

Comprehensive Needs Assessment – Staff Quality, Recruitment and Retention

The Aledo ISD staff is 100% highly qualified. Of the staff, 77.8% holds a Bachelor's Degree, 21.5% holds a Master's Degree, and 0.7% have attained a Doctorate.

Listed below are the percentages of the teaching staff by years of experience:

Beginning – 2.6%

1 to 5 years – 15.6%

6 to 10 years – 22.2%

11 to 20 years – 36.9%

Over 20 years – 22.6%

The average years of teaching experience for Aledo ISD teachers is 13.9 years. Aledo ISD teachers have worked within the district for an average of 7.8 years. The staff turnover rate for Aledo ISD for 2015-2016 was 13.6%, with 32 staff members retiring or resigning. The turnover rate for teachers in 2015-2016 was 8%.

District hiring procedures include: posting of positions on the district website, Region XI consortium, K-12 Job Spot, and Indeed.com; an on-line application process including a profile survey, review of certification and Highly Qualified credentials; and campus team interviews including reference/background checks and recommendations, fingerprinting, and submission to the Superintendent for approval. All campus and central office administration have received formal training in conducting interviews. Administrative positions follow the same procedures with the addition of a central office interview process.

New employees are involved in an induction program consisting of New Teacher Orientation, Texas Teacher Evaluation System (T-TESS), Texas Behavior Support Initiative (TBSI), technology, and Gifted and Talented. Based on the new employee's assignment, staff members are required to receive training in Crisis Prevention Intervention (CPI), Texas Reading Academy, Aledo Writing Process, Balanced Literacy, AP Institute Training, Texas Adolescent Literacy Academy, CPR, Technology Integration Training, and ESL/TELPAS certification. All first year teachers are provided an on-campus mentor to provide guidance and support for first year needs.

Staff members are recognized annually for years of service to the district at an appreciation banquet. The awards are given for services in increments of five years. In addition, staff members from each campus are nominated by their peers and selected to participate in an award ceremony. The winners are chosen by outside committees to receive a monetary award through the Marva Collins Excellence in Teaching Program; this program is funded by various business partners. Each year an Aledo ISD teacher is selected as Jack Harvey Fellow in association with Weatherford College.

Strengths:

- Professional staff and paraprofessionals - 100% highly qualified for the 13th consecutive year
- 195 teachers (which is 63%) have acquired ESL certification
- 36.9% of the teachers have 11 – 20 years of experience
- 22.6% of the teachers have 20 years or more experience

Needs:

- Continue to provide a variety of staff development opportunities based upon identified campus instructional needs
- Continue to support new staff with training opportunities not limited to: Eduphoria, gradebook, SchoolFusion, Promethean, etc.

- Continue to seek resources and strategies to better meet the needs of students in the digital age
- Evaluate and assess additional recruitment options for our campus based positions
- Scheduled time for team planning
- Guidance for new teachers in the district about Aledo specific practices (not just new to the profession) such as; TXGradebook, assessments, scope and sequence, curriculum documents, Eduphoria