

- I. Reassignment of Teachers from TOP Schools
 - a. Teacher lists were generated by TOP School including 14-15 and 15-16 VAM rating.
 - b. 26 teachers were identified for reassignment
 - i. Boone Middle School-3
 - ii. Denison Middle School-6
 - iii. Kathleen Middle School-8
 - iv. Lake Alfred Addair Middle School-5
 - v. Westwood Middle School-4
 - c. Teachers were then reassigned to schools based on priorities
 - i. School grade
 - 1. Priority to place at magnet, choice or higher performing school
 - 2. These school placements assist in ensuring appropriate instructional supports
 - ii. Certification
 - iii. Proximity to school from home address
 - d. Receiving school principals received teacher evaluation rating information
 - i. Instructional Assistance Conferences and Professional Development Plans are being implemented to increase student learning data
- II. Teacher Summary for TOP Schools

School	Total teachers allocated for SY17	# of teachers removed before SY17	# of teachers retained for SY17	# of teachers requesting transfer out	# of opt ins
Boone	57	3	54	0	54
Denison	55	6	55	3	52
Kathleen	53	8	48	2	46
Lake Alfred	50	5	42	0	42
Westwood	55	4	41	2	39

School	Vacancies to date	# of transfers to TOP School**	# of new hires**
Boone	0	3	9
Denison	0	1	11
Kathleen	0	6	11
Lake Alfred	0	2	7
Westwood	0	2	7

**Reflects transfer and new hires from 6/30/16 to present

III. Accepting the Challenge

- a. On August 8th, the first teacher contract day, the Superintendent, select staff and the president of the Polk Education Association traveled to the five TOP Schools to discuss the commitment and incentive to be part of the opportunity to impact students at a TOP School
- b. A Memorandum of Understanding (MOU) was reviewed with teaching staff
- c. Teachers were requested to commit by school to a two year period of time where they may not transfer
- d. Incentives were reviewed from the MOU

IV. Recruitment Strategies

- a. Implemented a centralized hiring approach for TOP Schools
- b. Weekly vacancy reports and prospective hires were provided to TOP School principals and administrators weekly
- c. Teachers identified by the Department of Education as “High Impact Teachers” were contacted and invited to an informational meeting with the Superintendent, Board Chair and TOP School administrators
- d. Central Office Staff with teacher certification were utilized to fill vacancies
- e. A “TOP School Blitz” was initiated where teachers with a minimum of Effective VAM rating who are working at non TOP schools can request transfer
- f. The Superintendent is reaching out to local colleges and universities in continued recruitment of teachers
- g. Human Resources has secured a preliminary agreement with “Troops to Teachers” targeting teachers for TOP Schools