

George West Independent School District
Teacher Recruitment and Retention Strategies

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| Goal | Highly Qualified Staff: 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% core area teachers will be highly qualified. 2. 100% of instructional paraprofessionals will meet the highly qualified standards. 3. 100% of new hires will meet highly qualified status prior to employment. 4. The percentage of classes being taught by highly qualified teachers in the aggregate will be 100%. 5. The percentage of teachers receiving high-quality professional development will be 100%. 6. The percentage of instructional paraprofessionals who are highly qualified will be 100% | | |
| Summative Evaluation | Personnel files, highly qualified worksheets, and principals attestations. | | |
| Strategy/Activity | | | |
| | Target Population | Person Responsible | Formative Assessment |
| 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. | All Staff Members | Superintendent | Number of positions posted Number of applications completed Number of visits on the web page |
| 2. Establish an effective teacher mentoring system in order to retain highly qualified staff. | All Teachers | Campus Principals | Mentor assignments Mentor conference logs |
| 3. Enhance the staff development program to encourage teachers to learn about and try new activities and approaches in order to educate, inspire, and build confidence, and therefore, retaining a highly qualified staff. | All Teachers | Campus Principals | Professional development records |
| 4. Assist teachers in maintaining certification or attaining additional certification through coursework and TExES testing. | All Teachers | Campus Principals | Personnel files |
| 5. Analyze data from all teachers' certifications, testing, staff development, service records to ensure that all meet highly qualified status. | All Teachers | Administrative Assistant | Personnel files Professional development records |
| 6. Analyze data from paraprofessionals' files to ensure all instructional aides are highly qualified. | All Instructional Paraprofessionals | Administrative Assistant | Personnel files |
| 7. Assign highly qualified teachers in equal proportions to all campuses. | All Teachers | Superintendent | Personnel Files |