

Washakie County School District #1

Highly Qualified Plan



District Plan



WYOMING DEPARTMENT OF EDUCATION
District Highly Qualified Teacher Plan
P.L. 107-110 – No Child Left Behind (NCLB)

Section 1119 (a)(3) of NCLB requires that "each local educational agency receiving assistance under this part (Title I) shall develop a plan to ensure that all teachers teaching within the school district served by the local educational agency are highly qualified. . ."

<u>Washakie County School District #1</u> District Name	<u>2201000</u> District I.D. Number
<u>David Nicholas</u> Superintendent's Name	<u>1900 Howell Avenue</u> District Address
<u>Worland</u> City	<u>82401</u> Zip Code
<u>Dr. Mary Krisko</u> Local Contact Name	<u>(307) 347-9286</u> Telephone Number

DISTRICT ASSURANCES RELATED TO HIGHLY QUALIFIED TEACHERS:

(Check all that apply.)

- All teachers will be assigned to teach a grade(s) and subject(s) for which the teacher holds proper Wyoming licensure and for which the teacher has been deemed highly qualified.
- The district will establish procedures for developing individual teacher plans for becoming highly qualified that provide for clear and direct communication between the district and the teachers.
- The district will support the procedure necessary to assist each teacher who is not highly qualified in his assigned teaching area with becoming highly qualified.
- The district has policies and procedures to prohibit use of Title II, Part A funds to pay the salary of any teacher who does not meet the NCLB and state definitions of highly qualified teacher.

Signature of Authorized District Representative

Date

Signature of Authorized District Representative

Date

I. CORE ACADEMIC TEACHERS WHO ARE NOT HIGHLY QUALIFIED

All teachers who are not highly qualified for their current teaching assignments must complete, with supervision from the building principals, an Individual Professional Development Plan that outlines the activities that he/she will complete in order to become highly qualified. The school and the district are responsible for monitoring the completion of the Plan throughout the year and to provide funds or other support to each teacher in order to remove deficiencies. Use this form to record the individual teacher plans and monitoring by the principals.

School: _____ Principal: _____ Date: _____

100% of the teachers in this school are highly qualified in their current teaching assignment.

Teachers with Individual Professional Development Plans for becoming Highly Qualified:

Teacher Name	Grade/Content Area	Plan of Action	Intended date of completion	Monitoring Dates	Completion Date	Support (\$\$\$ or other)

II. DISTRICT HIGHLY QUALIFIED TEACHERS SUMMARY REPORT

100% of the teachers in this district are highly qualified in their current teaching assignment.

Use this form to summarize the district's activities and responsibilities for ensuring that all teachers become highly qualified. This report should reflect the aggregate information from all school highly qualified teacher plans.

District Support Category	Resources (Funding Source and <u>Amount</u>)	Responsible Person	Number of Teachers	Description (if appropriate)
Total				

**Insert additional rows if needed.*

III. DISTRICT ACTIONS TO ENSURE EQUITABLE DISTRIBUTION OF HIGHLY QUALIFIED TEACHERS

List and describe district actions to ensure that poor and minority students and those in schools identified for improvement are not taught by **(1) inexperienced (less than three years), (2) not highly qualified, or (3) out-of-field teachers** at higher rates than other students. If the district has only one building at each grade level, completion of this page is not necessary, proceed to section **IV**.

District Actions	Person Responsible	Resources (Fund Source/\$\$)	Describe Monitoring Process

WCSD #1 EQUITABLE DISTRIBUTION OF TEACHERS: June 2010

School	Total Teachers	Number of Novice Teachers (≥3 Years)	Percent of Novice Teachers	Number of Experienced Teachers (<3 Years)	Percent of Experienced Teachers	Number of Highly Qualified Teachers	Percent of Highly Qualified Teachers
2201001	19	2	11%	17	88%	19	100%
2201002	14	2	14%	12	87%	14	100%
2201003	22	3	14%	19	87%	22	100%
2201050	25	0	0%	25	98%	25	100%
2201055	37	2	5%	35	96%	37	100%
*2201055: Josh Garcia: Completing ESL Endorsement during 2009-2010							

