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West Hardin CCISD
100908

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Highly Qualified Teacher Continuous Improvement Plan 2014-2015

PART I – LEA Plan

Definitions

Strategies/Activities - Strategies and activities to be implemented to meet the goal and objectives listed. **(A single strategy may meet multiple objectives).**

Objective Met – Select the objective(s) from the list that the strategy/activity addresses.

Person(s) Responsible - Personnel (by position) needed to implement the activity.

Measurable Evidence of Improvement - Qualitative and/or quantitative measures of improvement.

Target Completion Date - Date that strategy/activity will be complete.

Goal: To meet the 100% highly qualified teacher requirements by the end of the 2014-2015 school year.

All objectives below must be addressed in the plan.

Objective 1 - Increase the percentage of highly qualified core academic subject area teachers on each campus to 100%.

Objective 2 - Increase the percentage of core academic subject area classes taught by highly qualified teachers on each campus to 100%.

Objective 3 - Increase or maintain the percentage of teachers receiving high-quality professional development on each campus to meet 100%.

Objective 4 - Ensure low-income students and minority students are not taught at higher rates than other student groups by inexperienced, out-of-field, or non-highly qualified teachers. (If the objective is not applicable, please review the Continuous Improvement Plan Instructions for further guidance.)

Objective 5 – Increase the percentage of core academic subject area classes taught by highly qualified teachers on high poverty campuses to 100%. (If the objective is not applicable, please review the Continuous Improvement Plan Instructions for further guidance.)

Objective 6 - Attract and retain highly qualified teachers.

Objective 7 - Assist teachers not currently highly qualified to meet the highly qualified requirements in a timely manner.

Strategies/Activities	Objective(s) Met	Person(s) Responsible	Measurable Evidence of Improvement	Target Completion Date
Assist the teachers who have not passed their tests the opportunity for tutoring and access to study guides.	<input type="checkbox"/> Objective 1	Campus Principals	All teachers passing their certification exams	June 5, 2015
Assist the teachers who have not passed their tests the opportunity for tutoring and access to study guides.	<input type="checkbox"/> Objective 2	Campus Principals	All teachers passing their certification tests	June 5, 2015
Through staff development and PLC times teachers are mentored and provided strategies for best teaching practices and curriculum development.	<input type="checkbox"/> Objective 3	Curriculum Director; campus principals; and department chairs.	Continuous monitoring through lesson plans, scope and sequence, and common assessments.	June 5, 2015
The LEA did not receive a Highly Qualified Equity Distribution report from the TEA and is not required to analyze equity gaps.	x Objective 4 N/A	N/A	N/A	N/A

Strategies/Activities	Objective(s) Met (Multiple boxes may be checked.)	Person(s) Responsible	Measurable Evidence of Improvement	Target Completion Date
The LEA does not have any high poverty campuses.	x Objective 5	N/A	N/A	N/A
Attend job fairs at local universities. Also, recruit highly qualified teachers from alternative certification programs.	<input type="checkbox"/> Objective 6	Campus Principals	Number of teachers we recruit and retain each year.	June 5, 2015
Assist the teachers who have not passed their tests the opportunity for tutoring and access to study guides.	<input type="checkbox"/> Objective 7	Campus Principals	All teachers passing their certification tests	June 5, 2015

Part II - Signatures of all Required Team Members and Superintendent

Role	Please Print or Type	Please Sign
Superintendent	Ralph Carter	<i>Ralph Carter</i>
Federal Programs Director x LEA does not have Federal Programs Director position		
Human Resource Director x LEA does not have Human Resource Director position		
Name of each campus not able to report 100% HQT: 1. West Hardin Elementary 2. West Hardin Secondary 3. 4. 5.	Campus Administrator from each campus not able to report 100% HQT: 1. Cindy Moss 2. Alan Andrus 3. 4. 5.	<i>Cindy Moss</i> <i>Alan Andrus</i> 3. 4. 5.

The Highly Qualified Continuous Improvement Plan must be completed by **December 15, 2014**. If you have any questions, contact the Highly Qualified Unit at (512) 463-9213.