

## Comprehensive Needs Assessment – Staff Quality, Recruitment and Retention

Aledo I.S.D. staff is 100% highly qualified. Of the staff, 76.6% holds a Bachelor's Degree, 22.8% 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 – 3.0%
- 1 to 5 years – 15.3%
- 6 to 10 years – 20.7%
- 11 to 20 years – 38.1%
- Over 20 years – 22.9%

The average years of teaching experience for Aledo ISD teachers is 13.9 years, above the state average of 11.3 years. Aledo ISD teachers have worked within the district for an average of 7.6 years. The staff turnover rate for Aledo ISD for 2013-2014 was 16.6%, with 64 staff members retiring or resigning as compared to 81 employees – 16.9% who retired/resigned in 2012-2013 school year. The turnover rate for teachers in 2013-2014 was 12.3%.

District hiring procedures include: posting of positions on the district website, on-line application process including a profile survey, review of certification and Highly Qualified credentials, campus team interviews including reference/background checks and recommendations, fingerprinting, and submission to the Board of Trustees for approval. All campus principals 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, Professional Development Appraisal System (PDAS), 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. A one year induction process is implemented in the district which provides a mentor to ensure an adequate support system.

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.

### Strengths:

- Professional staff and paraprofessionals - 100% highly qualified
- 191 staff members (which is 64.8%) have acquired ESL certification
- 38.1% of the teachers have 11 – 20 years of experience
- 22.9% 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, Smart Boards, etc.