

Local Education Agency (LEA) Plan for Highly Qualified Teachers

Sumter County / 060
LEA NAME / LEA CODE

Katie Jones-Powell
SUPERINTENDENT NAME (PRINT OR TYPE)

 / 10-28-14
SUPERINTENDENT SIGNATURE / DATE

HERMANIA LITTLE
NAME OF DESIGNATED POINT-OF-CONTACT

205/652-2271 EXT. 1212
CONTACT PERSON'S TELEPHONE NUMBER

HBLAKELY@SUMTER.K12.AL.US
CONTACT PERSON'S E-MAIL ADDRESS

SUMTER COUNTY BOARD OF EDUCATION / NOVEMBER 5, 2014
PLAN APPROVED BY (PERSON OR ENTITY) / DATE OF APPROVAL

I. NEEDS ASSESSMENT: Enter LEA-level **data from the current school year** for the following elements regarding data sources

Number and Percentage of Core Academic Subject Teachers Who Are NOT Highly Qualified	Number	Percentage	Comments
Number and Percentage of Core Academic Subject Classes Taught By Teachers Who Are NOT Highly Qualified	7	9%	
Number of Percentage of Core Academic Subject Teachers Who Did NOT Receive High-Quality Professional Development during the previous school year	38	9.4%	
Core Academic Subjects, Grades, and Student Groups in Which the LEA Did NOT Make AYP based on Spring 2008 statewide assessments	0	0	
Core Academic Subjects and Grades That Have Teaching Vacancies That the LEA CANNOT Fill with HQ Teachers			

Add any other data for the LEA that establishes needs related to ensuring that all core academic subject teachers are highly qualified.

II. **TARGET AUDIENCE:** Using the following chart, **identify the target audience – core academic subject teachers that are NOT highly qualified and core academic subject classes taught by teachers that are NOT highly qualified**. Below the table, write a brief summary to describe highly qualified teacher needs in the LEA. (See instructions and an example on Pages 2-3 in Guidance for LEA Plans. Add lines to expand the chart, as needed.)

School Name and Descriptive Information	Grade(s)	Subject	No. of Classes Taught	Notes/Comments
Kinterbish Jr. High	8 th	Math	5	
Livingston Jr. High	7 th	Math	5	
Livingston Jr. High	7 th	English	5	
Sumter Central High	9 th	English	6	
Sumter Central High	11 th	Science	6	
Sumter Central High	11 th	Math	6	
York West End Jr. High	7 th /8 th	History	5	

SUMMARY:

All teachers have been informed of their highly qualified status.

III. **PLANNING COLLABORATION:** Create a **list of individuals that collaborated to develop the LEA plan.** (See instructions on Page 4 of Guidance for LEA Plans. Insert lines in the table, as needed.)

Name of Individual	Position or Relationship to LEA	Contact Information *	Notes
Katie Jones-Powell	LEA Superintendent	205/652-9605	
Elzora Howell	LEA designated contact for “highly qualified” teacher issues	205/652-2271 ext. 12	
Cynthia F. Jemison	Local School Administrator	205/652-9210	
Monique Maxwell	Teacher (already “highly qualified”)	205/652-2125	

*Contact information for individuals is not needed by the State Department of Education; however, it may be needed by the LEA to contact the planning team regarding meetings, decisions, etc. – particularly, since planning will be done during the summer.

IV. LEA ACTIONS TO GET ALL TEACHERS HIGHLY QUALIFIED: List and describe LEA actions to get all teachers highly qualified. (See instructions and examples of other actions that could be implemented on Page 4 of Guidance for LEA Plans. Refer to the Needs Assessment and Target Audience analysis to keep local needs in mind. Insert lines in the chart, as needed.)

LEA Action	Person Responsible	Resources (Fund Source/ \$\$)	Completion	Notes
*Appoint a system-level administrator as the single point-of-contact who will work directly with teachers and with SDE staff on “highly qualified” issues.	*LEA Superintendent	None needed.		
*Consider (1) changing teacher assignments within a school, (2) within-school transfers, and (3) between-school transfers to have teachers highly qualified.	LEA Superintendent	None needed		
*Conduct a meeting with each teacher who is not yet highly qualified. Develop an individual action plan with each teacher.	Elzora Howell	None needed		
*Schedule and conduct periodic checks for completion of agreed-upon actions.	Elzora Howell	None needed		
<i>(Add other actions, as needed.)</i>				

These actions are required in each LEA’s plan.

