

Our Vision


to achieve We prepare scholars

ssion

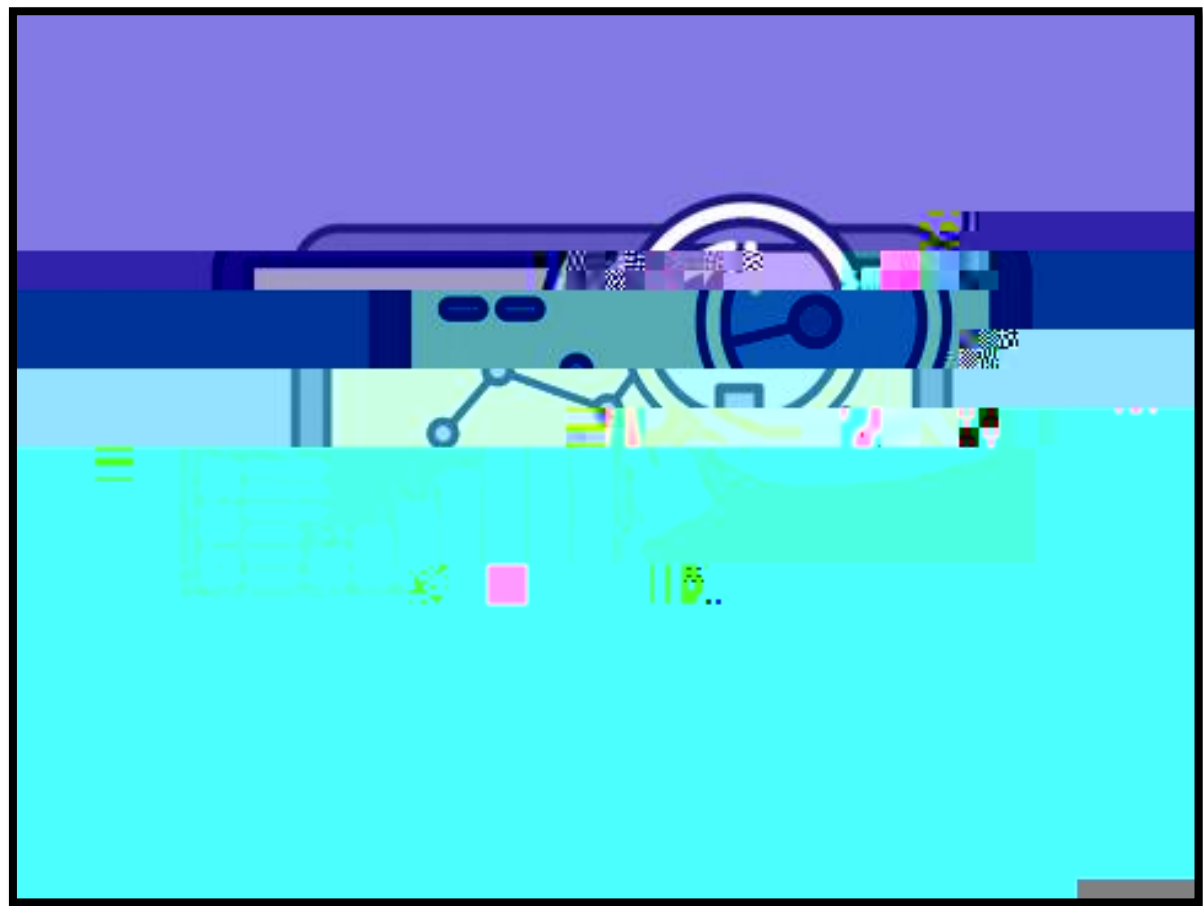
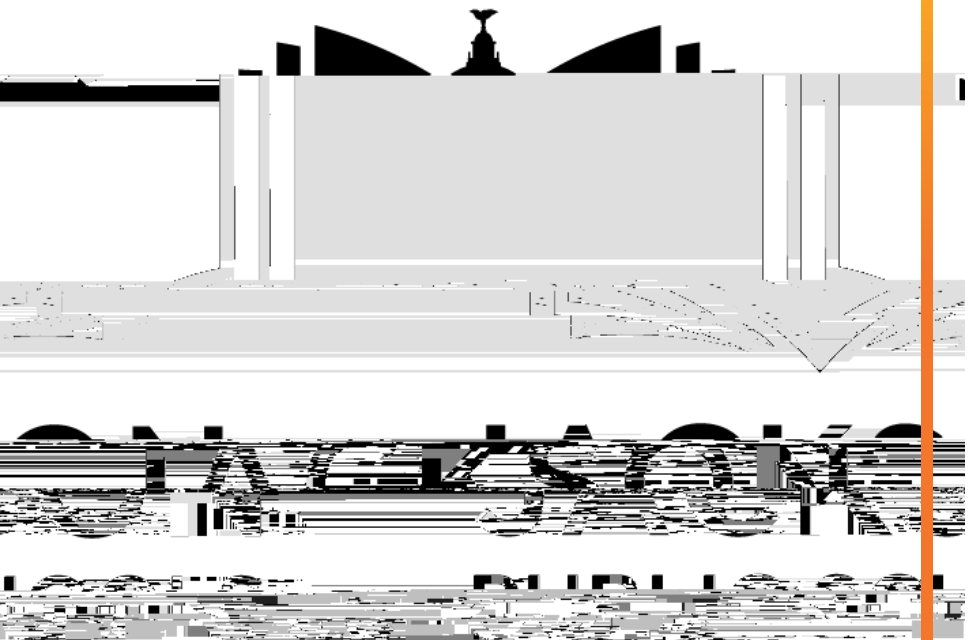
Our Mis