Student Enrollment: April 2010

School	Total Students	Number of Free Lunch Students	Percent of Free Lunch Students	Number of Reduced Lunch Students	Percent of Reduced Lunch Students	Number of Minority Students	Percent of Minority Students
2201001	248	79	31.85%	45	18.15%	47	18.95%
2201002	167	47	28.14%	47	28.14%	35	20.96%
2201003	249	128	51.41%	43	17.27%	86	34.54%
2201050	285	75	26.32%	64	22.46%	66	23.16%
2201055	387	68	17.57%	67	17.31%	93	24.03%

IV. DISTRICT ACTIONS TO RECRUIT HIGHLY QUALIFIED TEACHERS

List and describe district actions for recruiting, hiring, and placement of highly qualified teachers. Also indicate the actions that will be taken should a teacher be hired who is not highly qualified. All actions should be supported by the district's policies and procedures for recruiting, hiring, and retaining highly qualified teachers.

Example strategies include, but are not limited to participation in college/university education fairs, utilization of internet posting sites, signing bonuses, and/or incentives for those who will teach in hard-to-staff positions or schools.

District Actions	Person Responsible	Resources (Fund Source/\$\$)	Explanation
Positions are opened to highly qualified personnel within the district.	David Nicholas	District Title II-A	Funds are available if necessary for highly qualified status
Positions are advertised outside the district. Only applications with degrees in education are accepted. Only highly qualified staff members are considered in Title I schools.	Delores Cook	District Title II-A	Funds are available if necessary
Media used for advertising: <ul style="list-style-type: none"> • Regional University Career Services accessed through the internet • News media, locally, within the state, and in surrounding states • Wyoming Job Service • Teachers to Teachers Recruitment Services • Job Fairs • Wyoming School Board Recruitment Services 	Delores Cook	District	
School administrators and superintendent of schools review applications as received.	Randy Durr Linda Anderson Joe Bishop Richard Schaal	District	

District Actions	Person Responsible	Resources (Fund Source/\$\$)	Explanation
Selections are made from qualified applications and interviews are scheduled.	Randy Durr Linda Anderson Joe Bishop Richard Schaal	District	
The appropriate building administrator or HR representative checks references for the successful applicant.	Randy Durr Linda Anderson Joe Bishop Richard Schaal Jack Stott Delores Cook	District	
The building administrator makes recommendation to the superintendent for approval.	Randy Durr Linda Anderson Joe Bishop Richard Schaal	District	
Verification of past teaching experience is requested for each successful applicant.	Randy Durr Linda Anderson Joe Bishop Richard Schaal Jack Stott Delores Cook	District	
The superintendent submits recommended applicant to the board for board approval	David Nicholas	District	

**Insert additional rows as needed.*

*** Complete "Resources" column as appropriate.*

V. DISTRICT ACTIONS TO RETAIN HIGHLY QUALIFIED TEACHERS

List and describe district actions to retain highly qualified teachers. All actions should be supported by the district's policies and procedures for recruiting, hiring, and retaining highly qualified teachers.

Example strategies include, but are not limited to coaching and mentoring, differentiated pay, and/or reduced class size.

District Actions	Person Responsible	Resources (Fund Source/\$\$)	Explanation
Provide Reading Specialist Incentives for School-wide Title I	David Nicholas	<ul style="list-style-type: none"> ‣ NCLB Highly Qualified Rules and Regulations ‣ WDE ‣ Consolidated Grant ‣ Paraeducator.net ‣ Personnel Records ‣ PTSB Approval 	<ul style="list-style-type: none"> ‣ Review Highly Qualified Rules and Regulations ‣ Review of District Rules and Regulations ‣ Review of NCLB and Federal Programs Rules and Regulations ‣ Provide Paraeducator.net notebooks
Provide district-wide staff development annually	<ul style="list-style-type: none"> ‣ David Nicholas ‣ Mary Krisko ‣ Linda Anderson ‣ Randy Durr ‣ Jack Stott ‣ Jody Martinson ‣ Denise Herman ‣ Kathy Wise 	<ul style="list-style-type: none"> ‣ WDE ‣ National Board Certification ‣ Title II-A ‣ Title II-D 	<ul style="list-style-type: none"> ‣ Presentation on NBC through Elboken Grant ‣ Teacher mentor program ‣ Focus on reading, writing, and math problem solving ‣ Target technology initiatives for the classroom
Provide school-wide staff development annually, focusing on School Improvement and training teachers to be successful in challenging classrooms.	<ul style="list-style-type: none"> ‣ David Nicholas ‣ Mary Krisko ‣ Linda Anderson ‣ Joe Bishop ‣ Randy Durr ‣ Richard Schaal 	<ul style="list-style-type: none"> ‣ John Maxwell – <i>21 Leadership Skills</i> ‣ John Maxwell – <i>Thinking for a Change</i> ‣ Harry Wong – <i>The Effective Teacher</i> ‣ Harry Wong – <i>First Days of School</i> ‣ Rick DuFour – <i>Professional Learning Communities</i> 	<ul style="list-style-type: none"> ‣ Round Table Discussion ‣ Staff Development training sessions ‣ After-school Discussions ‣ Team interaction ‣ Video presentations with discussion ‣ Collaborative input

