

ASSISTANCE *plus*

Due June 5, 2006

DISTRICT: Hillsborough County Public Schools
Contact: Dr. Joyce Haines – 813-272-4455

SCHOOL: Just 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 & contact information</i> Dr. Joyce Haines 813-272-4455	<i>Monitoring process</i>
Teacher Application/Recruitment Process - Urban Expo – to hire NBC teachers already in the district; Renaissance Fair – to hire teachers at schools with 90% poverty – district staff participate in hiring interviews	Spring 2006, 2007	Assistant Superintendent for Federal Programs Human Resources Administrators	Data on vacancies by school and grade level
Differentiated pay (Incentives) - At 90% poverty schools, teachers with 0-5 years experience receive 5% salary differential; 6+ years experience receive 10% salary differential	On-going	Assistant Superintendent for Student Services and Federal Programs	Payroll accounts
Fully staffed entire school-year - Vacancies advertised within the district to allow experienced teachers to transfer during the school year	On-going	Principal	Review of placement data
Identification and hiring of proven education leaders- Selection includes several divisions – Administration, Federal Programs, and Curriculum and Instruction	As needed	Assistant Superintendent for Administration	Evaluation by Area Director

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School staffing continued

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Performance Pay Plan Must have outstanding evaluation in “instructional effectiveness” and “instructional impact”.	On-going	Principal	Achievement data, learning gains and accompanying documentation
District provided on-site reading and mathematics coaches Full time district approved reading coach and grant funded math coach trained by the district	2006 - 2007	Principal District Staff	Observation by school and district staff
Dedicated district school safety and attendance personnel District funded school resource officer and attendance supervisor	2006 - 2007	Divisions of Administration and Student Service and Federal Programs	Discipline referral rates and attendance statistics