V. LEA ACTIONS TO ENSURE HIRING ONLY HIGHLY QUALIFIED TEACHERS: Incorporate LEA procedures for hiring a teacher that is not yet highly qualified and other actions to ensure hiring only highly qualified teachers. (See instructions on Pages 5 of Guidance for LEA Plans. Expand the table to include other actions, as needed.)

LEA Action	Person Responsible	Resources (Fund Source/ \$\$)	Comments / Notes
* The local superintendent or his/her designee will notify the LEA's designated specialists in the SDE Federal Programs Section and the Teacher Certification Section of the need to hire a non-highly qualified teacher.	Katie Jones-Powell	None needed	
* The LEA will retain documentation related to announcing the position, efforts to recruit highly qualified candidates for the position, applications and resumes received, and notes from interviewing and selecting the teacher for employment.	Katie Jones-Powell Ms. Elzora Howell	None needed	On file.
* The LEA will include in the contractual agreement, a commitment by the teacher to fulfill requirements of a mutually agreed upon plan to achieve highly qualified status, using the most expedient option and no later than the end of the upcoming or current school year.	Katie Jones-Powell	None needed	Teachers will meet with the superintendent to discuss the available assistance for preparing for and completing the Praxis.
* The LEA will ensure that the teacher receives support and assistance related to content knowledge and teaching skills needed for the teaching assignment, including teacher mentoring and high-quality professional development, both of which must meet the state and NCLB definitions and criteria for those professional components.	Grace H. King Dir. Of Curric/Instr.	4110	Funds have been allocated to purchase study materials for the Praxis exam in the areas of Math, English, Science, and History.

VI. LEA ACTIONS TO ENSURE HIRING ONLY HIGHLY QUALIFIED TEACHERS - Continued

LEA Action	Person Responsible	Resources (Fund Source/ \$\$)	Comments / Notes
* The LEA will revise its policies and procedures for recruiting, hiring, and inducting teachers to include financial and/or non-financial incentives to attract and retain certified, highly qualified, and effective teachers.	Katie Jones-Powell	Local	
*Teacher Mentoring	Mrs. Grace King Mrs. Katie Jones-Powell	None needed	Teachers will attend monthly meetings.

* These actions are required in each LEA’s plan.

Equity Data Worksheet - 2

LEA must decide upon Action Steps to address any inequities that may exist.

LEA Action	Comments / Notes
* Examine the % of Non Highly Qualified Teachers in Schools In Improvement compared to other schools	There are no schools in improvement.
* Examine the % of Non Highly Qualified Teachers in Schools with high levels of poverty (free/reduced #s)	The average poverty rate for our district is 95.15% and the percentage of non HQ teachers does not exceed 16%.
* Examine the number of first year teachers in Schools In Improvement compared to other schools	There are no schools in improvement.
Examine the number of first year teachers in Schools with high levels of poverty (free/reduced #s)	The schools with the largest student populations have the highest number of first year teachers. (Livingston Jr. High & Sumter Central High)
Examine the distribution of teacher experience in Schools In Need of Improvement compared to other schools	Both the Focus and Priority schools have 7% of non-HQ teachers.
Examine the distribution of teacher experience in Schools with high levels of poverty (free/reduced # s)	The average poverty rate for our district is 95.15% and the maximum number of non-experienced teachers does not exceed 3.
(complete action steps based on the data)	

Equity Worksheet –

Note- Include all schools in each grade span.

Schools In Improvement

SCHOOL	% Non-Highly Qualified Teachers	District Average of Non-HQ teachers	Comments
Elementary		Average for Elementary Schools	
Middle		Average for Middle Schools	
High		Average for High Schools	

Schools with high levels of poverty (free/reduced #)

SCHOOL	% Not Highly Qualified	District Average	Comments
Elementary		Average for Elementary Schools	
Livingston Jr. High	7%	6%	LJH is the highest poverty level school in the district with 93% HQ teachers.
Middle		Average for Middle Schools	
High		Average for High Schools	

EQUITY PLAN

VII. LEA ACTIONS to ensure that poor and minority students and those in schools identified for improvement are not taught by inexperienced, unqualified, or out-of-field teachers at higher rates than other students

List actions to be implemented that address the inequities/needs as identified in the summary of teacher distribution.

