

# ASSISTANCE *plus*

Due June 5, 2006

**DISTRICT:** Escambia County School District

**SCHOOL:** Hallmark Elementary School

**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 &amp; contact information</i>	<i>Monitoring process</i>
Teacher Application/Recruitment Process – Every effort will be made to appoint certified and highly qualified teachers to this school. A grant which supports new teachers in high need schools will provide training for some of the teachers. Two weeks before the beginning of school, no other positions will be advertised until this school has filled all its positions.	By August 8, 2006	Sheree Cagle, Principal, and Helen Adams, NCLB Coordinator for Human Resources	Teacher qualifications will be closely reviewed.
Differentiated pay (Incentives) - The School District and the Union will begin negotiations in the 2006-2007 school year.	By June 30, 2007	Keith Leonard, Employee Services Director	Regular reports to the Superintendent
Fully staffed entire school-year - Every effort will be made to have all staff positions filled by the first day of school.	August 8, 2006	Sheree Cagle and Mary Helen Fryman, Director of Instructional Personnel	PEGS and other evaluation documents
Identification and hiring of proven education leaders- Ms. Cagle has an impressive resume which reflects her educational and personal accomplishments.	July, 2006	Jim Paul, Superintendent	Yearly Evaluation

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**School staffing continued**

<i>How will the following be implemented?</i>	<i>Timeline</i>	<i>Person responsible &amp; contact information</i>	<i>Monitoring process</i>
<p>Performance Pay Plan During the 2006-2007 school year, the District and the Union will be negotiating the implementation of this plan.</p>	<p>Complete by June, 2007</p>	<p>Keith Leonard, Employee Services Director</p>	<p>Monthly updates to the Superintendent</p>
<p>District provided on-site reading and mathematics coaches As a Reading First school, Hallmark has a reading coach who works with K – 3<sup>rd</sup> grade teachers. The Math Coach was added in March, 2006 and will continue until December 30, 2006. After that, the district will pay for the position</p>	<p>In place for the 2006-2007 school year.</p>	<p>Kelly Aepli-Campbell, District Reading Specialist and Ramona Wright, District Math Specialist</p>	<p>Weekly reports to principal</p>
<p>Dedicated district school safety and attendance personnel The district provides for a School Social Worker who works closely with the Attendance Child Study Team process. Safety issues are also monitored by the principal and Safety Officer for the district.</p>	<p>In place for the 2006-2007 school year</p>	<p>Malcolm Thomas, Director of Evaluation Services, Steve Sharp, District Safety Officer, and Sheree Cagle, Principal</p>	<p>Monthly update with principal.</p>