

21st Century @ Gary

Attract Highly Qualified Teachers

Describe the school's plan to recruit and retain high-quality, highly qualified teachers.
(Current Reality & Proposed Plan)

Current Reality

The school has developed and implemented the following plan to attract and retain highly qualified teachers.

- The TAP system forms the backbone of our plan to attract and retain highly qualified teachers. The TAP system provides for job-embedded professional development, merit pay, and career advancement from novice teacher to career teacher to mentor teacher to master teacher. It has been our experience that TAP assists in retaining highly qualified and trained professional teachers. We plan to sustain TAP at our school.
- The school plans to continue its professional development plan which includes attending on a regular basis high quality professional development programs such as Teach Like A Champion workshops. These workshops provide opportunities for teachers to associate with other high quality teachers across the country from high performing schools.
- Working with the TAP, Teach for America, and the TLaC network, the school has improved its recruiting practices and narrowed the field of potential candidates for hire. In addition, in the future, GEO Foundation, managers of 21st Century Charter School, plans to begin to recruit directly from high quality school leadership development schools such as Columbia, Boston University, and others, as well as recruit directly from upper tier colleges and universities for teachers.
- The school website posts certified teacher employment opportunities that require the appropriate license
- The principal and leadership team conducts conferences with staff members to review HQ status and professional development goals.
- A variety of professional development and shared leadership opportunities are provided to help retain professional educators (teacher mentors, grade level team leaders, parent/community liaisons).
- Weekly PD occurs in relationship to the goals of the school and the classroom
- Bi-monthly staff meetings are used to review and evaluate the effectiveness of each professional development initiative.
- Maintenance of the climate and culture of the school which is rich in mutual professional respect. However, the building climate may fluctuate dependent on decisions and circumstances based on the DOE and unavoidable stressors.
- Recruiting occurs by the leadership teams to seek out new talent from Indiana job fairs
- TFA corp members are recruited from the Chicago TFA node
- Relationships within the building and with the leadership team are fostered for collaboration

Proposed Plan

The current reality will continue as the proposed plan with these changes for the 2014-2015 school year:

- The school will begin to reward teachers who seek to further their education while teaching at 21st Century by providing for those who have worked with the school for a minimum of 5 years a \$1,000 per year stipend for educational expenses (\$5,000 after 5 years) and \$1,000 per year for each additional year employed at the school. We believe this will help retain quality teachers and encourage teachers to invest in their continued education.
- Weekly PD in the form of Cluster meetings will be moved to a different day of the week to better accommodate teacher planning styles.
- Job fairs in other states with high quality teacher programs will be considered
- TFA candidates are on a limited time frame so a rotation schedule for recruiting TFA teachers will be used from now until the future so numerous teachers are not leaving all at once
- More competitive pay with area Charter Schools and Chicago-based schools.