

ESC Region #:	20
LEA Name:	Judson ISD
County-District #:	015-916

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Highly Qualified Teacher Continuous Improvement Plan 2009-2010

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 2009-2010 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 <i>(Multiple boxes may be checked.)</i>	Person(s) Responsible	Measurable Evidence of Improvement	Target Completion Date
Take/Pass appropriate exam	<input checked="" type="checkbox"/> Objective 1 <input checked="" type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input checked="" type="checkbox"/> Objective 5 <input type="checkbox"/> Objective 6 <input checked="" type="checkbox"/> Objective 7	Human Resources Director	Passing score on exam	June 2010
Review HQ Status Report with Professional Development, Curriculum Leaders, and Campus Leadership	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input checked="" type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input type="checkbox"/> Objective 5 <input checked="" type="checkbox"/> Objective 6 <input checked="" type="checkbox"/> Objective 7	Executive Director of Human Resources and Director of Human Resources	Professional Development Workshop Logs Eduphoria	February 2010
Advertise Stipends for Critical needs Positions	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input type="checkbox"/> Objective 5 <input checked="" type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7	Human Resources	Posting of Salary Scale and stipends on District website and at Job Fairs	On going
Recruit at teacher colleges	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input checked="" type="checkbox"/> Objective 4 <input checked="" type="checkbox"/> Objective 5 <input checked="" type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7	Executive Director of Human Resources and Human Resource Director	Reports from recruiting events increase in HQ and experienced teachers	Spring 2010

Strategies/Activities	Objective(s) Met	Person(s) Responsible	Measurable Evidence of Improvement	Target Completion Date
Saturday screening interviews for certified teacher applicants and student teachers	<input checked="" type="checkbox"/> Objective 1 <input checked="" type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input checked="" type="checkbox"/> Objective 4 <input checked="" type="checkbox"/> Objective 5 <input checked="" type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7	Human Resources Director	Saturday recruiting reports, increase in HQ and experienced teachers	Spring and Summer 2010
Private Job Fair and Intra-district transfer list	<input checked="" type="checkbox"/> Objective 1 <input checked="" type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input checked="" type="checkbox"/> Objective 4 <input checked="" type="checkbox"/> Objective 5 <input checked="" type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7			
	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input type="checkbox"/> Objective 5 <input type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7			
	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input type="checkbox"/> Objective 5 <input type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7			

LEA has addressed all seven objectives in this plan. _____ (Please initial when complete.)

Signatures of all Required Team Members and Superintendent

Role	Please Print or Type	Please Sign
Superintendent		
Federal Programs Director		
Human Resource Director		
Campus Administrator from each campus not able to report 100% HQT		

The Highly Qualified Continuous Improvement Plan submission is due to the Division of NCLB Program Coordination by **December 15, 2009**.
 If you have any questions, contact the Highly Qualified Unit at (512) 463-9374.