

EQUITABLE ACCESS TO EXCELLENT TEACHERS AT ISD 640.

Equitable Teacher Distribution

The Wabasso Public School District makes every effort to hire highly qualified candidates for open teaching positions. For the 2017-2018 school year, only 3 out of 36 teachers had less than three years of experience with the average years of teaching experience per teacher being 14.8 years.. 98.4% of teaching assignments were met by teachers licensed in the area of assignment with one staff member requiring a state special permission and 100% of district teachers possess a teaching license. 22% of ISD 640 teaching staff possess a master's degree or higher.

Analyzing Equitable Teacher Distribution & Access to Diverse Teachers

WBWF Plans must now include a process to examine the equitable distribution of teachers and strategies to ensure low-income and minority children are not taught at higher rates than other children by inexperienced, ineffective, or out-of-field teachers. Additionally, WBWF Plans must now also include a system to periodically review and evaluate students' access to effective teachers who are members of populations underrepresented among the licensed teachers in the district or school and who reflect the diversity of enrolled students.

Process

The superintendent will conduct a review of the licensed teacher demographic make up within the district each year to ensure that the racial composition of the teaching staff to the racial composition of the student body is within 7% district wide.

Ensuring Highly Qualified Teaching Professionals

Teacher Assignments

1. Administrators review strengths and needs of staff compositions at each grade level and subject area. Teachers are assigned or reassigned positions as necessary.
2. Teachers can also apply for assignment to open positions in the district.

Rigorous Hiring Process

1. Open positions are posted on a variety of statewide job message sites to attract a wide pool of qualified candidates.
2. Administrators screen candidates for teaching qualifications and experiences.
3. Administrators check references and work histories of top candidates.
4. The superintendent reviews licensure for each top candidate prior to offering the position.

Star Reporting

Each fall and spring the district human resources personnel collect and review licensure data prior to submitting the Star Report to the MN Department of Education.

Professional development and mentoring

Each new teacher is assigned a mentor to provide professional support to teachers entering the school district. During this time administrators conduct observations and engage in reflective conversations regarding performance and improvement strategies. Each district teacher participates in professional learning communities to further support their professional development, meet their learning goals connected to school-wide improvement efforts, and ensure curricular fidelity within the district. Teachers also engage in a minimum of two peer observations per year.