

ASSISTANCE *plus*

Due June 5, 2006

DISTRICT: MIAMI-DADE COUNTY PUBLIC SCHOOLS SCHOOL: MIAMI EDISON SENIOR HIGH 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>	<i>Monitoring process</i>
<p>Teacher Application/Recruitment Process –</p> <p>A part of the Memorandum of Understanding with the United Teachers of Dade (UTD), any staff member desiring to leave any ZONE school, which includes Miami Edison Senior High, is provided that opportunity yearly through a transfer process conducted in May. This ensures staff members the opportunity to transfer to other schools if they are not committed to the mission of the school.</p> <p>As part of restructuring requirements, a review of student achievement data will be conducted to determine if any additional teachers need to be transferred.</p> <p>A new initiative, with priority given to Miami Edison Senior High will include recruiting from non-traditional sources such as international teachers for shortage areas.</p> <p>District efforts to address critical teacher shortages will also include district-wide teacher fairs, whereby advanced contracts are offered to prospective teachers; a dedicated Human Resources staff member assigned the specific responsibility of monitoring open positions at the school and assisting the administrative team with filling the positions quickly; a reserved pool of qualified teachers from which district personnel can assign teachers to open positions at these critical schools; ongoing national recruitment efforts such as Teach for America. Currently, Miami Edison Senior High School is scheduled to open fully staffed.</p>	<p>June, 2006</p>	<p>Ms. Maria Vidal 305-995-7009</p> <p>Dr. Geneva Woodard 305-995-2561</p>	<p>Teacher vacancies and recruitment outcomes will be tracked by the administration as part of an objective scorecard for the school and will be part of the administrators' evaluations.</p>
<p>Differentiated pay (Incentives)-</p> <p>As part of the labor agreement with UTD, all teachers employed in the School Improvement Zone received a 20% pay differential. As part of the 20% pay differential, these teachers will receive \$1,600 for 56 hours of professional development that takes place beyond the regular school day.</p>	<p>August, 2006</p>	<p>Ms. Maria Vidal 305-995-7009</p> <p>Ms. Ofelia San Pedro 305-995-1225</p>	<p>Office of Professional Development will monitor this professional development and collaborate with the Principal to ensure compliance.</p>

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School staffing continued

<i>How will the following be implemented?</i>	<i>Timeline</i>	<i>Person responsible & contact information</i>	<i>Monitoring process</i>
<p>Fully staffed entire school year- Miami-Dade County Public Schools has identified all ZONE schools, which includes Miami Edison Senior High, as critical staffing schools. These include district-wide teacher fairs, whereby advanced contracts are offered to prospective teachers; a dedicated Human Resources staff member assigned the specific responsibility of monitoring open positions at the school and assisting the administrative team with filling the positions quickly; a reserved pool of qualified teachers from which district personnel can assign teachers to open positions at these critical schools; and ongoing national recruitment efforts such as Teach for America.</p> <p>A new initiative, with priority given to Miami Edison Senior High will include recruiting from non-traditional sources such as international teachers for shortage areas.</p> <p>Currently, Miami Edison Senior High School is scheduled to open fully staffed.</p>	<p>July, 2006</p>	<p>Ms. Maria Vidal 305-995-7009</p> <p>Dr. Geneva Woodard 305-995-2561</p>	<p>The District office Human Resources will track and ensure the school is fully staffed throughout the year.</p>
<p>Identification and hiring of proven education leaders- The Associate Superintendent for School Operations in conjunction with Regional Center Superintendents and ZONE administration will review data pertinent to student achievement at Miami Edison Senior High School and make recommendations to change leadership personnel to the Superintendent, if warranted.</p>	<p>July, 2006</p>	<p>Mr. Freddie Woodson 305-995-4242</p>	<p>School Operations in conjunction with the administration of the ZONE will utilize data for the evaluation of administrators and make necessary changes where warranted.</p>

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<i>How will the following be implemented?</i>	<i>Timeline</i>	<i>Person responsible & contact information</i>	<i>Monitoring process</i>
<p>Performance Pay Plan Miami-Dade County Schools has developed and piloted a performance pay system for all administrators and will implement the program district-wide in 2006-2007 for all school-site and non school-site administrators. Superior Teachers are Rewarded (STAR) will be implemented district wide for all teachers.</p>	July 1, 2006	Dr. Kriner Cash 305-995-1814 Ms. Maria Vidal 305-7009	The Office of Accountability and Systemwide Performance will provide monthly benchmarking for all indicators for performance pay and will adhere to state guidelines for STAR.
<p>District provided on-site reading and mathematics coaches Miami Edison Senior High School currently has two full time reading and one full time math coach. These personnel assist teachers in the implementation of curriculum, analysis of data, modification of instructional plans and model lessons.</p>	August, 2006	Ms. Antoinette Dunbar 305-995-1451 Ms. Maria Vidal 305-7009	The ZONE will ensure these positions are allocated and filled.
<p>Dedicated district school safety and attendance personnel Miami Edison Senior High School, designated as School Improvement ZONE school since 2004-2005 by this administration, will continue with the services of a School Resource Officer, a full-time social worker and a Community Involvement Specialist that will continue their assistance in the area of monitoring attendance and truancy on a daily basis.</p>	August, 2006	Chief Gerald Darling 305-757-7708 Dr. Geneva Woodard 305-995-2561	The Chief of Police and District Title I will ensure these positions are allocated and filled.