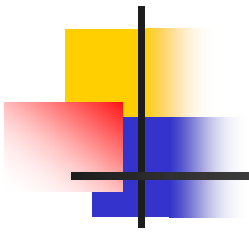




# Attracting & Retaining Highly Qualified Teachers

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April 25, 2005

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- high retirement and turnover rates
  - all teachers are fully qualified to teach
  - state teacher certification requirements
  - need for increased professional development



# No Child Left Behind

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- highly qualified teacher in every classroom in the nation
- must obtain state certification or pass a state licensing exam
- must hold a bachelor's degree



# 10 Traits of Highly Qualified/Effective Teachers

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1. Mission-Driven & Passionate
2. Positive & Real
3. Teacher-Leader
4. Manager/Organizer
5. Style
6. Motivational Expertise
7. Instructional Effectiveness
8. Content Competent
9. Culturally Competent
10. A Mental Life





# FWCS Human Resources Department

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- checks/validates licensing and credential requirements
- reviews/adjusts hiring process
- provides opportunities to select “best talent”



# Gallup

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- web-based talent assessment system (teacher selection)
- foundation for interpreting and understanding results of the TeacherInsight interview
- FIT interview (structured interview process)-- gives further insights into attitudes, beliefs and behaviors



# Dedicated to Diversity

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FWCS recognized as one of the  
top 100 employers  
in the nation

by

*The Black Collegian* magazine





# HR Recruitment Strategies

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- visits campus recruitment fairs
- participates with in-state and out-of-state consortium groups
- attends Straight Talk at IPFW
- attends National Minority Careers in Education Expo in New York City
- promotes “Grow Your Own”



# HR Recruitment Strategies

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- uses the “Early Bird” program
- holds Focus Group recruitments
- has a Minorities Recruitment Committee
- sends letters/questionnaires to minorities
- places applications online



# National Center for Education Statistics

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33 percent of new teachers leave within first 3 years

50 percent leave within 5 years

38 percent left – “dissatisfaction with administrative support”

32 percent left – “workplace conditions”

**2.4 million new teachers needed**



# Professional Development

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- New Teacher Mentoring program
- FWEA
- New Teacher Orientation
- Small/large group in-services
- Central and building facilitators
- Professional Development department
- Title I department
- Special Education department
- School Improvement Systems



# National Commission on Teaching and America's Future

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**“The era of solo teaching in  
isolated classrooms is over.”**

-NCTAF



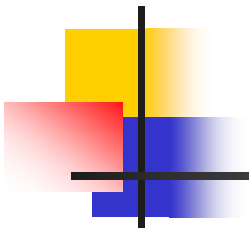
# FWCS Mission Statement

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**The mission of FWCS is to guarantee that all students are prepared to lead responsible, compassionate, productive lives by ensuring:**

**every student masters a rigorous curriculum and**

**every member of the educational community is valued in a secure, caring and creative environment.**



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**“Teaching and leading are clearly distinguishable occupations, but every great leader is clearly teaching—and every great teacher is leading.”**

-Gardner