



# Shonto Governing Board of Education, Inc. Policy Statement

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SUBJECT: Teacher Retention  
POLICY NUMBER:  
DATE OF ORIGINAL POLICY: 7/1/16

EFFECTIVE DATE: 7/1/16  
DATE OF NEXT REVIEW: 9/2018  
DATED: 9/2/16

## I. PHILOSOPHY:

Highly Effective teacher retention and effective teacher recruitment is a nationwide, state and local concern. Title IIA allows expenditures to meet the need of retaining and recruiting teachers. Shonto Preparatory Technology High School will provide a world-class education to the students through effective strategies provided by teachers that are committed to the school and the students.

## II. POLICY STATEMENT:

It is the policy of the Shonto Governing Board of Education, Inc., that the Local Education Agency (LEA), SPTHS, is empowered to determine the amount to retain teachers, the amount to recruit teachers, and to define what is the evidence of success as demonstrated by the teachers. The retention amount will be \$4,000 to be paid out in two equal distributions. The definition of success demonstrated by an effective teacher is measured by 75% of qualified students scoring at or above the "proficient" level on the benchmark assessment.

## III. EXCEPTIONS TO POLICY:

None

## IV. AMPLIFYING INSTRUCTIONS AND GUIDELINES:

### Retention Stipend

A retention stipend of \$4,000 will be offered to returning teachers who are filling critical and difficult-to-fill core teaching positions and who have shown a record of success in helping low-achieving students improve their academic achievement. All retention stipend payments for SY 2015-2016 will be paid in two payouts, one by August 20, 2016 and the second payout by February 15, 2017.

### Critical and Difficult to Fill Positions

The following positions are designated as critical and hard to fill positions.

- Visual Arts (K-12), Music (K-12) and Departmentalized Teachers in Grades 9-12 in the following Core Academic Areas: Social Studies, English, Mathematics, Science (including General Science, Biology, Chemistry, Earth Science, Physical Science and Physics), Foreign Language, Economics, Political Science, History & Geography
- Special Education (Grades Pre-9- 12)

### Requirements:

- Content Competence (highly qualified) for all core academic positions assigned to teach.
- Appropriately certified for all core academic positions assigned to teach.



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- Teachers will show documented evidence of success of students they are assigned to teach.
  - Visual Arts and Music: Evidence of success will be scoring proficient or better on the rubric used to evaluate a public presentation each semester to a community audience of the artistic project(s) that shows each student's growth and achievement.
  - Departmentalized Core area for grades 9-12: Evidence of success will be documentation of 75% of qualified students meeting or exceeding the "proficient" level on the District approved benchmark assessments or on an approved independently designed subject exam.
  - Special Education: Evidence of success will be documentation of 75% of the qualified students meeting and/or exceeding a majority of their IEP goals.

V. DELEGATION OF AUTHORITY:

The high school principal is to review the contents of this policy with his or her staff in August.

VI. REPORTS:

The principal will report to the superintendent and the school board results of benchmark assessment.

VII. FORMS:

None

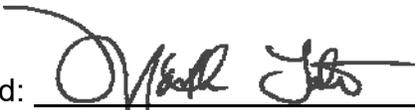
VIII. EXPIRATION:

This policy shall expire within two years from its approval date.

IX. SIGNATURE BLOCK:

Submitted by: Lemual B. Adson Date: 9/2/16  
Superintendent

1<sup>st</sup> Reading: July 5, 2016  
2<sup>nd</sup> Reading: August 5, 2016  
3<sup>rd</sup> Reading: September 2, 2016

Established:   
Martha Tate, President  
Shonto Governing Board of Education, Inc.