

## NCLB HIGHLY QUALIFIED TEACHER RECRUITMENT AND RETENTION PLAN

### Maintenance Plan to Keep 100% Highly Qualified Teachers

Performance Indicator	Current Status	Strategies	Timeline	Funding Source
Increase the percentage of “highly qualified” teachers for each campus so that all teachers teaching in core academic subject areas are “highly qualified” no later than the end of the 2006-2007 school year.	97% of teachers are Highly Qualified by NCLB standards. Only one teacher lacks certification for current teaching field. TeXes will be completed.	Continue Staff Development opportunities & ensure participation through professional development plans approved by district administration.	May 2007	Title II – Part A
Increase the percentage of teachers receiving high-quality professional development.	All teachers participate in highly qualified professional development	Increase the opportunities for training in core subject areas. District administration in collaboration with teachers and Rolling Plains Consortium program coordinator develop pertinent staff development activities for the specific needs of our district.	January 2007	Rolling Plains Educational Consortium and Title I- Part A
Ensure that low-income students and minority students are not taught at higher rates than other students groups by teachers who are not “highly qualified.”	All students are equally distributed with highly qualified teachers.	Continually monitor all student placements and teacher credentials.	September 2007	Title I – Part A
Attract and retain ‘highly qualified’ teachers  Assist teachers not currently HQ to meet the HQ requirements in a timely manner	Teachers are HQ.	We provide test reimbursements and salary stipends for teachers meeting specific highly qualified criteria in high need disciplines.	May 2007	Title I V – Part A

**Funding source available for campuses to use in meeting the “highly qualified” teacher requirements:**

\* Title I, Part A – Improving Basic Programs Operated by LEAs (Note: school districts must use 5% but not more than 10% of its Title I, Part A allocation, unless a lesser amount is needed, for meeting the “highly qualified” teacher requirements under NCLB. These funds may also be used for training and support to paraprofessional to meet the NCLB paraprofessional qualifications.)

\* Title II, Part A – Teacher and Principal Training and Recruiting Fund

\* Title V, Part A – Innovative Programs

*Campuses should encourage all teachers; both experienced and not experienced, to participate in relevant, **subject-specific** professional development to ensure teachers remain current in their respective content areas and to enhance their ability to align instruction with the Texas Essential Knowledge and Skills (TEKS).*

NCLB defines the core academic subject areas as – English, reading or language arts, mathematics, science, foreign languages, civics and government, economics, arts, history, and geography.