

Calcasieu Parish School Board
Plan for Attracting High Quality/Certified Teachers
School Policies and Partnerships

FP 100-700-2A

School Name: _____ **Year:** _____

Calcasieu Parish School Board employs numerous strategies to recruit & retain Certified Teachers. Efforts are coordinated between district & school. Schools may follow the district plan with the flexibility to offer additional school specific strategies.

- Human Resource Department attends University Job Fairs across the state & regionally to recruit certified teachers for CPSB.
- HR supervisors consult individually with new teachers to determine certified status and if needed develop a plan for becoming certified.
- CPSB provides a comprehensive New Teacher Academy with an Induction Program for beginning teachers and teachers new to the district. The NTA also provides support throughout the year with professional development, on site visits, e-mail, or phone communication.
- Tuition Reimbursement (Proportional amount) for teachers working to attain certification.
- Tuition Reimbursement (Proportional amount) for paras in Title I schools working on regular education certification and paras in all schools working on special education certification.
- Ongoing support form District staff: Curriculum and Instruction, Federal Programs, Human Resource Department, Risk Management, Child Welfare & Attendance, Grant Department, Technology Department, etc.
- High quality PD is provided by the District office as well as school specific all based on current needs assessment. Stipends and/ or subs are funded.
- Technology Department provides numerous opportunities for PD free of charge. Pending the funding, stipends may be offered for participation.
- Teachers have 24 hour access to the Student Progress Center from home or school to on-line grading.
- District web site highlights the successes of district, schools, staff, and students.
- Title I Schools have schoolwide budgets to supplement district initiatives. Funding allows schools to meet specific needs to increase student achievement.
- On some occasions, we have recruited by posting jobs on the LDOE certification site, though not a regular occurrence.
- An online recruitment package that allows an applicant to select an option to be notified of new job postings by email when they are created. This will enable applicants not selected to continue to receive notifications of opportunities.
- Human Resource Department hosts job fairs in the month of June to recruit employees.

****Please post this Form in Folder #1 on Blackboard****