to achieve We prepare scholars
experiences to world-class learning

great success

- 
- Scholars' achievement is improved when they are taught by educators who know them as individual learners and who can differentiate instruction in ways that ensure all scholars have access to high-quality curriculum.
 - We are committed to improving our candidate pools and developing the capacity of the most significant school-based influences on scholar achievement: the teacher and principal.

- 
- Provide an update on district staffing and to provide information on current initiatives being utilized to address all staffing concerns
 -



- Determined by the number of signed teaching contracts not returned:

- Foreign-born

- Veteran Teachers

- Provisionally Certified Teachers

- Special Non-Renewable Licenses
- Veteran Emergency Certificates
- Expert/Citizen Licenses

- Letters of Intent

- Non-Recertified Contracts

- -returned Contracts (Due: March 2, 2020)




True Vacancies		Hired Full-Time Recruiter	148.8
Limited Service			108.0
Non-renewed Contracts			3
	62.4		40.5

- Current # of Teacher Positions = 1450
- Positions not Filled = True Vacancies Limited Service Teachers
- Approximately 97% Staffed (out of 1450 total teaching positions)



Category	# Expiring Licenses
TOTAL	<u>510</u>
Resigning/Retiring Teachers (Letters of Intent)	

- 176 Veteran Teachers whose license expire 6/30/2020
- Teachers and Administrators Received letters notifying them of their expiring licenses:
 -
 - 
- The Office of Teaching and Learning is offering modules to assist teachers with earning CEUs to renew their licenses
- Teachers can apply for 1-Year Reinstatement License after June 30, 2020
- We expect this number to decrease by 100% by the end of the school year

• Veteran Emergency Certificates (To Teach Out-of-Field) - 16

- The emergency certificate is a temporary certification. In this case, we requested a 1-year Emergency Certificate to teach out-of-field.
- Certificate is renewable for up to 7 years.
- Emergency Certificate is renewable for up to 7

• Expert Citizen Licenses

- Last for One Year

- Restricted to

 - Foreign-born, educational related and non-union workers (Foreign Languages, etc.)

-

- Based on district needs

- Resigning 34
- Retiring 15
- Letters of Intent were collected in January in preparation for the issuance of contracts
- Early Identification of Vacancies = More time to fill positions with high qualified candidates



Category	No. Expiring Licenses
	<i>(if only 75% completed)</i>
TOTAL	<u>85</u>
Retiring/Resigning Teachers (Letter of Intent)	<u>13</u> <i>(If only 75% replaced)</i>
PROJECTED POSITIONS NOT FILLED	<u>98</u>
	<hr/>

- 
- The Office of Recruitment still has the goal to have a certified-teacher in every JPS classroom by the first day of school.

All **certified team members** desiring to remain employed in Jackson Public Schools have been offered an alternative placement.

All **classified staff** have been placed in comparable roles at new schools.

- **Major Areas of Need:**

- Elementary Education
-
- Special Education


- **Recruitment Incentive**

- Signing Bonus (\$5,000)

- **Grow Your Own Initiatives**

-
-
- JPS Certification Partnerships
- Mathematics –  C.M.A.
-  – William Carey University

- **Praxis Core Preparation Schoolhouse 21 Praxis Prep School**


- 
- \$5,000 disbursement divided over 3-Years
 - New Hire makes 3-Year Commitment to JPS
 - Looking at ways to expand the use of the Signing Bonus incentive to attract certified teachers to our areas of our highest need




Qualified Subject/Grades	Qualified Endorsements
Science Grade 8	<ul style="list-style-type: none"> ○ ○ ○ ○ ○ ○
Biology	<ul style="list-style-type: none"> ○
English / Language Arts -	

- 
- 3-Year Pilot Program (funded by Kellogg Foundation)
 - Qualified Teacher Assistants are mentored by Vetera



- 
- Teachers will receive a Masters of Education in Teaching Arts (MAT) degree from University of Mississippi with an emphasis in Mathematics Instruction
 - Tuition is free to the participants except for the cost of books and fees.
 - 10 available slots for this summer
 - Candidates are currently meeting minimum requirements for full entry into program

- 
- Teachers will receive an MAT Alternate Route Certification for Special Education from William Carey University
 - Pre-Teaching Coursework Offerings and Internship will be completed here in district
 - 15 available slots for this summer
 - Candidates are currently meeting minimum requirements for full entry into program

- 38 Participants
- Test prep for all 3 Areas of the Core
 - ~~Reading~~
 - ~~Writing~~
 - Mathematics
- All participants will receive Testing Vouchers (March 4,2020)
- Will register to take test within 14 Days at the time of receipt
- SH 21 Reported an 89% pass rate prior to participation