District Actions	Person Responsible	Resources (Fund Source/\$\$)	Explanation
Administrators Provide extended opportunities for administrators to be involved beyond the local professional level	<ul style="list-style-type: none"> ‣ David Nicholas 	<ul style="list-style-type: none"> ‣ John Maxwell – <i>Laws of Teamwork</i> ‣ Selected professional articles ‣ Focus on Teachers as Leaders 	<ul style="list-style-type: none"> ‣ Round Table Discussion ‣ Collaborative input ‣ Minimum time: Monthly
Provide recognition incentives	<ul style="list-style-type: none"> ‣ Board of Trustees ‣ David Nicholas ‣ Mary Krisko ‣ Joe Bishop ‣ Richard Schaal ‣ Linda Anderson ‣ Randy Durr 	<ul style="list-style-type: none"> ‣ PLC Consortium (WDE PLC Title II Grant) 	<ul style="list-style-type: none"> ‣ PLC Consortium ‣ Rick DuFour ‣ Becky DuFour ‣ Rick Stiggins
Recertification Credit for Teachers and Administrative Staff	<ul style="list-style-type: none"> ‣ Mary Krisko ‣ Joe Bishop ‣ Richard Schaal ‣ Linda Anderson ‣ Randy Durr 	<ul style="list-style-type: none"> ‣ University of Wyoming ELL (ESL) Endorsement Scholarships (Dr. Francisco Rios) ‣ Highly Qualified Title I and Title II-A Resources for Coursework ‣ WEN Training ‣ Provide tuition and expense reimbursement ‣ Allow advancement on salary schedule ‣ Title II-A and Title III 	<ul style="list-style-type: none"> ‣ Provide ELL Coursework in: Linguistics 2nd Language Acquisition Sociolinguistics Theory and Practice (ESL I) Theory and Practice (ESL II) Practicum Training ‣ WEN Video – Dr. Rios Kim Wyman – Supervisor
Recertification Credit for Substitute Teachers	<ul style="list-style-type: none"> ‣ Mary Krisko 	<ul style="list-style-type: none"> ‣ District Staff Development 	Opportunities are available for all staff members to receive credit for recertification courses approved through PTSB
Provide “at-risk” training for summer school staff, including Migrant School	<ul style="list-style-type: none"> ‣ Mary Krisko ‣ Joe Bishop ‣ Richard Schaal ‣ Linda Anderson ‣ Randy Durr ‣ Vicky Gopp 	Title I-C Title II-A Title III Summer School Bridges District	Resources are available for staff members working with summer school students.

