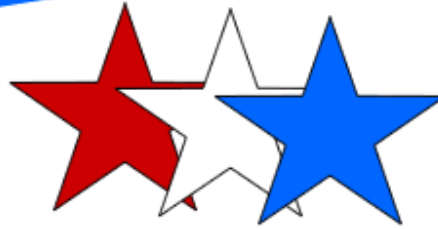


Learning The Randolph Way

*Randolph Field*  
*Independent School District*



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# *Highly Qualified Teachers*

**Randolph Field ISD  
Highly Qualified Teacher Plan  
2011-2012**

| <b>DISTRICT GOAL</b>   | <b>To maintain 100% highly qualified teachers as defined by TEA and NCLB for all core academic courses</b>  |   |  |   |  |  |                 |
|--|---|---|--|---|--|--|-----------------|
| <b>Strategies</b>  | <b>Needs Assessed</b>   | <b>Special Pops</b>   | <b>Person(s) Responsible</b>   | <b>Monitoring Timeline</b>  | <b>Resources Human/Material/<br/>Fiscal</b>  | <b>Formative Evaluation</b>  | <b>Evidence</b> |
| <ul style="list-style-type: none"> <li>▪ Maintain 100% highly qualified teachers in the core academic courses</li> </ul>   | <ul style="list-style-type: none"> <li>▪ Review status of teachers in core courses each year</li> </ul>   | <ul style="list-style-type: none"> <li>▪ All student populations</li> </ul> | <ul style="list-style-type: none"> <li>▪ Superintendent</li> </ul>                       | <ul style="list-style-type: none"> <li>▪ Review status by June each year</li> </ul>   | <ul style="list-style-type: none"> <li>▪ Superintendent reviews pertinent data</li> </ul>  | <ul style="list-style-type: none"> <li>▪ Teachers continue to meet highly qualified criteria</li> </ul>  |                 |
| <ul style="list-style-type: none"> <li>▪ Hire highly qualified teachers to fill positions in the district</li> </ul>   | <ul style="list-style-type: none"> <li>▪ Review status prior to hiring</li> </ul>   | <ul style="list-style-type: none"> <li>▪ All student populations</li> </ul> | <ul style="list-style-type: none"> <li>▪ Principals</li> <li>▪ Superintendent</li> </ul> | <ul style="list-style-type: none"> <li>▪ Review status prior to hiring</li> </ul>   | <ul style="list-style-type: none"> <li>▪ Principal and superintendent reviews pertinent data</li> </ul>  | <ul style="list-style-type: none"> <li>▪ New hires meet highly qualified criteria as defined by TEA</li> </ul>                                 |                 |
| <ul style="list-style-type: none"> <li>▪ If it is not possible to hire a highly qualified teacher for a position, RFISD will provide support so the individual hired will become highly qualified as soon as possible</li> </ul> | <ul style="list-style-type: none"> <li>▪ Identify training and/or courses necessary for the individual to meet the highly qualified criteria</li> </ul> | <ul style="list-style-type: none"> <li>▪ All student populations</li> </ul> | <ul style="list-style-type: none"> <li>▪ Principal</li> <li>▪ Superintendent</li> </ul>  | <ul style="list-style-type: none"> <li>▪ Establish timeline to meet highly qualified criteria and establish check points to monitor progress</li> </ul> | <ul style="list-style-type: none"> <li>▪ Provide the necessary resources to support the individual as he/she works to achieve highly qualified criteria</li> </ul> | <ul style="list-style-type: none"> <li>▪ Individual completes the necessary training and/or courses</li> </ul>                                 |                 |
| <ul style="list-style-type: none"> <li>▪ Highly qualified and inexperienced teachers will be equitably distributed throughout each campus</li> </ul>   | <ul style="list-style-type: none"> <li>▪ Review the status of highly qualified teachers</li> </ul>  | <ul style="list-style-type: none"> <li>▪ All student populations</li> </ul> | <ul style="list-style-type: none"> <li>▪ Principals</li> </ul>                           | <ul style="list-style-type: none"> <li>▪ Review the status each August each year</li> </ul>   | <ul style="list-style-type: none"> <li>▪ Principals review the pertinent data</li> </ul>   | <ul style="list-style-type: none"> <li>▪ High qualified and inexperienced teachers are equitably distributed throughout each campus</li> </ul> |                 |

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