

- 11. Before the school year begins, uncertified teachers will participate in a comprehensive orientation program to help them transition into their roles during teacher in-service.**
- 12. New teacher orientation training will give new hires a head start on understanding district procedures, expectations for student behavior, and available support systems. It will also help new teachers acclimate to the campus culture and professional expectations, reducing the feeling of being overwhelmed.**
- 13. Pittsburg ISD will communicate information regarding a one-time \$1,000 incentive grant from the Texas Education Agency (TEA) for each eligible uncertified teacher who completes their certification requirements.**
- 14. Pittsburg ISD has implemented the Teacher Incentive Allotment to recruit, retain, and reward highly effective teachers by providing a pathway to earn six-figure salaries. The TIA program incentivizes teachers through a designation system that rewards performance, which in turn benefits students by recognizing and encouraging high-quality instruction.**

Pittsburg ISD is committed to excellence through its focus on high academic standards and fostering a positive and inclusive learning environment. Excellence is supported through continuous evaluation and engagement, effective instructional practices, backed by professional development for teachers. Pittsburg ISD encourages creativity, innovation, and a willingness to take chances.

Attestation:

The district board of trustees has reviewed and approved this plan for meeting statutory teacher certification requirements.

Board President Signature:  **Date:** 2/17/20

Superintendent Signature:  **Date:** 2/17/20