District Actions	Person Responsible	Resources (Fund Source/\$\$)	Explanation
New and New to District Teachers	<ul style="list-style-type: none"> ‣ David Nicholas ‣ Delores Cook ‣ Mary Krisko ‣ Joe Bishop ‣ Linda Anderson ‣ Randy Durr ‣ Richard Schaal 	District	Opportunities for highly qualified status are available through the Praxis test – content specific.
Paraeducator Certification	<ul style="list-style-type: none"> ‣ David Nicholas ‣ Delores Cook ‣ Mary Krisko ‣ Artis Averett ‣ Linda Anderson 	\$800 – Title I-A and/or Title II-A	http://www.paraeducator.net
National Board Certification	<ul style="list-style-type: none"> ‣ David Nicholas 	NA	Provide inservice opportunities for teachers through the Hoboken Foundation
Professional Learning Community Collaboration	<ul style="list-style-type: none"> ‣ Richard Schaal ‣ Randy Durr ‣ Linda Anderson ‣ Joe Bishop 	Title 619 (VI-B) Title II-A	Professional Learning Academy Paraeducator Teaming Teacher-Teacher
AdvancED Standards	<ul style="list-style-type: none"> ‣ Mary Krisko ‣ Richard Schaal ‣ Denise Herman ‣ Jody Rakness ‣ Ruth Stephens ‣ Kathy Wise ‣ Kari Ferree ‣ Lorraine Loschen ‣ Cornel Loschen 	<ul style="list-style-type: none"> ‣ AdvancED Rubric ‣ NCA CASI Accreditation ‣ SAR Report ‣ 5-Year Process 	2010-2011 SAR Report Due 2010-2011 QAR Visitation

District Actions	Person Responsible	Resources (Fund Source/\$\$)	Explanation
Professional Learning Collaboration Administration	David Nicholas	District	To encourage administrators as leaders on a collaborative school environment
Target Instructional Strategies in Reading, Writing, Mathematics, and Science	<ul style="list-style-type: none"> ‣ David Nicholas ‣ Mary Krisko ‣ Joe Bishop ‣ Linda Anderson ‣ Randy Durr ‣ Richard Schaal 	Specifically... Title I Title I and II-A Title I and District Title II-A and District Title I Title I, Title II-A, and District Title II-A and District Title II-A and District Summer School/Extended Day Title II-A and District IDEA (Rtl), District, and Title II-A Title I Title III	Activities to include the following: Lucy Caukins Writing Balanced Literacy Guided Reading School Improvement Conference Title I Conference Read Well – Kindergarten Reading - Content Area Writing - Content Area Working with At-Risk Students SI Interventions Model Schools Bridges in Mathematics ELL Strategies
Target Technology Literacy and Implementation	<ul style="list-style-type: none"> ‣ David Nicholas ‣ Mary Krisko ‣ Joe Bishop ‣ Linda Anderson ‣ Randy Durr ‣ Richard Schaal ‣ Ruth Stephens ‣ Kathy Wise ‣ Denise Herman ‣ Jennifer Villa 	Specifically... Title II-A and District Title II-A and District Title II-A and District Title II-A and District Title II-A and Title II-D Title II-A and District IDEA (Rtl), District, and Title II-A District	Activities to include the following: State IF Training Jim Knight IF Training My Access School Improvement Conference Inform Renaissance Model Schools Infinite Campus - SIS

District Actions	Person Responsible	Resources (Fund Source/\$\$)	Explanation
Target Assessment/Accountability Body of Evidence Assessment Training	<ul style="list-style-type: none"> ‣ David Nicholas ‣ Mary Krisko ‣ Joe Bishop ‣ Linda Anderson ‣ Randy Durr ‣ Richard Schaal ‣ Denise Herman ‣ Kathy Wise 	Specifically... Title II-A and District Title II-A and District Title II-A and District Title II-A and District Title II-A and District Title II-A and District Title I Title II-A and District	Activities to include the following: BOE Criteria Alignment Consistency Fairness Standard Setting Comparability UW Partnership UW Science Consortium WDE BOE Training My Access School Improvement Conference PAWS/AYP DIBELS Data Management and Analysis
Target Data-Driven Interventions School Improvement Plans	<ul style="list-style-type: none"> ‣ David Nicholas ‣ Mary Krisko ‣ Joe Bishop ‣ Linda Anderson ‣ Randy Durr ‣ Richard Schaal 	Specifically... Title II-A and District Title II-A and District Title II-A and District Title II-A and District IDEA (Rtl), District, and Title II-A	Activities to include the following: Instructional Facilitator Training My Access School Improvement Conference NCA/QAR/AdvancED Model Schools
Target Career/Vocational	<ul style="list-style-type: none"> ‣ David Nicholas ‣ Mary Krisko ‣ Sandra Bishop ‣ Linda Anderson ‣ Randy Durr 	Specifically... Perkins and District Perkins and District	Activities to include the following: School Improvement Conference Perkins Related Workshops

**Insert additional rows as needed.
** Complete "Resources" column as appropriate.*