

## LEA: East Stroudsburg Area School District Equitable Teacher Distribution Plan

LIST of SCHOOLS	School Improvement Status	% of Poverty	% of Minority	# and % of HQ Teachers		# and % of non-HQ Teachers		Teacher Experience	
								Teachers with more than 2 years	Teachers with less than 3 years
Bushkill Elementary	Making Progress in School Improvement II	61%	49%	48	100%	0	0%	46	2
East Stroudsburg Elementary	Warning	49%	44%	56	100%	0	0%	50	6
JM Hill Elementary	Made AYP	61%	50%	35	100%	0	0%	32	3
Middle Smithfield Elementary	Made AYP	59%	69%	42	100%	0	0%	42	0
Resica Elementary	Made AYP	46%	41%	42	100%	0	0%	41	1
Smithfield Elementary	Made AYP	44%	42%	29	100%	0	0%	30	0
JT Lambert Intermediate	Warning	48%	44%	77	100%	0	0%	76	1
Lehman Intermediate	Made AYP	55%	58%	79	100%	0	0%	77	2
East Stroudsburg High School North	Corrective Action II Year 3	50%	58%	102	100%	0	0%	92	10
East Stroudsburg High School South	Making Progress In Corrective Action II-Year 3	46%	42%	113	100%	0	0%	107	6
East Stroudsburg Area School District Summary	Made AYP	51%	49%	623	100%	0	0%	593	31

### Core Academic Subjects and Grades with Teacher Vacancies That Cannot be filled by Highly Qualified Teachers

List of Schools	Subject	Grades(s)	# of Vacancies Filled by Non-HQT Per Subject/Grade
N/A	N/A	N/A	N/A

## Summary of Findings

East Stroudsburg Area School District has a compliance rate of 100% for Highly Qualified Teachers (HQT) for the 2011-2012 school year. In addition, all instructional aides and student helpers are highly qualified.

## Strategies to Recruit and Maintain Highly Qualified Teachers

- Maintain modern educational facilities and infrastructure
- Participate in recruiting/job fairs to promote the district and attract highly qualified and diverse candidates
- Develop strong collaborations with colleges and universities to promote and support the teaching profession
- Partner with East Stroudsburg University in the Professional Development School
- Adopt policies and procedures that foster a positive work environment and job satisfaction
- Use resources wisely to retain teachers
- Use experienced teachers as mentors and classroom coaches for novice teachers
- Involve experienced teachers in decision-making
- Collaborate with the East Stroudsburg Education Association to provide a professional contract that is fiscally responsible with a competitive salary and benefits package, including tuition reimbursement for pursuing higher education degrees
- Collaborate with the East Stroudsburg Education Association to maintain contractual language or memorandums of understanding that facilitate both voluntary and involuntary transfer of teachers throughout the district as needed
- Provide opportunities for teachers to not only share their passions and talents but also receive additional compensation by becoming involved in extra-curricular and co-curricular activities
- Provide opportunities for leadership roles and career advancement within the district
- Establish Professional Learning Communities (PLCs) in every building to promote professional growth and collegial interaction
- Offer professional development opportunities, such as attendance at workshops, conferences, and participation in collaborative supervision
- Use Title I, Title IIA, and other funds to provide professional development on effective teaching and learning strategies as well as purchase supplementary materials to enrich the educational environment and increase participation in workshops and conferences

## Process for On-going Evaluation

- Maintain a district committee
- Collect data to update the Equitable Teacher Distribution Chart on an annual basis on or around October 1 of each school year
- Review school-level data to identify any inequities or needs

- Conduct data on teacher turnover
- Conduct exit interviews to identify characteristics of teachers who have left and whether or not they move to another school or leave the profession
- Maintain a 100% Highly Qualified Teacher rate for both professionals and paraprofessionals (instructional aides and student helpers)

Committee Members:

Irene Duggins, Assistant Superintendent for Curriculum and Instruction, Committee Chairperson

Annelle Prefontaine, Director of Grants and Federal Programs

Eric Forsyth, Director of Administrative Services

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