

99% Highly Qualified District 2008-2009

Monahans-Wickett-Pyote Independent School District Highly Qualified Teacher Recruitment and Retention Plan District Efforts to Reach State Highly Qualified Goals

Strategies	Needs Assessments	Student Population	Persons Responsible	Timeline	Budgetary Resources	Formative Assessments
<p>1. Hiring practices will be monitored at all campuses requiring the most highly qualified candidate for each position be employed.</p> <p>2. All applicants will be screened with regard to qualifications for available positions in the district.</p> <p>3. Employees shall provide the district an official transcript, current references, a copy of certifications, a copy of ExCET or TExES scores for the appropriate subject being taught, and a complete service record.</p>	<p>Needs assessments will be ongoing between the campus and the central office through the observation of staffing concerns and enrollment shifting at each campus. These assessments will also be based upon the highly qualified teacher survey filed each year by the district.</p>	<p>All students</p>	<p>The MWPID Board of Trustees: Bo Rose Kay Rankin Donna Garcia Bill Clayton Dave Poynor Denny Latham Raymond Reyes</p> <p>Keith Richardson, Superintendent</p> <p>Glenna Applewhite, Assistant Superintendent</p> <p>Linda Schulz, Business Manager</p> <p>Sherry Treadaway, Personnel</p>	<p>Current school calendar date for Highly Qualified Survey completion is May 26, 2008</p>	<p>Federal funding for salaries: 211-\$434958 255-\$103938 262-\$2797</p> <p>State funding: SCE-\$270501</p> <p>High school allotment-\$144179</p> <p>Local funding as required</p>	<p>Personnel records, SBEC certifications, transcripts, EXCET/TEExES exams, and all other requirements will be 100% compliant by Oct. 15, 2007 or will be on a state issued permit for teaching.</p>

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4. Federal funding will be provided for scientifically research based staff development based on comprehensive needs assessment to maintain a highly qualified staff.	Application process for all federal programs. Teacher inventory District Planning	All students	Glenna Applewhite Cyndi Stricklin All campus principals	Beginning September 1, 2007 May 26, 2008	Federal programs 255-\$12000 211-\$12408 262-\$1167 269-\$1824	NCLB Highly Qualified Report
5. Federal funds may be designated to assist applicants under financial hardship to attain certification documents.	Individual questions for applicants	All students	Glenna Applewhite Sherry Treadaway Keith Richardson Linda Schulz	As needed	255	NCLB Compliance Report Highly Qualified Report
6. The district will work in cooperation with all institutions of higher learning and with alternative certification programs in the area and across the state to seek and assist qualified applicants who may enter the teaching profession.	Phone records of applicant inquiries Job fair applications Region 18 TCP Advisory issues TASPA meetings/issues	All students	Glenna Applewhite Sherry Treadaway	Job fair calendars from: Texas Tech Angelo State Tarleton State Region 18 UTPB	255	Job fair interview records Job fair application bank reviews

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7. All personnel hired under permit or alternative certification shall complete certification requirements in a timely manner, maintaining hours yearly and providing the district with verification of all coursework, continuing education, and testing before a contract is valid.	Permit tracking records Certification records from SBEC Communications with teachers working on permits	All students	Glenna Applewhite Keith Richardson Board of Trustees Cyndi Stricklin Jeff Whitaker Mickey Owens	Beginning August 1, 2007 Ending May 26, 2008	Federal and Local funds	Notes, records, transcript reviews, certification reviews
8. The district will maintain records for every employee, conduct audits of highly qualified teacher credentials, and seek to provide highly qualified paraprofessionals yearly.	Paraprofessional credentials Teacher credentials	All students	Glenna Applewhite Sherry Treadaway Principals Region 18 TOP program	Constant review weekly/monthly of all records	Federal and Local funding 211-\$6000 for Paraprofessional training at ESC 18	Highly Qualified paperwork, certification reviews, permit paperwork

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<p>9. The district will pay a stipend above the state base for a bachelors degree and masters degree teacher salary. Further the district may use federal and/or local funds to pay stipends to teachers in critical shortage areas.</p>	<p>Regional salaries District salary schedule Review of schedules for all campuses Review of FTE's by campus</p>	All students	Keith Richardson Board of Trustees Linda Schulz	Summer budget workshops 2007 Beginning August 2007 Ending August 2008	Local, Federal and State funding sources	Budget schedules Teacher contracts and transcripts
<p>10. The district will pay employee insurance as part of the benefits package utilized to attain and retain highly qualified teachers.</p>	Budget	All students	Keith Richardson Board of Trustees Linda Schulz	Summer budget workshops 2007	Local, Federal and State funding sources	Budget schedules Teacher contracts and transcripts
<p>11. The district will also offer a cafeteria plan as part of the benefits package.</p>	AFLAC records	All students	Keith Richardson Board of Trustees Linda Schulz	Beginning August 2007 Ending August 2008	Local, Federal and State funding sources	Budget schedules Teacher contracts and transcripts

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The Highly Qualified Teacher Recruitment and Retention Plan

GOAL: To achieve and maintain a 100% highly qualified academic core teaching staff each year. To recruit and retain highly qualified staff. To provide highly qualified staff development for all staff.

SUMMATIVE EVALUATION: 100% compliant Highly Qualified Teacher Survey in accordance with No Child Left Behind federal law.

The State of Texas requires that each district establish a plan for the recruitment and retention of highly qualified professional and paraprofessional-educator staff. The plan on this website gives the district's strategic efforts to accomplish that goal. Further, the Federal Department of Education under the No Child Left Behind law requires that states and districts make an effort to establish levels of highly qualified staff throughout each district. The planning pages provided show the MWPISD efforts toward acquiring a 100% highly qualified staff through recruitment, retention, and assistance strategies in order to meet the federal requirement of 100% highly qualified personnel in all **CORE** curriculum classes.

Currently, staff on a teaching permits are allowed to work toward and complete a teaching certificate under the advisement of a highly qualified and trained mentor working in cooperation with a university or alternative certification program. They have passed all certification tests. Principals, administration, and support are provided to these teachers at a high level of involvement so that students and beginning teachers are afforded the best opportunities for success.

CORE curriculum may be defined as the following:

Reading

All English Language Arts and related courses

Fine Arts including Band, Art, Music, and Choir

All Sciences

All Social Studies/Histories

All Math Classes

***Bold print** located throughout the plan specifically emphasizes the ways in which MWPISD will achieve its goals toward 100% highly qualified staff in all **CORE** curriculum classes.