

Lockhart ISD Recruitment and Retention Plan

Goal #1	Highly Qualified Staff: by the end of 2005-2006 and annually updated, all students will be taught by highly qualified Teachers who are assisted by highly qualified paraprofessionals.
Performance Measures	<ol style="list-style-type: none"> 1. 100% of core area teachers will be highly qualified by the end of the school year. 2. 100% of instructional paraprofessionals will meet the highly qualified standards by the end of the school year. 3. 100% of new hires will meet highly qualified status prior to employment. 4. NCLB Indicator 3:1: The percentage of classes being taught by highly qualified teachers in the aggregate and in high-poverty schools will be 100%. 5. NCLB Indicator 3:2: The percentage of teachers receiving high-quality professional development will be 100%. 6. NCLB Indicator 3:3: The percentage of instructional paraprofessionals (excluding those with sole duties as translators and parental involvement assistants) who are highly qualified will be 100%.
Summative Evaluation	Personnel files, highly qualified worksheets, and principal attestations.

Strategy/Activity	Target Population	Person Responsible	Budget Resources	Formative Assessment	Benchmark Timeline
1. Conduct recruitment activities to ensure highly qualified personnel in all positions. Activities will include participating in job fairs, posting vacancies in multiple sites/organizations and maintaining active webpage. LISD will also utilize all resources as approved-the local recruitment plan.	All Staff Members	Superintendent	Local Funds Title II, A	Number of Positions posted. Number of applications completed. Number of visits on the web page counted.	Sept. 1, 2005 then Sept. 30 each year.

2. Establish an effective teacher mentoring system in order to retain highly qualified staff.	All Teachers	Campus Principals	Local Funds Title II, A	Mentor Assignments Mentor Conference logs Mentor Training Materials	July 2006 May 2007
3. Analyze data from all teachers' certifications, testing, staff development, and service records to ensure that all meet highly qualified status.	All teachers	Human Resources Administrator	Local Funds Title II, A	Personnel files Professional Development Records Teacher Interviews	Aug. 15, 2005-09-15 annually Aug. 15, 2005 May 1 thru Aug. 15 annually
4. Assist teachers in maintaining or attaining certification through alternative programs, GT certification, ESL certification, coursework and TExES testing in order to assure all staff is highly qualified.	All teachers	Executive Director of Curriculum	Local Funds Title II, A	Number of teachers in ACPs Professional Development records	Maintain Certificates on file-review annually
5. Analyze data from paraprofessionals' files to ensure all instructional aides are highly qualified.	All instructional paraprofessionals	Human Resources Administrator	Local Funds Title II, A	Personnel files Professionals Development records	Aug. 15 then annually Aug. 15 then annually
6. Hire paraprofessionals that meet Highly Qualified based on NCLB higher standards of 48 college hours or more.	All instructional paraprofessionals	Campus Principals	Local Funds, Title II, A	Professional Development records Staff Transcripts	May 25 annually
7. Assign highly qualified teachers in equal proportions to all campuses, including low-income and minority areas.	All teachers	Principals and Human Resources Administrator	Local Funds, Title II, A	Personnel files Campus demographics	Aug 1 annually Aug 1 annually

--	--	--	--	--	--

Strategy/Activity	Target Population	Person Responsible	Budget Resources	Formative Assessment	Benchmark Timeline

--	--	--	--	--	--

Strategy/Activity	Target Population	Person Responsible	Budget Resources	Formative Assessment	Benchmark Timeline