

REQUIREMENT # 12

SBE Approved 5.14.06:

All instructional staff must reapply for their jobs, and must have evidence of being highly effective.

To comply with the requirement to be fully staffed on the first day of school, some personnel identified on the Department of Education's Corrective Action list were not reconstituted. Maintaining the identified teachers will provide for less disruption to the instructional program.

The School Improvement Zone will provide the following intensive support for the instructional personnel that were not reconstituted as well as beginning teachers as a continued effort to increase student achievement and have each reflect on individual performance standards.

- Professional Development in the critical area identified will be scheduled and provided by curriculum support specialists and/or district personnel.
- A mentor teacher will be assigned to the identified teacher to provide instructional support on a daily basis.
- Mentor teacher will assist the identified teacher with instructional planning to ensure appropriate use of instructional strategies.
- Mentor teacher will model lessons in order to ensure the proper delivery of instructional strategies.
- Mentor teacher will provide an opportunity to supervise the identified teacher on a daily basis.
- Designated administrator, mentor teacher, and identified teacher will meet on a weekly basis to review teacher and learner progress.

Teachers Hired For 2006-2007 School Year

Criteria:

The schools that are most challenging to staff depend on a high level of assistance from the district offices (Staff Recruitment and Instructional Staffing). Teachers who are recruited and selected for these schools, if not experienced teachers, have potential to obtain “strong student learning gains”. This is evident by our district’s collaborative agreement with selective teacher recruitment programs, e.g., The New Teacher Project (Miami Teaching Fellows), and Teach For America, District teacher recruitment fairs and events, and aggressive efforts in recruiting outstanding college of education graduates both locally and from across the country.

Since these teachers have no previous data to measure “learning gains”, the following criterion was used:

- Graduates of Florida colleges or universities must demonstrate competency in the 12 Florida Educator Accomplished Practices (FEAP) prior to their graduation, resulting in these individuals being deemed Highly Qualified Teachers.
- Newly hired teachers from out of the State of Florida, including Teach for America Teachers, and Miami Teaching Fellows must meet the criteria indicated in the No Child Left Behind Act (NCLB) for Highly Qualified Teachers.

Teach For America

- utilizes an admissions process that is highly selective. They received approximately 19,000 applications nationwide, of which approximately 3,000 were selected as corps members and 2,500 ended up joining the movement. Teach For America corps members are outstanding recent college graduates from all fields of study. Their average cumulative grade point average is 3.65 and 95% of them held leadership positions in their colleges. In the classroom, these newly hired teachers receive on-going support from the Teach For America Program which is designed to continuously impact the corps members effectiveness in the classroom to ensure the greatest impact on student learning.

Miami Teaching Fellows

- thirty six percent of the 2006-07 cohort have advanced graduate degrees. These teachers are interviewed and selected only for schools that are the most challenging to staff. These teachers are career changers from a variety of

professional fields, recent college graduates, and community members. Current Teaching Fellows include a former management consultant, lawyer, M-DCPS police officer, social worker, university professor, as well as accomplished recent graduates. The Fellows participate in a 5-week intensive institute designed to orient them to the day to day challenges they will face and practices they will need to be effective in the classroom. Their training combines a research-based curriculum and practice teaching in the District's summer school program. The schools hosting Fellows this summer are Arcola Lake Elementary, Charles Drew Middle, Lillie C. Evans Elementary, Olinda Elementary, and Booker T. Washington Senior High.

When selecting candidates, both recent college graduates and career changers, Miami Teaching Fellows and Teach For America select graduates from colleges and universities that include: Brown University, Cornell University, Georgetown University, Georgia Institute of Technology, Harvard University, Indiana University, Massachusetts Institute of Technology, Penn State University, Princeton University, Temple University, Tufts University, University of Virginia, University of Michigan, University of Notre Dame, University of Pennsylvania, George Washington University, and Yale University, among others.

Pre-service training for Miami Teaching Fellows and Teach For America recruits participate in intensive pre-service training programs before the start of the school year.

- Newly hired teachers within the State of Florida who are graduates from Florida colleges or universities are automatically considered Highly Qualified due to the fact that they must demonstrate competency in the 12 Florida Accomplished Practices (FEAP) prior to being awarded their degree.