

Comprehensive Needs Assessment – Staff Quality, Recruitment and Retention

The Aledo ISD staff is 100% highly qualified. Of the teaching staff, 78.2% holds a Bachelor's Degree, 21.1% holds a Master's Degree, and 0.7% have attained a Doctorate based on the 2016-2017 TAPR report.

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

Beginning – 3.3%

1 to 5 years – 16.2%

6 to 10 years – 21.3%

11 to 20 years – 37.2%

Over 20 years – 22%

The average years of teaching experience for Aledo ISD teachers was 14 years. Aledo ISD teachers have worked within the district for an average of 8.2 years. The staff turnover rate for Aledo ISD for 2016-2017 was 12% with 79 staff members retiring or resigning. The turnover rate for teachers in the 2016-2017 TAPR report was 8.1%.

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, ESL/TELPAS certification, and Aledo ISD New Teacher Mentor Program.

Staff members are recognized annually for years of service (increments of five years) to the district at an appreciation banquet. 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 a Jack Harvey Fellowship Award recipient in association with Weatherford College.

Strengths:

- Professional staff and paraprofessionals - 100% highly qualified for the 14th consecutive year
- 202 teachers (which is 66%) have acquired ESL certification
- 21.3% of the teachers have 6 – 10 years of experience
- 37.2% of the teachers have 11 – 20 years of experience
- 22% of the teachers have 20 years or more experience

Needs:

- Increase in diversity of staff
- Continue to provide a variety of staff development opportunities based on identified campus instructional needs
- Continue to seek resources and strategies to better meet the needs of all 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, SchoolWire, Promethean, etc.
- Offer a more competitive pay scale