

ASSISTANCE *plus*

Due June 5, 2006

DISTRICT: Gadsden

SCHOOL: Stewart Street Elementary

SCHOOL STAFFING - Attach your plan that will bring your district into compliance with s. 1012.2315(2)

<i>How will the following be implemented?</i>	<i>Timeline</i>	<i>Person responsible & contact information</i>	<i>Monitoring process</i>
<p>Teacher Application/Recruitment Process - Gadsden County School Board is currently testing an application processing system that will allow applicants to apply for teaching positions online. The electronic candidate database is then used to sort candidate certification, job experience, and employability information. That information is disseminated via email to immediately inform school/district administrators of the most qualified candidates which makes the hiring process much more efficient and accurate than current paper application systems. The electronic system is being tested and should be available for use by July, 2006. Other district level efforts to recruit and retain highly qualified personnel include, but are not limited to: intensive recruiting via internet employment sites, job/career fairs, networking with other educators, networking with other districts for a listing of their job fair applicants, hosting site-based award/recognition incentives, promoting professional growth (i.e. National Board Certification, Reading Endorsement), etc.</p>	<p>Continual throughout the school year</p>	<p>Dianna Decker, Director of Human Resources and Staff Development decker_d@firn.edu (850) 627-9651 ext. 231</p>	<p>Number of vacancies at zero or filled within minimal time and larger pool of qualified candidates</p>
<p>Differentiated pay (Incentives) – Stewart Street teachers are eligible for Performance Pay based on student achievement, school grade, and student gains.</p>	<p>Continual throughout the school year</p>	<p>Dianna Decker, Director of Human Resources and Staff Development decker_d@firn.edu (850) 627-9651 ext. 231</p>	<p>Student performance data, faculty/staff appraisals</p>

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<p>Fully staffed entire school-year - Priority will be given to Stewart Street Elementary for staffing and a pool of qualified candidates for K-5 instruction will be kept active throughout the school year. Upon notification of resignations or terminations, the Human Resources Department will immediately begin recruiting eligible candidates and collaboratively arranging interviews.</p>	<p>Continual throughout the summer and school year</p>	<p>Dianna Decker, Director of Human Resources and Staff Development decker_d@firn.edu (850) 627-9651 ext. 231</p>	<p>Number of vacancies at zero or filled within minimal time and larger pool of qualified candidates</p>
<p>Identification and hiring of proven education leaders—Every effort will be made to ensure that all administrators and instructional staff members assigned to Stewart Street Elementary School have proven records of student achievement both at the classroom level and school administration level.</p>	<p>Continual throughout the school year</p>	<p>Dianna Decker, Director of Human Resources and Staff Development decker_d@firn.edu (850) 627-9651 ext. 231</p> <p>Reginald James, Supt of Gadsden County Schools james_r@firn.edu (850) 627-9651 ext. 285</p>	<p>All staff members have documented success as evidenced by performance data</p>

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<p>Performance Pay Plan—In meeting the requirements of ss.1012.22(1)©4, 1012.34, 1008.22, F.S. and other relevant Florida laws, the Gadsden County School Board has developed a District Performance Pay Plan that addresses all legally required elements. The focus is on documented student performance and school improvement. Participating teachers and school-based administrators who have met the criteria and are evaluated as “effective” or “outstanding” under the provisions of the Plan shall receive a 5% supplement to their base pay during the school year following such evaluation.</p>	<p>Continual throughout the school year</p>	<p>Dianna Decker, Director of Human Resources and Staff Development decker_d@firm.edu (850) 627-9651 ext. 231</p>	<p>Student//Teacher performance data, appraisals, number of teachers and/or administrators receiving performance pay</p>
<p>District provided on-site mathematics coach—The school was awarded the Mathematics Coach’s Grant for the 2005-2006 school year. Since the funding for this project was delayed, a “No Cost Extension” has been requested through December 2006. The mathematics coach that is currently assigned to Stewart Street provides both teacher mentoring and instructional support. Additionally, the coach has delivered multiple staff development opportunities for the school’s staff in order to ensure improved student performance.</p>	<p>Aug. 06—Dec. 06</p>	<p>Grant contact—Tammy McGriff-Farlin, Title I Coordinator mcgriff_t@firm.edu (850) 627-7557</p>	<p>Math coach time and effort log, school level training agenda and/or minutes, Classroom Walk-Throughs by trained personnel</p>

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<p>District provided on-site reading coach—A site-based reading coach will be provided to implement the reading initiatives identified in the Reading First Grant and the district-adopted reading program to improve students’ overall performance in reading.</p> <p>The Florida Teacher Advancement Program (FTAP) should assist with maximizing the mentoring capacity at Stewart Street to effectively implement the newly adopted reading curriculum—SRA Open Court, which is a research-based program.</p>	<p>Continual throughout the school year</p>	<p>Millie Anderson, Reading First Coaching Grant contact anderson_m01@firn.edu (850) 627-9651 ext. 236</p>	<p>Reading Coaches’ Logs, Progress Monitoring and Reporting Network (PMRN) student performance data, Classroom Walk-Throughs by trained personnel</p>
<p>District dedicated school safety and attendance personnel—The District is dedicated to providing school safety personnel to assist Stewart Street with ensuring a safe and orderly working and/or learning environment is maintained at the site. In addition, attendance personnel has also been provided to support the school’s efforts to monitor and/or intervene based upon student’s attendance data</p>	<p>Continual throughout the school year</p>	<p>Safety contact—Reginald Young (850) 875-2360</p> <p>Attendance contact— Rolanda Jackson (850) 627-9651 ext. 292</p>	<p>Quarterly MIS reports reflecting safety and/or attendance data for the targeted site</p>