

Hitchcock Independent School District  
 NCLB Highly Qualified Teacher Recruitment and Retention Plan  
 2005 - 2006

<b>Performance Indicator</b>	<b>Current Status</b>	<b>Strategies</b>	<b>Timeline</b>	<b>Funding Source</b>
Increase the percentage of "highly qualified" teachers for each campus so that all teachers teaching in core academic subject areas are "highly qualified: no later than the end of the 2005 - 2006 school year.	All HISD teachers meet the NCLB "highly qualified" requirements as of the beginning of the 2005 - 2006 school year.	HISD has adopted the administrative practice of not hiring any teacher who does not meet the NCLB "highly qualified" definition. Recruitment efforts focus on college graduates who are certified teachers and Alternative Certification Program teachers who meet federal requirements for internship.	2005 - 2006	Title II, Part A - Teacher and Principal Training and Recruiting Fund
Increase the percentage of teachers receiving high-quality professional development.	All HISD teachers receive high-quality professional development.	HISD continues to include high-quality professional development opportunities for all teachers and staff on scheduled staff inservice days. HISD offers opportunities for all teachers to attend professional development at the Region 4 ESC, HCDE, Southeast GT Co-op, CAPE, and with other appropriate staff development providers such as UHCL, Marilyn Burns, Dana Center, and through professional contracted services with highly qualified consultants. Maintain monthly Campus Mentor/Mentee meetings for all teachers new to HISD. Provide pre-service training to teachers new to HISD in PDAS and ongoing District-adopted programs, such as Fred Jones Discipline Management, Thinking Maps, Eduphoria, and United Streaming. Continue implementation of salary increases as recommended in TASB Salary Survey.	2005 - 2006; Inservice days, other trainings provided throughout the school year.	Title I, Part A - Improving Basic Programs Operated by LEAs, Title II, Part A - Teacher and Principal Training and Recruiting Fund, Title V, Part A - Innovative Programs.
Ensure that low-income students and minority students are not taught at higher rates than other student groups by teachers who are not "highly qualified."	All HISD teachers meet the NCLB "highly qualified" requirements as of the beginning of the 2005 - 2006 school year.	HISD has adopted the administrative practice of not hiring any teacher who does not meet the NCLB "highly qualified" definition. Recruitment efforts focus on college graduates who are certified teachers and Alternative Certification Program teachers who meet the federal requirements for internship.	2005 - 2006	Title II, Part A - Teacher and Principal Training and Recruiting Fund