LEA Actions	Schools(s)	Resources (Fund Source/ \$\$)	Timeline/ Completion	How will Progress be Monitored
Describe the <i>immediate</i> and <i>long term</i> strategies the LEA will implement to ensure that poor and minority students and those in schools identified for improvement are not taught by unqualified or out-of-field teachers at higher rates than other students.	List identified Schools		Set timeline for each task to be completed	
Example: Provide teacher incentive grants for highly qualified teachers in the following buildings	XYZ High School ABC Elementary	Title II \$100,000	2007-2010	
1. The Sumter County Board of Education has entered into an agreement with Teach for America for the 2015 school year. This will assure that we have HQ teachers who have different perspective to classroom instructions.	Sumter Central High Kinterbish Jr. High York West End Jr. High North Sumter Jr. High	Title II \$2,000.00		Teacher evaluation: Teach for America On-going Monitoring Student Academic Performance
2. Mentoring and high quality professional	All Schools in LEA	Title I Title II		Educate Alabama End of Month Test Standardized Assessments LEA Monthly Monitoring Bi-weekly Monitoring at local school
3. Individual HQT plans have been developed, signed and approved for the non-HQ teachers.	Sumter Central High Livingston Jr. High Kinterbish Jr. High York West End Jr. High	Title II \$10,000	October 2014 – April 2015	Passing score on the specified Praxis test.

1. Provide a description and analysis of the distribution of teachers in the LEA in regard to high/poverty/high minority and low poverty/low minority.

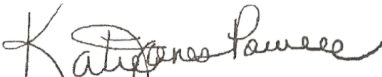
2. Describe the immediate and long term strategies the LEA will implement to ensure that poor and minority students and those in schools identified for improvement are not taught by unqualified or out-of-field teachers at higher rates than other students. Include a description of how financial resources and staff will be allocated to these schools.

3. Provide a description of how the LEA will evaluate the effectiveness of these strategies.

IX. **LEA ASSURANCES RELATED TO HIGHLY QUALIFIED TEACHERS:** Place a check in front of each assurance to indicate that LEA administrators are aware of the compliance issue and that the LEA is in full compliance. **Please note that the LEA superintendent’s signature is required at the bottom of this page.** (See instructions on Page 6 of Guidance for LEA Plans.)

- All teachers will be assigned to teach a grade level(s) and subject(s) for which the teacher holds proper Alabama certification and for which the teacher has been deemed highly qualified.
- The LEA has established procedures for developing individual teacher plans that provide for clear and direct communication between the LEA and individual teachers.
- The LEA will notify, annually at the beginning of the school year, parents of each student attending each school that receives Title I, Part A funds that the parents may request and the LEA will provide, in a timely manner, information regarding the professional qualifications of the student’s teachers in accordance with Section 1111(h)(6)(A).
- The LEA will ensure that each school that receives Title I, Part A funds provides to each parent timely notice that the parent’s child has been assigned, or has been taught for four or more consecutive weeks by, a teacher who is not highly qualified. [See Section 1111(h)(6)(B)(ii)] (NOTE: Letters must be sent when **the student is assigned** to a non-highly qualified teacher. If a teacher change during the school year results in a student’s class being taught by a non-highly qualified teacher, parents of each student in the class must be notified not later than the date by which students have been taught for four consecutive weeks.)
- The LEA has incorporated the state’s “Procedures for Hiring a Teacher that is Not Yet Highly Qualified” and will fully implement those procedures when it is necessary to hire a teacher who is not highly qualified for the grade level(s) and/or subject(s) the teacher is assigned to teach.
- The LEA ensures through the implementation of various strategies, poor and minority students are not taught at higher rates than other students by inexperienced, unqualified, or out- of -field teachers.
- The LEA has policies and procedures to prohibit use of Title I, Part A funds to pay the salary of any new paraprofessionals, except under certain limited cases as described in Section 2141(c)(2).
- The LEA has policies and procedures to prohibit use of Title II, Part A funds to pay the salary of any teacher who does not meet the NCLB and state definitions of “highly qualified” teacher.

Katie Jones-Powell
LEA Superintendent Name


LEA Superintendent Signature