet highly qualified status prior to employment. 4. NCLB Indicator 3.1: The percentage of classes being taught by highly qualified teachers in the aggregate and in high-poverty 5. NCLB Indicator 3.2: The percentage of teachers receiving highly qualified professional development will be 100%. 6. NCLB Indicator 3.3: The percentage of instruction paraprofessionals (excluding those with sole duties as translators and parental involvement assistant) who are highly qualified will be 100%. <p>Objective 1 – Increase the percentage of highly qualified core academic subject area teachers to 100%.</p> <p>Objective 2 – Increase the percentage of core academic subject area classes taught by highly qualified teachers to 100%.</p> <p>Objective 3 – Increase the percentage of core academic subject area classes taught by highly qualified teachers on high-poverty campuses.</p> <p>Objective 4 – Increase the percentage of teachers receiving high-quality professional development to 100%.</p> <p>Objective 5 – Ensure low-income and minority students are not taught at higher rates than other student groups by inexperienced, out-of-field, or non-highly qualified teachers.</p> <p>Objective 6 – Attract and retain highly qualified teachers.</p> <p>Objective 7 – Assist teachers not currently highly qualified to meet the highly qualified requirements.</p>
Performance Measures	
Summative Evaluation	Personnel files, highly qualified worksheets, and principals attestations.

Strategy/Activity	Target Population	Person Responsible	Budget/ Resources	Formative Assessment	Benchmark Timelines
1. Conduct recruitment activities to ensure highly qualified personnel in all positions. Activities will include participating in job fairs, <u>posting vacancies in multiple sites/organizations</u>	All Staff Members	Superintendent	Local Funds Title II Part A	Number of positions posted Number of applications completed	9/1/2007 2/1/2008
2. Establish an effective teacher mentoring system in order to retain highly qualified staff.	All Teachers	Campus Principal	Local Funds Title II Part A	Mentor assignments Mentor conference logs Mentor journals	8/15/2007 12/16/2008 4/3/2008
3. Analyze data from all teachers' certification, testing, staff development, and service records to ensure that all meet highly qualified status.	All Teachers	Human Resources Staff	Local Funds Title II Part A	Personnel Files Professional Development Records <u>Teacher interviews</u>	8/15/2007 8/15/2007 8/15/2007
4. Assist teachers in maintaining or attaining certification through alternative programs, GT Certification, ESL Certification, coursework, and TExES testing in order to assure all staff is highly qualified.	All Teachers	Campus Principal	Local Funds Title II Part A	Number of teachers on ACPs Professional Development records	8/15/2007 8/15/2007

5. Analyze data from paraprofessional's files to ensure all instructional aides are highly qualified.	All Instructional Paraprofessionals	Human Resources Staff	Local Funds Title II Part A	Professional files Professional Development records	8/15/2007 8/15/2009
6. Require any instructional aides not considered highly qualified to complete TOP Training.	All Instructional Paraprofessionals	Campus Principal	Local Funds Title II Part A	Professional Development records Number of paraprofessionals attending training	5/25/2008 5/25/2008
7. Provide incentives for teachers to attain ESL/GT Certification.	All Teachers	Superintendent	Local Funds Title II Part A	Staff Development records Personnel files	8/1/2007 8/1/2007
8. Assign highly qualified teachers in equal proportions to all campuses, including low-income and minorities.	All Teachers	Human Resources Staff	Local Funds Title II Part A	Personnel files Campus demographics	8/1/2007 8/1/2007