

NCLB Highly Qualified Teacher Plan 2007-2008

Goal #3	Highly Qualified Staff: Maintain 100% of academic core subject area classes taught by highly qualified teachers				
Performance Measures	1. Keller ISD will retain highly qualified teachers. 2. Keller ISD will recruit 100% highly qualified teachers				
Summative Evaluation	Personnel files, highly qualified worksheets, and principal attestations				
Strategy / Activity	Target Population	Person Responsible	Budget/ Resources	Formative Assessment	Benchmark Timeline
<p>All students will be taught by highly qualified teachers.</p> <ol style="list-style-type: none"> 1. Conduct recruitment activities for both teachers and instructional paraprofessionals to ensure highly qualified pool of applicants to fill all core content area positions. 2. Analyze recommendations for hire and master schedule to ensure all assignments are in accordance with NCLB. 3. Encourage teachers to attain additional certifications to allow greater scheduling efficiencies and assure all staff is highly qualified. 4. Implement an effective new teacher mentoring system to retain highly qualified staff. 5. All teachers will receive high-quality professional development. 6. All instructional paraprofessionals (excluding those with sole duties as translators and parental involvement assistants) paid from Title 1 funds will be highly qualified. 	<p>All Teachers; All Title-funded Paraprofessionals</p>	<p>Principals; Executive Directors of Administration; Asst. Supt. Of Human Resources; Director of Human Resources; Director of Professional Development</p>	<p>Local Funds; adequate pool of highly qualified teachers; adequate pool of highly qualified paraprofessionals; adequate staffing formulas; professional development in core content areas; new teacher mentors</p>	<p>Number of teachers recommended for hire/assignment that meet highly qualified requirements.</p> <p>Retention rates of new teachers.</p>	<p>2007-08 school year</p>