

ASSISTANCE *plus*

Due June 5, 2006

DISTRICT: Broward

SCHOOL: Lauderdale Manors Elementary School

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

How will the following be implemented?	Timeline	Person responsible & Contact information	Monitoring process
<p>Teacher Application/Recruitment Process- District personnel administrators survey the school's needs and then contact local universities, review unassigned contract lists and attend the great Florida Teach In, in order to develop a master list of highly qualified candidates in the subject areas needed by the school. Personal contact is established with each applicant sent to the school and follow-up emails and exit interviews are given to determine if the candidate met the school's needs. The vacancy database as well as teacher referrals are also considered for the school's staffing needs. A fair is held in late July which is reserved only for the low performing schools to attend and a large pool of attendees is provided so that schools may fill their vacancies and fill all of their positions for the first day of school.</p>	<p>May 16-July 21 and ongoing</p>	<p>Sue Rockelman, Instructional Staffing Becki Brito, Instructional Staffing (754-321-2324)</p>	<p>Personnel administrators enter all contact data and applicant flow information on a FilemakerPro database, which is monitored monthly by the staffing Director and Supervisor. All vacancies are discussed and reviewed for timely filling of the positions in the school.</p>
<p>Differentiated pay (Incentives)- National Board Certified (NBC) and Broward County Recognition Program (BCRP) certified teachers employed at Title I Schools shall receive a supplement of 20 percent of their base salaries or \$10,000—whichever is greater—so long as they continue to work at</p>	<p>August 2006 and ongoing</p>	<p>Becki Brito, Instructional Staffing (754-321-2324) Vera Ginn, Title I (754-321-1400) Tonya Burke, HRD (754-321-5000)</p>	<p>Principals monitor mentoring activities at their schools.</p> <p>HRD monitors mentoring in database.</p>

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<p>the identified schools, maintain NBC or BCRP certification, and mentor a minimum of one other teacher assigned to a Title I school who is seeking NBC or BCRP certification, if such a teacher is identified. If no such teacher is identified, the NBC/BCRP teacher shall initiate a pre-candidacy NBC/BCRP counseling program at his or her school.</p> <p>Transfers into a Title I school by a NBC/BCRP teacher shall be guaranteed so long as a position is available and the transfer applicant is appropriately certified.</p> <p>Additionally, any such teacher transferring into a Title I school shall be granted a guaranteed transfer out of that school at the end of the school year after working at least three (3) years at the school or if this program is discontinued for any reason at that school.</p> <p>5% bonus for principal assignment.</p> <p>cNET support of professional learning/conferences for teachers and administrators.</p>			
<p>Fully staffed entire school year – Schools are required to report their vacancies on a monitoring report-they also enter these vacancies on a declaration of vacancy database, which is monitored, by the staffing</p>	<p>Entire year-ongoing</p>	<p>Sue Rockelman, Instructional Staffing Becki Brito, Instructional Staffing (754-321-2324)</p>	<p>There are two monitoring worksheets, which must be filled out by the school and discussed with the area director at each of</p>

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<p>director and supervisor. Areas also monitor their vacancies through the area directors' monitoring report.</p>		<p>Michaelle Valbrun-Pope, Area Director (754-321-3800)</p>	<p>their visits. Also, the FilemakerPro database, maintained by Instructional Staffing, monitors the number of vacancies throughout the entire year</p>
<p>Identification and hiring of proven education leaders- Our district identifies and hires educational leaders that have proven to be effective in all the areas outlined in the principal core competencies. We further strive to place principals in schools that may benefit from their specific expertise or experiences. The principal has had prior successes as a principal raising student achievement at schools with high poverty and with like populations, and were identified and developed through mentoring and coaching to provide effective leadership at the schools they were assigned. Principals at these sites are closely monitored and supported by area and district personnel as they address the issues of management and supervision, strategic alignment of teaching and learning, communication, community involvement, personal behavior, and situational problem solving.</p>	<p>All principals hired by July 2006</p>	<p>Dr. Frank Till, Superintendent (754-321-2600)</p> <p>Dr. Verda Farrow, Area Superintendent (754-321-3800)</p> <p>Roma Atkins, Director Non-Instructional Staffing (754-321-1810)</p>	<p>Non-Instructional Staffing reviews all principal applications to ensure candidates hold certifications and meet initial qualifications. Area office reviews applications for principal competencies and prior experience. The first round of interviews is conducted by a Community Forum, representing all stakeholders, and they identify candidates to go on to final interviews conducted by Dr. Till (Superintendent) and a team made up of senior managers.</p>

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